

**FINAL EVALUATION REPORT**

---

Increasing Quality and Work Opportunities for Women with Disabilities  
in Georgia

---

**December 2017**

## Table of contents

1. Introduction .....	2
1.1. The Aim of the Project: .....	2
1.2. The Goal of the Project: .....	2
1.3. Expected Results: .....	2
1.4. Project Logical Framework .....	3
1.5. Project Beneficiaries: .....	6
2. Rationale of the Evaluation .....	6
2.1. Objectives of the evaluation .....	6
2.2. Scope of the evaluation .....	6
3. Methodological Approach .....	6
3.1. Methodology of Evaluation .....	6
3.1.1. Orientation and Desk Review .....	6
3.1.2. Study instruments/tools .....	7
3.1.3. Data Collection .....	7
3.2. Ethical issues .....	8
3.3. Study limitations .....	8
4. Study Findings .....	9
4.1. Relevance of the interventions .....	9
4.2. Effectiveness .....	10
4.3. Impact .....	15
4.4. Sustainability .....	16
5. Conclusions .....	17
6. Recommendations .....	17

## List of Annexes

Annex 1: FGD guide for WwD .....	19
Annex 2: FGD guide for Heads of Local Business Organizations .....	21
Annex 3: In-depth interview Guide for local CSO representatives .....	23
Annex 4: In-depth interview Guide for Representatives of Local Municipalities .....	26

## **1. Introduction**

This report presents the findings of an evaluation of the project “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia”, 3-year project funded by the Czech Development Agency, managed and implemented jointly by CARE Czech Republic and CARE International in the Caucasus in three target municipalities of Georgia (Samtredia, Abasha, Senaki). The evaluation was carried out by CARE Caucasus MEALS team in December 2017 involving a document review, an inception meeting with project staff and a field visits to the target locations of the project to talk to project participants, representatives of local civic organizations, and other key informants such as local stakeholders. The project started in July 2015 and completed in December 2017 having had the three independent project cycles/years.

### **1.1. The Aim of the Project:**

The aim of the project was to contribute to women with disabilities (WwD) in Georgia having better chances and opportunities in area of employment

### **1.2. The Goal of the Project:**

A goal of the project is that women with disabilities in Samtredia, Abasha and Senaki regions of Georgia have better access to employment and can find a self-fulfillment through own meaningful activities supported by CARE.

### **1.3. Expected Results:**

The Program had four expected results:

1. Priority needs of women with disabilities are identified
2. CARE International in the Caucasus (CIC) Business Model operation systems make special focus on creating opportunities for women with disabilities
3. Through CARE Caucasus, concrete projects of women with disabilities, are supported
4. Capacities of women with disabilities are built

### 1.4. Project Logical Framework

	<b>PROJECT DESCRIPTION</b> (Intervention logic)	<b>OBJECTIVELY VERIFIABLE INDICATORS</b>	<b>MEANS OF VERIFICATION OF INDICATORS</b>	<b>IMPORTANT RISKS &amp; ASSUMPTIONS</b>
<b>AIM</b>	Contribute to women with disabilities in Georgia having better chances and opportunities in area of employment	<ul style="list-style-type: none"> <li>- Number of women with disabilities, who found a job\got employed through the projects supported by CARE CIC in the target areas has increased visibly during the project implementation period</li> </ul>	<ul style="list-style-type: none"> <li>- Routine data from Administrative sources (National Statistics Office of Georgia (GeoStat), National Centre for Disease Control (NCDC), Social Services Agency (SSA), Ministry of Health and Social Affairs (MoLHSA))</li> <li>- Secondary data (analysis, reports) available at different organizations (local or International NGOs working in the field) – published reports and statistics</li> <li>- Project reports</li> <li>- Baseline and end-line rapid assessment reports (qualitative survey with target groups)</li> <li>- Final Evaluation Report</li> <li>- Meeting minutes</li> </ul>	
<b>GOALS / OUTCOMES</b>	Women with disabilities in Samtredia, Abasha and Senaki in Georgia have better access to employment and can find a self-fulfilment through own meaningful activities supported by CARE	<ul style="list-style-type: none"> <li>- 100% of the women supported through the selected ideas secured their jobs at the project phase out</li> <li>- 80% of employed women with disabilities increased their income by at least 50% at the project phase out (compared to the situation before the project)</li> </ul>		<p>Assumptions</p> <ul style="list-style-type: none"> <li>- Political environment is positive</li> <li>- level of cooperation of local authorities is satisfactory</li> <li>- Disability-focused local and international organizations and public institutions demonstrate willingness to cooperate with project staff and are responsive to project needs (data requests etc.)</li> </ul> <p>Risks:</p> <ul style="list-style-type: none"> <li>- Attitude towards disabled people is diverse</li> </ul>

<p><b>OUTPUTS</b></p>	<p>1. Priority needs of women with disabilities are identified</p> <p>2. CARE International in the Caucasus (CIC) Business Model operation systems make special focus on creating opportunities for women with disabilities</p> <p>3. Through CARE Caucasus, concrete projects of women with disabilities, are supported</p> <p>4. Capacities of women with disabilities are built</p>	<p>1.1. Final report describing process and evaluation of the main findings of the internal analysis</p> <p>1.2. List of priority needs of the women with disabilities in Georgia</p> <p>2.1. CIC program model includes specific criteria/indicator(s) to encourage and enhance participation of women with disabilities</p> <p>3.1. At least 22 ideas are submitted through CIC program idea vetting system during the three years aimed at addressing priority needs of target group</p> <p>3.2. At least 2 proposals in 2015 are selected and funded through project funds and 3 in each following year 2016, 2017 (8 in total)</p> <p>4.1. At least 60 women with disabilities in 2015 and 100 in 2016 and 2017 receive employment opportunities and/or access to various social integration activities (different trainings, workshops, entertainment events etc.) per year via engaging in CIC idea implementation system (260 in total)</p>		
<p><b>ACTIVITIES</b></p>	<p>1.1. Undertake Internal Small scope Analysis documenting the overall situation of Women with Disabilities in Georgia (the main gaps and recommendations)</p> <p>1.2. Based on the Analysis create a list of the priority needs of women with disabilities in Georgia</p> <p>2.1. Based on the selected priorities creating a concrete plan for including the women with disabilities into existing program of CARE Caucasus – setting up concrete and measurable priorities and criteria</p>			

