



Ministry of Economy and Sustainable
Development of Georgia

Empowering Women in Trade and Transport Facilitation

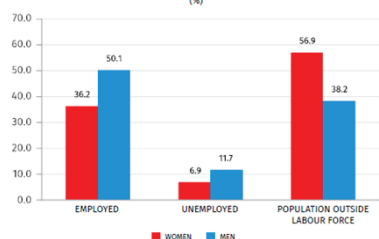
Case of Georgia

SECOND PREPARATORY MEETING
29th OSCE Economic and Environmental Forum
11 June 2021

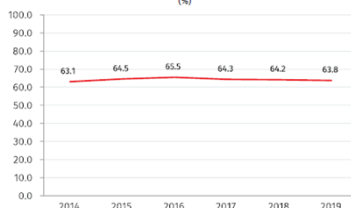


Current State of Play: Sex-disaggregated Statistics of Georgia

DISTRIBUTION OF POPULATION AGED 15 AND OLDER, BY ECONOMIC STATUS, 2019 (%)



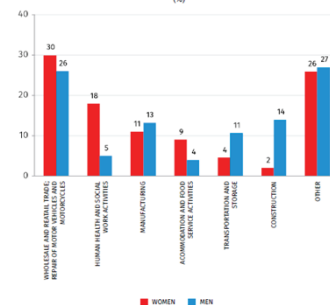
WOMEN'S AVERAGE MONTHLY EARNINGS RATIO WITH RESPECT TO MEN'S AVERAGE MONTHLY EARNINGS (%)



NUMBER OF PERSONS EMPLOYED IN THE TRANSPORTATION AND STORAGE SECTOR (THSD.) (Declared data of enterprises)

Year	Women	Men	Total
2014	9.3	37.0	46.3
2015	9.8	38.9	48.7
2016	10.9	41.9	52.8
2017	12.5	44.1	56.6
2018	12.2	45.9	58.1
2019	14.1	47.1	61.2

PERCENTAGE OF EMPLOYED IN THE BUSINESS SECTOR BY ECONOMIC ACTIVITY, 2019 (%)

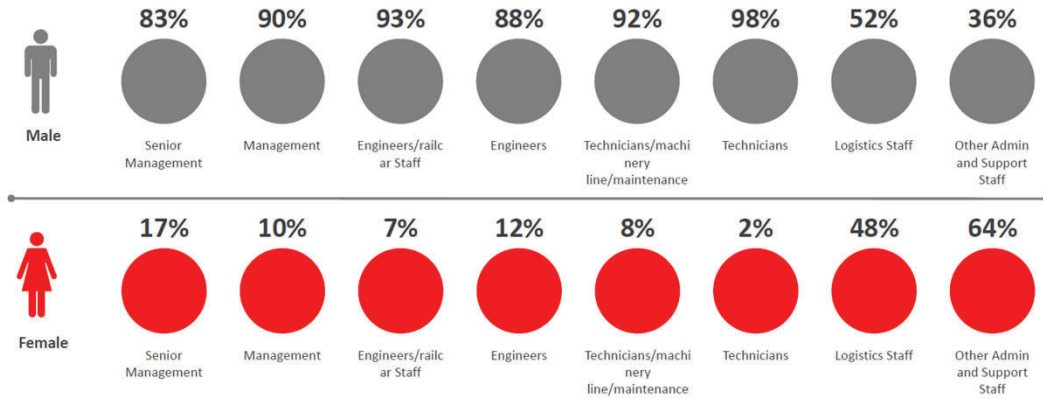


- As of 2019, labour participation rate (economic activity rate) is 61.8% for men and 41% for women in Georgia
- Gender differences in wages remain significant including in the field of transportation and storage
- As of 2019, only 4% of the employed women work in the transportation and storage sector
- The share of women employed in the transportation and storage industry compared to the total employment in the sector is around 23%

Source: GEOSTAT



Women in Rail



Source: Georgian Railway



Women in Aviation and Maritime Transport

- ❑ The number of women in the Georgian civil aviation sector is increasing steadily
- ❑ As of 2021, 100 women hold aviation specialist certificate issued by the Georgian Civil Aviation Agency (GCAA). This includes 5 female pilots, 9 female air traffic controllers and 86 stewardesses
- ❑ 9 out of 34 GCAA aviation safety inspectors are women



5 female pilots
(out of 195 pilots)



86 stewardesses
(out of 129 flight attendants)



9 Female air traffic controllers
(out of 120 controllers)



9 female safety inspectors
(out of 34 inspectors)

- ❑ Women are still underrepresented in the maritime industry in Georgia and globally
- ❑ WISTA Georgia was established during Georgian International Maritime Forum in 2016
- ❑ WISTA Georgia aims at attracting more women to the maritime industry and promoting them in management positions
- ❑ In 2018, UN Georgia, WISTA Georgia and MTA Georgia signed a MOU to promote women in the maritime industry





Women in Urban Transport

Gender Advisory Program

- ❑ Loan Agreement for purchase of 143 new, 12m. CNG Buses was signed with the EBRD under Tbilisi Bus Project in 2016
- ❑ Gender Advisory Program was implemented in Tbilisi Transport Company within the scope of Tbilisi Bus Project during 2017-2019
- ❑ As a result of the Program:
 - Gender Audit was conducted and Equal Opportunities Action Plan was prepared
 - 25 women were trained as bus drivers, 21 of them were employed in TTC
 - Special tool with a checklist for gender-proofing was developed for TTC
 - TTC approved policies on Sexual Harassment and Equal Opportunities
 - Promoting equal opportunities became part of TTC's branding and marketing practices
 - Awareness of equal opportunity issues raised among TTC employees



Tbilisi Transport Company has been operating since 1966

TTC is 100% owned by Tbilisi City Hall

TTC operates:

- Municipal buses
- Tbilisi Metro
- Cable Cars
- Tbilisi Parking System



Empowering Women in Transport

CHALLENGES

- ❑ Persistence of gender stereotypes
- ❑ Challenges in enforcement of equality and non-discrimination laws
- ❑ Unequal career advancement opportunities and gender pay inequality

NEEDS

- ❑ Awareness rising campaigns and activities
- ❑ Further enhancement of regulatory frameworks
- ❑ Encouraging/support measures for women in male-dominated professions
- ❑ Education and capacity development
- ❑ Active engagement of Government, private sector and civil society in prioritization of gender equality





Thank you for your attention