	<p>2.2. Conduct an External Evaluation assessing the overall impact of the project</p> <p>3.1. Announce call for ideas with specific focus on women with disabilities</p> <p>3.2. Conduct community meetings on a regular basis (quarterly) to encourage and promote idea submission from rural populations with special focus on women with disabilities</p> <p>3.3. Evaluate and select submitted ideas in accordance with project priorities</p> <p>3.4. Conduct regular and ongoing monitoring and support to the selected ideas (including monitoring/supporting to project ideas submitted in 2015, further in 2016 and 2017)</p> <p>4.1. Provide capacity building trainings to women with disabilities aimed at increasing their awareness on: a) the rights of people with disabilities, women's rights and b) basic management skills to run small-scale enterprises</p>			
				<p><b>Initial conditions</b> (entry assumptions)</p> <ul style="list-style-type: none"> <li>- Functional partnership between CARE Czech Republic and CARE Caucasus</li> <li>- Good cooperation between the CARE offices</li> <li>- Obtaining the project grant</li> </ul>

### **1.5. Project Beneficiaries:**

Primary beneficiaries of the project were women with disabilities living in Western Georgia, namely in Samtredia (Imereti region), Abasha and Senaki (Samegrelo region) with any type and level of their handicap. Shortly after the project initiation, as it turned out very challenging to encourage them to think about their own small enterprises, the existing structures-cooperatives were considered as direct beneficiaries as well.

Other interested subjects were caregivers of people with disabilities (PWD), representatives of local communities and grass root organizations (CSOs) as well as local municipality representatives who were also partly involved in the project.

## **2. Rationale of the Evaluation**

### **2.1. Objectives of the evaluation**

Following are the objectives of the final evaluation in accordance with the agreement:

- To explore and to evaluate the level of progress made by the project and analyse the extent to which the achievements have supported the program's goals and objectives.
- To look at the relevance, effectiveness, efficiency, sustainability and impact of the project based on a review of project document and reports, monitoring and evaluation data, project-generated knowledge, as well as individual and group interviews conducted during a field visits to the region
- To assess the lessons learnt so they can be replicated in other projects and aspects for improvement in the days ahead.

### **2.2. Scope of the evaluation**

The scope of the evaluation included activities undertaken and outputs produced, between project years from 2015 to 2017. The project was analysed at implementation level. Based on the available time, there were conducted the interviews with the project staff and FGDs (Focus Group Discussion) with the direct beneficiaries of three target municipalities of the project, as well as interaction was made with relevant stakeholders.

In case of positive outcomes of the evaluation, its results will serve as a foundation for the multiplication and optimization of the project approach.

## **3. Methodological Approach**

The present section describes the methodological framework adopted during the evaluation. It also discusses the ethical issues to secure protection of participants.

### **3.1. Methodology of Evaluation**

A qualitative approach was adopted while designing the methodology for the evaluation based on a desk review followed by Focus Group Discussions and Key Informant Interviews.

#### **3.1.1. Orientation and Desk Review**

The evaluation was initiated with a very brief inception stage that consisted of initial review of documentation and meetings held with project coordinator. Evaluation methodology and implementation plan (sample size, tools, schedules and responsibilities) were discussed and finalized during this phase. It

was also ensured that the evaluator was trusted to be independent and not feel pressured in any way to influence the report and results of the evaluation.

There was carried out a desk review of the program and other relevant documents including reports and quantitative data collected through the project cycle. These reports and documents included:

1. Project Timeframe
2. Logical Framework
3. Rapid Assessment and direct beneficiary survey database
4. Final Reports and mid-term reports

A number of other documents, policies and websites, not directly related with the project were also reviewed.

This phase helped identify and acquire an in-depth understanding of major interventions undertaken and stakeholders involved.

### **3.1.2. Study instruments/tools**

Prior to the qualitative assessment data collection tools were developed, which included Focus Group Discussion and Key Informant Interview guidelines for relevant stakeholders, at all levels of data collection. While designing the instruments, the goal and the respective indicators defined in the project proposal were taken into consideration.

The information acquired in each instrument was based on who it is intended for. E.g. the tool for the local stakeholders/CSOs included questions on but not be limited to the following: Background/existing initiatives, role of local government/CSO in disability support and services provision, impact/results of the project, main problems/challenges, best practices and recommendations

On the other hand, the instrument for beneficiaries, included the following: respondents background (Social and Economic conditions for disabled people, Attitudes to people with disabilities), intervention the respondent benefited from, how they benefitted from it, satisfaction, sustainability, recommendations on how project interventions could be more supportive, etc.

Two types of guidelines were developed for the fieldwork, one for FGDs with Project Beneficiaries: a) Women with disabilities received employment opportunities and/or access to various social integration activities, b) Heads of beneficiary social enterprises and the second for in-depth interviews with representatives of Local Municipality and local Civic Society Organizations (CSOs) (See

Annex 1)

### 3.1.3. Data Collection

Consecutive method of sampling was used in the selection process of FGD participants. Based on the volume of work, number of sites and accessibility, there was decided to visit each target location of the project and interact with all kind of beneficiaries as well as representatives of local governmental or nongovernmental organizations.

The qualitative data were collected through Focus Group Discussions with three groups of project direct beneficiaries:

1. Women with disabilities received employment opportunities (7 participants representing 5 social enterprises “Agrokolkhida”, “Art Samkaro”, “Megobroba”, “Chveni Sivrce”, “Gvirila”);
2. Women with disabilities/caregivers received access to various social integration activities (4 participants);
3. Heads of local business structures/organizations/enterprises employing women with disabilities and supported by the project (7 participants representing 7 enterprises (see below the table)):

Participants of FGDs session (Heads of local business organizations)

#	Name of Organization	Type of organization	Field of activity	Municipality	N of WwD employed
1	“Agrokolkhida”	Partnership	Laurel processing enterprise	Senaki	6
2	“Art Samkaro”	Partnership	Handmade bamboo souvenirs	Senaki	6
3	“Litkafe”	Partnership	Bakery and library	Abasha	6
4	“Chveni Sivrce”	Partnership	Handmade crafts	Senaki	7
5	“Gvirila”	Association of WwD	Sewing enterprise	Samtredia	8
6	“Soflis imedi”	Cooperative	Hazelnut processing	Senaki	4
7	“DK-Kolga”	Cooperative	Small scale drying enterprise	Senaki	4
Total					41

The researcher facilitated the focus group discussions using a semi-structured format. The length of the discussion sessions averaged between one and a half to two hours. Each of the FGDs was audio taped and transcribed. The discussions took place in a setting where the session was not interrupted.

In total four in-depths interviews were conducted: three with local focal points of target municipalities: Samtredia, Abasha and Senaki and one in-depth interview was carried out with the head of local civil society organization (CSO) “Siketis madziebeli” operating in the field of disability and inclusive development in the region.

Project coordinator arranged travel and communication between concerned groups of respondents and the evaluator.

The summary of conducted activities during the survey is presented in the table below:

Focus group discussions (Direct Beneficiaries)	3
In-depth interviews (Local municipality)	3
In-depth interviews (CSO)	1

## 3.2. Ethical issues

Study respondents were consented prior to the interview. The study objectives were explained and participants were guaranteed complete confidentiality.

## 3.3. Study limitations

Although the evaluation included the both quantitative and qualitative lines of enquiry, and allowed for the triangulation of results, there were some limitations to the methodology, which should be considered when reviewing the evaluation results.

Similar to any group interview-based survey, it is possible that respondents may not have accurately answered some of the sensitive questions, or may have had difficulties in recalling information. In addition, respondents could color the truth about certain negative attitudes due to a social stigma.

The absence of formal statistical data<sup>1</sup> or any other information regarding the employment status and income of people with disabilities, especially Women with disabilities in Georgia could be considered as one of the study limitations to measure the outcome indicators. However, measures were taken to minimize this limitation. During the project implementation it was possible to collect relevant socio-economic data, but retrospective design of the study as well as nature of the collected data could result in the recall bias resulting in inaccurate reporting.

The evaluation was conducted two months following the startup phase of newly funded enterprises in 2017 and therefore were not completed the whole process of integration and employment of beneficiaries so it would be difficult to measure changes in their economic condition.

## 4. Study Findings

### 4.1. Relevance of the interventions

It was assessed to what extent were the actions carried out under the project relevant to the priorities both in-country and internationally.

The project design and interventions are very appropriate and relevant to the target group's needs and the objectives of the project. The project interventions are in alignment of the Georgian Government's Action Plan (2014-2016) in which provision of equal rights of PwD to work and be employed, public awareness rising on issues related to PwD and involvement of PwD in decision making process are in strategic aims.

Moreover the project aims to support the international acts and documents that Georgia has joined and /or which is an integral part of international law related to empowerment of People with disabilities such as the United Nations Convention on the Rights of Persons with Disabilities paying much attention to the rights and empowerment of women with disabilities. It is important to highlight a number of key points in this document, which are essential and relevant to this project and are agreed by all states with the recognition of this Convention:

---

<sup>1</sup> <https://idfi.ge/ge/statistics-of-persons-with-disabilities>

- Promotion of employment opportunities and career advancement for persons with disabilities in the labor market, opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business; as well as assistance in finding, obtaining, maintaining and returning to employment (Relevance to Project Objectives);
- Recognition that women and girls with disabilities are often at greater risk, both within and outside the home of violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation (Relevance to Gender);
- Highlighting the fact that the majority of persons with disabilities live in conditions of poverty, and in this regard recognizing the critical need to address the negative impact of poverty on persons with disabilities (Relevance to target region/rural context)

The context and the project priorities are in full compliance with the Council of Europe Disability Strategy 2017-2023 with overall goal to achieve equality, dignity and equal opportunities for persons with disabilities in specific areas.

The present intervention is consistent with the overall CARE's approach of linking development with social entrepreneurship. The project works with poor and marginalized populations (people with disabilities living in rural areas) and focuses on women as an agents of change in the target communities, therefore bringing in two of the CARE's impact groups. The intervention is also relevant to CARE's domains of change. It is looking to broaden civil society development and works with local business organizations to improve the employability of the target population leading to the development of entrepreneurship that could qualify it under the domain: market linkages and market responsiveness.

## 4.2. Effectiveness

The Project was quite effective in meeting the targets laid out in its initial plan.

### Needs assessment

As the first step of the project, internal rapid assessment was undertaken aiming to gather general information on baseline situation of the people with disabilities. The desk research results, information from different sources and statistics provided by various stakeholders in the target communities were compiled and analyzed. As the result of this task the list of priority needs of women with disabilities in Georgia was developed and the report describing process and evaluation of the main findings of the internal analysis was elaborated. However limited time and finance resources assigned for this task may have led to the fact that the recommendations elaborated from this assessment are not valid and the real gaps aren't fully identified.

Although the list may not have been exhaustive to fully identify the problems of WwD, the main task can be considered fulfilled and the target for the Output Indicator #1: "Priority needs of women with disabilities are identified" achieved.

And most importantly, if look at the opinions that have been expressed during the discussion with beneficiaries and local stakeholders, the results of the project is exactly in line with problems of people with disabilities, especially WwD, in particular their integration into society and more importantly, their employment, which was unanimously nominated as the innovation in the region.

*"We became more active, more interested, we study, are busy with our work. We found out that we are wanted and can do something valuable. We believe that there are "No Limited Abilities". Our illnesses seem to be alleviated, all pains are forgotten."*

**Revision and fine-tuning of CIC business model**

Regarding the Second Output Indicator the project tested a new way to fight against poverty based on the business model of CARE International in the Caucasus (CIC) to incubate and accelerate social enterprises in vulnerable groups. The beneficiaries were directly involved and responsible for the preparation and implementation of their business ideas. Acknowledging the power of people to change their own lives and their communities, it capacitated women with disabilities to make a long lasting change by providing the necessary outlets, skills, funding and connection to run a social enterprise. Before this initiative women with disabilities were also included in CARE’s program but without specific focus and indicators for impact measurement. Under the project the particular criteria and indicators were developed and added to the current CIC business model. Thus the target for the aforementioned indicator:”CARE International in the Caucasus (CIC) Business Model operation systems make special focus on creating opportunities for women with disabilities” is met and CIC program includes the specific indicators to incubate and accelerate social enterprises of women with disabilities and ensuring the full compliance of the methods and approaches used in the project with the specific needs of women with disabilities. These Indicators are:

- N of women with disabilities – headed social enterprises
- N of women with disabilities below the poverty line who report that their priorities/needs are addressed by economic planning and social services
- N of women with disabilities below the poverty line who benefit from services provided by CSOs
- % of women with disabilities who report they have knowledge/capacity to capitalize on existing market opportunities

With regard to other indicators the table below details the set and achieved targets during the Project implementation.

Achieved targets

Activity	Idea submission	Selection of proposals and funding	Capacity building interventions						Employment
			Initial community meetings	Private consultations and meetings with project staff	Training on business planning and organization	Training on human rights and gender equality	Professional trainings	Exhibitions/Workshops /other entertainment events	
Target	22 ideas	8 proposals	260						
Achieved	25 ideas	8 proposals	128	82	30	94	21	35	47
2015	4	2	12	15	10	8		10	8
2016	10	3	60	57	12	51	20	25	21
2017	11	3	56	10	8	35	1		18

Other than, the anecdotal evidence and qualitative data collected during the field visits and FGDs were used to collaborate and verify the quality of the interventions as well as the results of the same.

### **Mobilization and Idea submission**

The project coordinator played an active role in mobilization of local communities, with the valuable support from local municipality representatives. According to feedback of project beneficiaries this project intervention not only helped the most neglected portion of society i.e. people with disabilities, but it also capacitated them with necessary skills on their rights and facilitated to find a job.

During the discussion sessions it was highlighted the role of the interventions undertaken by both groups of Wwd, employed and participated in different interventions only. They were talking about a vital role of the project in their resocialization. They actively participated in preparation of business idea submission process.

*"I was sitting at home all days, but now I can't wait until tomorrow to see my favorite coworkers and friends. I hate the weekends, when our enterprise is closed"*

Young Wwd (employed), FGD discussion participant from Senaki

Partnership with the project coordinator and representatives of local municipalities in all three target areas have led to the effective mobilization of beneficiaries and making possible to announce calls for business idea competitions in the beginning of each project years. Prior to these calls target communities were informed about project opportunities and performance.

To make the process of mobilization more effective and perform better outreach CARE's ongoing European Neighborhood Program for Agriculture and Rural Development (ENPARD) project's staff also participated in promotion of this initiative and the Calls for ideas.

It should be noted as well the collaboration of the project with Nongovernmental organization "Siketis Madziebeli", the only organization working on awareness raising of society and promotion an understanding of disability issues.

There were used different ways to inform target population: via internet announcements, using door to door approach for spreading information in a community with active participation of local municipalities. This information was reconfirmed during the FGDs with the project beneficiaries.

The participation of all key stakeholders and effective facilitation support resulted in successful public awareness campaign on the employment opportunities for women with disabilities that contributed meaningfully to ensuring the better engagements of the target community in the project.

As a result of collaborative efforts of project staff, representatives of local authorities and NGO, ENPARD project's team it became possible to encourage participation of Wwd and bring more ideas to gain funding. Totally 25 business ideas were submitted from project target areas during 2015-2017 years, and thus one of the output indicators: "At least 22 ideas are submitted through CIC program idea vetting system during the three years aimed at addressing priority needs of target group" were over achieved. Among 25 business ideas 5 were initiated by Wwd.

### **Awareness raising and Capacity building**

The one of the powerful and participatory component of the project aiming at empowering disabled women was capacity building interventions, in particular basic and specific trainings, seminars and information

meetings, as well as various workshops and participation of beneficiaries in exhibitions and sales promotion events.

Regular trainings on human rights and gender equality as well as business planning and organization development were held for direct beneficiaries of the project at every round of implementation. FGD participants expressed their satisfaction concerning objectives of sessions, trainers and methods of trainings.

*“Everything we are doing now is a result of what we've learned at the trainings”*

WwD (employed), FGD discussion participant from Senaki

*“The trainer was excellent, very knowledgeable and provided very useful training, Thanks to CARE as it connect us with high professional”*

WwD (participated in different activities), FGD discussion participant from Senaki

Particular attention was given by all FGD participants to the need and usefulness of trainings on disabled persons and women's rights. As for the business plan preparation trainings, those WwD who were not hired said, that although their ideas were not selected, acquired knowledge will help them to complete the work and realize the ideas they have proposed.

*“I'm not going to give up and I still want to have a guest house. I received knowledge on something that I did not know before: what should I do, how to plan, how to manage, effective time management, distribution of earnings, etc.”*

FGD participant from Samtredia

Heads of beneficiary social enterprises found the trainings very fruitful as it was not only promotion of organizational activities, but they received trainings in accordance with the specific needs and improved operation and advanced knowledge. All respondents had a willing to participate in such trainings again. However, there were few considerations regarding the provision of more practical skills during the sessions.

*“The trainings were good, but they must have some practical examples, only theoretical knowledge is not enough. It would be good to receive trainings on key approaches and market linkage innovations to enhance our capacity and enable us to sell our production on time and at competitive prices to ensure long-term sustainability”*

FGD participant, Head of local organization

Due to Project interventions there was marked increase in awareness of the beneficiaries and their socialization and integration in society. In fact this was the most valuable intervention implemented by the project as highlighted in the feedback of FGD participants.

### **Employment of WwD**

Totally there were 47 WwD got employed through the support of the project. The majority of them (69%) live in urban areas, while only 31% live in rural places.

Employment, socialization and integration of WwD, were unanimously named as the main achievements of the project objectives by all interviewed respondents.

*“Their life has changed radically. When someone has been locked up for 10 years at home, and now he can come out and moreover have a salary, this means that his psychological and financial conditions are improved, his whole life has changed and improved.”*

Representative of local Civil Society Organization in Abasha

Despite this, more efforts should have been made by the project side for mobilization, encouragement and participation of Women from rural areas. As it is stated in the Convention on the Rights of Persons with Disabilities people with disabilities are mostly marginalized and hidden population, especially Wwd and moreover if they live in rural areas, who have more chances to be affected by poverty and discrimination, and in this regard it is highlighted the critical need of more support to this population.

The employed Wwd suffered from different types of disability. From total 47 employed women 7% have a cerebral palsy, 9% - a diabetes, 12% - leg trauma, 7% - cancer, 21% - mental disability, 2% - arthrosis, 2,5% - hearing problem, 9% - epilepsy, 2,5% - neurosis, 3% - leukemia, 3% - wheelchair users, 7% - eyesight problems, 9% with one kidney , 3% - asthmas and 3% - liver disease.

It is important to note that among the beneficiaries employed within the project were those (24%), who had some jobs in the past, while 76 % were unemployed before the project.

While asking the heads of local enterprises to name the main success of their organizations all of them considered the employment of Wwd.

*“For the success for our organization even the case of one young lady would be enough, who is now 28 years old and left her house for the first time and have a job. It seems like a second life for her. This is the great success, which makes us motivated”*

Head of local business organization “Art Samkaro”

The project aimed that “100% of the women supported through the selected ideas secured their jobs at the project phase out” (Outcome Indicator 1). In actual fact, based on direct observations and communications with representatives of project supported organizations all 47 employed women with disabilities retain their jobs at the project phase out stage. It should be mentioned that 2 beneficiary ladies of cooperative “Soplis Imedi” and 1 beneficiary lady of partnership “Chveni-Sivrc” passed away and new 3 ladies joined to these enterprises.

In addition to aiming at women employment, the project had the aim that “80% of employed women with disabilities increased their income by at least 50% at the project phase out (compared to the situation before the project) (Outcome Indicator 2).

Based upon the available data obtained from the direct beneficiary survey, it can be undeniably proved that 100% of cases income is increased, out of which 84 % reported that their income increased at least 50% at the project phase out.

### **Risks Regarding the Success of the Project**

There was possibility to identify several potential risks regarding the success and sustainability of the project.

Despite the big progress in recent years, negative public attitudes and stigma about disability, which still exist and what was confirmed by FGD participants, might be an obstacles to involve the target population into the

activities. There was sufficient planning to mitigate these risks and to achieve the project goal. The project, in parallel regime, started to work with existing enterprises and cooperatives to promote involvement of women with disabilities in their activities.

Another obstacle for participation of beneficiaries was the misconception on receiving social package along with salary if person with disability is employed in private sector. Some of the potential beneficiaries refused to participate only because of fear to lose social package with employment while 25% of project beneficiaries who get involved in social enterprises were recipient of social package as well.

### 4.3. Impact

The evaluation sought to understand and capture significant changes in the specific areas of people's lives on which the project aimed to impact. Interviews and discussions with the beneficiaries revealed broad changes.

Qualitative and anecdotal information from the field was too positive in terms of supporting the project objectives. The direct beneficiaries as well as interviewed representatives of local municipalities and CSO were of the opinion that the project contributed to women with disabilities in the region having better and real chances and opportunities in area of employment. These opportunities were successfully placed into jobs and finally resulted in 47 employed women with disabilities, what can be considered as a significant increase.

Responses from the participants of qualitative study proved that this project was the unique initiative in the region that could bring about social change not only in the community of disabled people, but also in the local society as well. They were happy to see a positive change in women with disabilities who were until before the project inactive, hidden and isolated from society.

*“Only in Abasha, six women with disabilities were hired at one of the enterprises, and this is a great achievement”*

Head of local Civil Society Organization in Abasha

The project served to ensure that PWDs are empowered with knowledge and skills which can assist them in demanding the protection and promotion of their rights as well as lobbying local authorities to include PWDs in the community development agenda.

*“I can honestly say, that the strength of my organization is the adaptation of WwD to society. They were too busy during this year. The holidays and weekend seem to be a tragedy for them and we are trying not to have holidays. They could not imagine that they can create this beauty, they are happy, and especially when someone likes their work, it is a double happiness for them. They learned some sort of handicraft and could realize themselves. They feel like something unthinkable happen to them. They began to believe in themselves and it is really a merit of this project.”*

Head of local partnership “Cveni Sivrtse”

*“Everybody should see these enterprises and women employed there, this would be the best validation of how well everything is done and the justification that the implementation of such projects is of vital importance.”*

Head of municipality of Abasha

Based on above mentioned considerations it can be concluded that the information collected from qualitative study as well as data obtained from reports, assessments and other project documents are enough to prove the achievement of the project goal: "Contribute to women with disabilities in Georgia having better chances and opportunities in area of employment" which is related to CARE's core priority area towards women empowerment and poverty reduction and in line with GoG's plans and programs.

*"Society became more aware of the dignity and value of people with disabilities, there are many TV programs and their attitude has changed, but such projects, specifically oriented on needs of WwD have a very positive outcome"*

WwD, FGD participant from Samtredia (her idea was not selected)

#### 4.4. Sustainability

*"Thanks to this project we have acquired specific knowledge and even we lose our current job, we are offered to teach children handicrafts and earn money."*

WwD FDG participant from Senaki

Networking and developing partnerships with local government and CSOs is necessary for sustainability and increased impact of Project interventions. A great effort was made from the side of the project while establishing the relationship with local stakeholders. The local authorities of target municipalities became more responsive and supportive to women's problems. In case of partnership with Samtredia municipality, they have provided financial assistance to the WwD Association "Gvirila" during the project implementation, what they intend to continue in the future as well. As a good example of this collaboration and the guarantee for sustainability is the agreement between local municipality of Samtredia and CARE international in the Caucasus. The agreement ensures continued transportation services for WwD working in Association "Gvirila".

*"We will try our best to continue supporting the enterprise and pay more attention to beneficiaries after the project closeout. In case of new initiatives we will be participating more actively as in the selection procedure of ideas as well as in the process of monitoring, because we have already gained experience"*

Head of municipality of Samtredia

During the FGD with the heads of local business organizations the idea of building a Facebook community was raised, aiming to reach the target audience more consistently, share new ideas and experience, encourage and promote the idea of employment of WwD seeking to increase awareness of gains to be derived from the integration of persons with disabilities in society.

*„The Internet page can be created without a donor, sharing experience is too important for cooperation and mutual assistance, and others will also be able to see the benefits of the involvement of disabled women."*

Head of cooperative "DK Kolga"

The evaluator was also able to identify several potential risks regarding the success and sustainability of the project. Among them there is the availability of financial resources which are critical to project implementation and sustainability. The feedback received from FGD participants explains that the marketing is the biggest problem for them, which is interlinked with the lack of financial resources. A high level of

inflation and non-stable financial environment can also be considered as the risks to sustainability of the project main achievement –employment of WwD.

*“This project showed the need for a continuation of the intervention. We may find resources within some limits, but such projects have more expectations and are more appreciated by local community, because it is your goodwill to help our women, compared to us when we have obligation to take care of them but unfortunately have not enough funds.”*

Representative of Senaki municipality

FGD members mentioned about existing procurement procedures used for the project which were not always found effective. Among the factors affecting the project sustainability in terms of marketing were named ineffective timeframe and planning. Existing procurement procedures we’re not adjusted to the real need of enterprise and market requirements.

*“Would be great to have the possibility of making changes in the business plan. That would be more targeted and market oriented, than the advanced procurement. You cannot always foresee something in advance. “*

WwD, Member of Association “Gvirila”

## 5. Conclusions

The following conclusions summarize the findings presented above given the project objectives, target groups, location and context.

Empowerment of women with disabilities involves awareness raising, capacity building, building self-confidence, increasing access to employment, resulted in income gains and ability to achieve self-fulfillment through own meaningful activities.

Important instruments of empowerment include information and networking activities, mobilization campaign, priority needs assessment and social integration activities, activities supporting social entrepreneurs, encouraging employment of WwD– entailing a process through which women with disabilities acquire knowledge, skills and a willingness to integrate in social life and decision making process and finally got employed at various enterprises.

The project is initiated based on the CARE Caucasus business model (operational system) and is adjusted to the particular priorities and objectives of the program. The linkage between the program and the project is established by adding more precise criteria and indicators to CIC business model.

The Project - “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia” is a unique initiative which is endeavoring to bring about social change not only in the community of disabled people, but also in the general society as well.

The activities proposed in the project were contextual with the local situation, plan and policies of the Government of Georgia.

There is a real positive change in lives of women with disabilities who were before the project initiation, unable even to communicate with each other and with the rest of community, but now they have their jobs and their income is increased.

## 6. Recommendations

Based on the overall findings, the following recommendations should be considered for planning and implementation of future projects.

- The program has contributed a lot to empowerment of WwD in project target areas by giving them better chances and opportunities for employment and increase their income. However it was impossible to calculate the progress without baseline survey data. One of the recommended ways to start a project is to carry out a baseline study. It should be done to act as a benchmark for measuring project success or failure.
- Among the beneficiaries (WwD) employed within the project were those, who had their jobs at the beginning of the project, while the main objective is directed to employment. At the same time there weren't any specific inclusion criteria/details in the proposal related to meaning of target population term – Women with Disabilities. The recommendation is to have more detailed and specific meaning of certain definitions (in this case Women with Disabilities) and clear and strict inclusion criteria for the project.
- More efforts should be done to ensure sustainability of the project results. The resources should be identified and mobilized to support existing and potential market needs of supported social enterprises;
- The project should be of longer period as changing the deeply rooted practices/attitudes of the society into one that respects a group of disabled persons' contribution need some time.

## Annex 1: FGD guide for WwD

### Focus Group Discussion Guide

#### (Questionnaire for Project Beneficiaries - WwD)

##### Introduction

Moderator introduces him/herself and explains purpose of the interview: I am ---- (name, last name) and I work at CARE International in the Caucasus. CARE is an international non-profit non-governmental organization operating in South Caucasus region. CARE works with different target groups. Its activities are focused on the needs of the local communities, promotion of gender equality, and encouragement of a strong and effective civil society.

The aim of this meeting is to discuss your awareness and attitude toward the project “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia”, also the existing environment and the project final results.

Your views will be used to help us to assess interventions implemented in frames of the project and to elaborate recommendations for future initiatives based on your experience.

Your participation in the discussion is voluntary. You have the right to not answer the question if you don't want to. The discussion will be recorded and a transcript will be produced in order not to miss important information provided by you.

Discussion will last about 1 hour. All the information given will be treated with confidentiality and be used for the purposes of the study only.

Thank you very much for participation!

##### A. General view

**A.1.** Are you aware about the project : “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia”, What is the aim of the project

**A.2.** Were the activities carried out under this project suitable for your needs?

A.2.1 If yes, how were these priorities identified?

**A.3.** What were your expectations before the project initiation? Did your expectations came true?

##### B. Business Ideas Selection Process

**B.1.** Did you participating in the call for ideas with specific focus on women with disabilities? How were you informed about this possibility?

**B.2.** Who could participate? (Were there any criteria for submission ideas?)

**B.3.** How were the ideas selected for funding? (In your opinion, have the ideas been chosen properly)

### **C. Capacity Building**

- C.1.** Did you receive any training/information meeting/workshop on capacity building?
- C.2.** If yes, what types of trainings were conducted?
- C.3.** What benefits did you get from this trainings? Are your skills/knowledge/capacity improved to utilize existing market opportunities? Can you provide any examples
- C.4.** Would you like to participate in similar activities again?

### **D. Existing environment**

- D.1.** Are you aware about any organizations implementing interventions in your community focusing on the needs of people with disabilities, especially women with disabilities? Which projects are being implemented or implemented?
- D.2.** Have you ever received any financial support from another organization or donor? (If yes, Please list the organization/donor and type of financial support you received)
- D.3.** Have you ever received the State pension for people living below the poverty line?
- D.4.** What activities (economic and social) are being implemented by the local authorities to support people with disabilities, especially women with disabilities?
  - D.4.1** Are there any changes in this regard in the process of implementation of this project?

### **E. Impact/Results of the project**

- E.1.** In your opinion, which approaches/interventions of the project were the most successful ones/had the biggest impact?
- E.2.** What has changed in your life after you join this project? Whether you get any benefit/experience (if yes, what is the main advantage of this project)
- E.3.** What is the attitude of society to the fact that you do participate in this project?
- E.4.** Have you been involved in any social activity before this project initiation and what's happening now?
- E.5.** Are you currently employed? (If yes, please explain how this project did contribute to your employment )
- E.6.** How do you intend to continue your work after the completion of the project?
- E.7.** Is there anything you are dissatisfied with? What was not done?
- E.8.** How would you rate this project in general?

1	2	3	4	5
Very negative	Negative	Neutral	Positive	Very positive

## **Annex 2: FGD guide for Heads of Local Business Organizations**

### **Focus Group Discussion Guide**

#### **(Questionnaire for Heads of Local Business Organizations)**

##### **Introduction**

Moderator introduces him/herself and explains purpose of the interview: I am ---- (name, last name) and I work at CARE International in the Caucasus. CARE is an international non-profit non-governmental organization operating in South Caucasus region. CARE works with different target groups. Its activities are focused on the needs of the local communities, promotion of gender equality, and encouragement of a strong and effective civil society.

The aim of this meeting is to discuss your awareness and attitude toward the project “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia”, also the existing environment and the project final results.

Your views will be used to help us to assess interventions implemented in frames of the project and to elaborate recommendations for future initiatives based on your experience.

Your participation in the discussion is voluntary. You have the right to not answer the question if you don't want to. The discussion will be recorded and a transcript will be produced in order not to miss important information provided by you.

Discussion will last about 1 hour. All the information given will be treated with confidentiality and be used for the purposes of the study only.

Thank you very much for participation!

##### **A. Overview of Organization’s work**

**A.1.** What are the main activities carried out by your organization (Target population, Catchment area)?

Key successes of the organization:

**A.2.** How does your organization respect, encourage, and promote equal participation of women in organizational life to achieve gender balance?

**A.3.** The main problems/challenges which affect the organizational performance:

##### **B. Social and Economic conditions for disabled people**

**B.1.** Do you have information related to conditions of the PWD living in your municipality, what problems do they have?

**B.2.** How does your organization consider the issue of employment of PWD, particularly women with disabilities, and what are you doing to solve these problems?

- B.3.** What is the attitude of the general population to PWD, particularly women with disabilities?
- B.4.** How frequently PWD community members refer to you to solve/advocate their problems? If so, what are the mentioned problems? Do community members mostly refer to you with complaints or recognitions about interventions of different implementers?

**C. Current projects/interventions/initiatives implemented in target area**

- C.1** Are there any interventions to support PWD implemented by your organization?
  - C.1.1** If yes, please describe the main activities (either social, or economic) implemented by your organizations to support PWD, especially WwD.
- C.2** Are you aware about any organization implementing interventions focused on PWD, especially WwD in your community?
  - C.2.1** If yes, which projects are carrying or carried out? Are they attentive to the needs of disabled people?
- C.3** Have you heard about the Project: “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia”?
  - C.3.1** If yes, what are the main activities carried out in the frames of this project in your region?
- C.4** Does your organization work with representatives of this project?

**D. Results/Impact of the Projects**

- D.1** From your perspective, which projects/approaches/interventions were the most successful, had the biggest impact on PWD social economic conditions? Please justify your answer by providing examples
- D.2** Which problems have been solved for PWD fully or partially as a result of the implementation of mentioned projects? Please provide specific examples
- D.3** How would you assess the project “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia” in terms of influence, what has changed for you organization and can we talk about any impact of the support from this project on your current performance. To what extent did/will do women with disabilities benefit from the interventions implemented?
- D.4** How does local population themselves assess these interventions? Are they satisfied or dissatisfied?
- D.5** How do you think your support and implementation of such projects are needed for the local population with disabilities, especially for WwD. Would you like to implement similar activities in the future?
- D.6** Have you advocated social responsibility for local enterprises and private sector representatives in terms of employing people with disabilities?
- D.7** How would you rate this project in general?

1	2	3	4	5
Very negative	Negative	Neutral	Positive	Very positive

### Annex 3: In-depth interview Guide for local CSO representatives

## In-depth interview Guide

### (for CSO representatives)

Moderator introduces him/herself and explains purpose of the interview: I am ---- (name, last name) and I work at CARE International in the Caucasus. CARE is an international non-profit non-governmental organization operating in South Caucasus region. CARE works with different target groups. Its activities are focused on the needs of the local communities, promotion of gender equality, and encouragement of a strong and effective civil society.

The aim of this interview is to discuss your awareness and attitude toward the project “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia”, also the existing environment and the project final results.

Your views will be used to help us to assess interventions implemented in frames of the project and to elaborate recommendations for future initiatives based on your experience.

Your participation in the interview is voluntary. You have the right to not answer the question if you don't want to. The interview will be recorded and a transcript will be produced in order not to miss important information provided by you.

Interview will last about 1 hour. All the information given will be treated with confidentiality and be used for the purposes of the study only.

Thank you very much for participation!

#### A. Organization profile

##### Identification

Name/Title of CSO				
Date of establishment				
Contact details including mailing address, telephone, if available:				
Locations where the CSO works				
Number of CSO members				
Distribution of CSO members by Gender:	Female:		Male:	

## **B. Overview of CSO's work**

- B.1** What are the main activities carried out by your organization (Target population, Catchment area)?
- B.2** Key successes of the organization:
- B.3** The main problems of local population your organization works to address. How do you identify priorities?
- B.4** The main problems/challenges which affect the organizational performance:
- B.5** Do you have experience of team work and sharing resources within organization and effective partnership with other organizations (local / international, governmental / non-governmental), If yes which organizations and what type of collaboration

## **C. Capacity building**

- A.1.** Did CSO members receive any training on capacity building?
- A.2.** If yes, what types of trainings were conducted?
- A.3.** How often did they receive trainings?
- A.4.** How do you think is it necessary to carry out such type of interventions

## **D. Social and Economic conditions for disabled people**

- D.1.** Do you have information related to conditions of the PWD living in your region, what problems do they have?
- D.2.** How does your organization consider the issue of employment of PWD, particularly women with disabilities, and what are you doing to solve these problems?
- D.3.** What is the attitude of the general population to PWD, particularly women with disabilities?
- D.4.** How frequently PWD community members refer to you to solve/advocate their problems? If so, what are the mentioned problems? Do community members mostly refer to you with complaints or recognitions about interventions of different implementers?

## **E. Current projects/interventions/initiatives implemented in target area**

- E.1.** Are there any interventions to support PWD implemented by your organization?
  - E1.1** If yes, please describe the main activities (either social, or economic) implemented by your organizations to support PWD, especially WwD. What are the main priorities and how they were identified?
- E.2.** Are you aware about any organization (Local/International, Governmental/Nongovernmental) implementing interventions focused on PWD, especially WwD in your community?
  - E.2.1** If yes, which projects are carrying or carried out? Are they attentive to the needs of disabled people?
- E.3.** Have you heard about the Project: "Increasing Quality and Work Opportunities for Women with Disabilities in Georgia"?
  - E.3.1** If yes, what are the main activities carried out in the frames of this project in your region?
  - E.3.2** Does your organization work with representatives of this project?

## F. Results/Impact of the Projects

- F.1** From your perspective, which projects/approaches/interventions were the most successful, had the biggest impact on PWD social economic conditions? Please justify your answer by providing examples
- F.2** Which problems have been solved for PWD fully or partially as a result of the implementation of mentioned projects? Please provide specific examples
- F.3** How would you assess the project “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia” in terms of influence? To what extent did/will do women with disabilities benefit from the interventions implemented?
- F.4** How does local population assess these interventions? Are they satisfied or dissatisfied?
- F.5** How do you think implementation of such projects are needed for the local population with disabilities, especially for WwD. Would you like to implement similar activities in the future?
- F.6** How would you rate this project in general?

1	2	3	4	5
Very negative	Negative	Neutral	Positive	Very positive

## Annex 4: In-depth interview Guide for Representatives of Local Municipalities

### In-depth interview Guide (for Representatives of Local Municipalities)

Moderator introduces him/herself and explains purpose of the interview: I am ---- (name, last name) and I work at CARE International in the Caucasus. CARE is an international non-profit non-governmental organization operating in South Caucasus region. CARE works with different target groups. Its activities are focused on the needs of the local communities, promotion of gender equality, and encouragement of a strong and effective civil society.

The aim of this interview is to discuss your awareness and attitude toward the project “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia”, also the existing environment and the project final results.

Your views will be used to help us to assess interventions implemented in frames of the project and to elaborate recommendations for future initiatives based on your experience.

Your participation in the interview is voluntary. You have the right to not answer the question if you don't want to. The interview will be recorded and a transcript will be produced in order not to miss important information provided by you.

Interview will last about 1 hour. All the information given will be treated with confidentiality and be used for the purposes of the study only.

Thank you very much for participation!

**Name and position of respondent:** \_\_\_\_\_

**Since when are you working on this position? (Indicate month and year)**

#### A. Social and Economic conditions in the regionfor

- A.1. Could you please describe current socio-economic situation in your community? (Probe for: level of employment, available infrastructure facilities, general living conditions, level and type of engagement in agriculture, access to financial capital etc.)
- A.2. Do you have information related to conditions of the PWD living in your region, what problems do they have?
- A.3. How does your municipality consider the issue of employment of PWD, particularly women with disabilities, and what are you doing to solve these problems?
- A.4. What is the attitude of the general population to PWD, particularly women with disabilities?
- A.5. How frequently PWD community members refer to you to solve/advocate their problems? If so, what are the mentioned problems? Do community members mostly refer to you with complaints or recognitions about interventions of different implementers?

## **B. Current projects/interventions/initiatives implemented in target area**

- B.1** Are there any interventions to support PWD implemented by your municipality?  
**B1.1** If yes, please describe the main activities (either social, or economic) implemented by your municipality to support PWD, especially WwD. What are the main priorities and how they were identified?
- B.2** Are you aware about any municipality (Local/International, Governmental/Nongovernmental) implementing interventions focused on PWD, especially WwD in your community?  
**B.2.1** If yes, which projects are carrying or carried out? Are they attentive to the needs of disabled people?
- B.3** Have you heard about the Project: “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia”?  
**B.3.1** If yes, what are the main activities carried out in the frames of this project in your region?  
**B.3.2** Does your municipality work with representatives of this project?

## **C. Results/Impact of the Projects**

- C.1** From your perspective, which projects/approaches/interventions were the most successful, had the biggest impact on PWD social economic conditions? Please justify your answer by providing examples
- C.2** Which problems have been solved for PWD fully or partially as a result of the implementation of mentioned projects? Please provide specific examples
- C.3** How would you assess the project “Increasing Quality and Work Opportunities for Women with Disabilities in Georgia” in terms of influence? To what extent did/will do women with disabilities benefit from the interventions implemented?
- C.4** How does local population assess these interventions? Are they satisfied or dissatisfied?
- C.5** How do you think implementation of such projects are needed for the local population with disabilities, especially for WwD. Would you like to implement similar activities in the future?
- C.6** How would you rate this project in general?

1	2	3	4	5
Very negative	Negative	Neutral	Positive	Very positive