

## EMPLOYMENT OPPORTUNITIES IN THE CONTEXT OF THE GEORGIA - EU ASSOCIATION AGREEMENT/ DCFTAS. GENDER OVERVIEW

**Nugzar TODUA**

*Ivane Javakhishvili Tbilisi State University  
3 University St., Tbilisi, Georgia  
nugzar.todua@tsu.ge*

**Charita JASHI**

*Ivane Javakhishvili Tbilisi State University  
3 University St., Tbilisi, Georgia  
charita.jashi@tsu.ge*

**Tamar JANGULASHVILI**

*Ivane Javakhishvili Tbilisi State University  
3 University St., Tbilisi, Georgia  
t.jangulashvili@gmail.com*

**Abstract.** *The article analyzes transformation processes of economic reforms in Georgia in the context of AA/ DCFTA, shows opportunities for business development in Georgia, identifies the barriers to increasing the potentials of female and male in the economic processes, outlines the perspectives of international trade for fostering business development in the country. Association Agreement / (DCFTA) between Georgia and EU fully comes into force since 1 July 2016. There are strong needs for in-depth analysis of the impact of trade agreements on gender equality. In the modern world where women's role in social and economic life is continuously increasing the issues of gender equality gains an utmost importance. Women's economic empowerment is recognized as an important factor for stimulating economic growth, poverty reduction and employment opportunities in Georgia. The article emphasizes the role of women in the international trade and perspectives in this regard. The realization of all the components of the AA/ / (DCFTA) between Georgia and the EU in the near future should be determined by the country's success in abiding by the principles of market economy, social justice, and gender equality.*

**Keywords:** *Association Agreement/DCFTA; gender equality; economic empowerment; international trade; business.*

### Introduction

Georgia is a European Union neighboring country, consistently pursuing a path towards building a democratic state and remains firmly committed to embracing democratic and European values. Getting closer to European standards and meeting necessary requirements for establishing relevant political and economic environment for democratic development and social justice. One of the main priorities of the EU Commission is to increase female labor-market participation and equality in the economic independence of women and men, promotion of female entrepreneurship in

all sectors of economic development. (Strategy Engagement for Gender Equality, 2016). In 2015 started Global Goals for Sustainable Development: 17 targets to build a better world for everyone. Goal 5 is gender equality which recognizes that women's economic empowerment –is critical in ending extreme poverty. Empowering women and men to participate fully in the process of business development of the country is crucial to building stronger economies.

Women's economic empowerment is recognized as an important factor for stimulating economic growth, poverty reduction and employment opportunities in Georgia. Association Agreement opens new opportunities for Georgian women, but challenges are very impressive. In the modern world where women's role in social and economic life is continuously increasing the issues of gender equality gains an utmost importance.

The aim of this article is to analyze ongoing processes of economic reforms in Georgia in the context of AA/ DCFTA to identify the factors that make barriers for increasing the potential of a female in the economic processes, to outline a strategy of the perspectives of international trade for fostering business development in the country.

The economic development of Georgia is closely connected to the new reality. Since 2005, The Government of Georgia had developed a landmark document on Georgia's Priorities for the European Union's Neighborhood Policy Action Plan, through which it has clearly defined strategic objectives for the country's development, foreseeing Georgia's integration into European and Euro-Atlantic structures. The Association Agreement with the EU and Deep and Comprehensive Free Trade Area (DCFTA) fully comes into force since 1 July 2016. The both business and export opportunities are obviously expanded due to the new possibilities, which are created by the Agreement. In this regard, enhancement of women's economic opportunities from standpoint of labor policy and employment gains high importance for both human and economic development. New and upcoming business regulations, which are due to be introduced according to the Georgia's European Integration-related reform agenda, do not set any legislative limits for women to be engaged in economic activities. However, women find difficult to further develop their economic potential, be employed, run a business or start the new ones.

### **Gender paradigms of economic development**

According to the World Bank report Georgia (WB 2016) is recognized globally as a reformer on business climate, critical to enabling competitive markets and private sector-led job creation. Georgia has made a number of investments and undertaken critical reforms, which will facilitate Georgian involvement in the global business. Georgia had relatively high growth with since 2010 of 5,6 %. However, the decline in growth rate was in 2013 to 3,18% compared to the high in 6,95% in previous years. Growth slowed to 2,8% in 2015 external environment curbed investment, exports, and remittances in Georgia. (Georgia Economy, ADB 2016). Main sectors of the Georgian economy are the following:

**Table 1. Sectors of the Georgian economy (GEOSTAT, 2014)**

Sector of the economy	Sector % contribution to GDP
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	15,8%
Wholesale and retail trade	13,91
Transport	10,76%
Agriculture, hunting, and forestry; fishing	10,64%
Construction	7,44%
Communication	6,05%
Financial services	4,51%
Health and social work	4,35%
Real estate, renting and business activities	4,13 %
Proceeding of product by household	3,77%
Education	3,77%

Gender economic examines the disparity between the social-economic status of women and men, which are determined by the gender roles and relations. There are several models of various roles of men and women in the society in terms of labor. According to one of the models, men's labor is the main source of financial income for families, and activities and subsistence of women and children are ensured by men's income. A man, as the main source of family income, is characteristic of industrially developed countries and the business world, where men are mainly employed, and where their labor is well paid. It is difficult for women to adapt in such world, where there are deeply rooted assumptions that men are breadwinners. Women's labor assumes secondary importance in such thinking. They remain on man's subsistence. Change there has been, in assumption about the mothers' place in the labor market and the need for social support for work-family reconciliation. Policy for mother's employment, including childcare, has been a key government priority. (Gillian Pascall, 2008). More and more women in EU are economically active. Women's employment reached the highest level ever recorded (64%) in 2014, while men's employment (75%) has yet to regain its pre-crisis level. As a result, more and more families depend financially on women's work. (Strategy Engagement for Gender Equality, 2016). Unemployment issue is very critical for Georgia. It should be clarified the reason why women's unemployment level lower than of men's unemployment. There are many factors, which impacts in this field (see Table 2).

**Table 2. Unemployment Rate by Gender in Georgia (GEOSTAT, 2015)**

Years	Women	Men
2007	12,6%	13,9%
2008	16,1%	16,8%
2009	14,5%	18,1%
2010	15,4%	17,9%
2011	13,1%	16,7%
2012	13,8%	16,1%
2013	12,3%	16,5 %
2014	10,4%	14,3 %
2015	10,2%	13,5%

Researchers in various countries confirmed, that when men's employment is getting limited, employment among women decreasing insignificantly, remains the same or

altogether increases. The volume of unpaid work of women increases during unemployment more, compared to men. Hence, women's employment is more flexible and sensitive to market fluctuations, that men's employment, though "commercialization" of the employment, i.e. share of unpaid in the total of labor costs is significantly less compared to men. (Jashi & Tokmazishvili, 2009).

The global situation, economic and financial crisis, unemployment, the obstacles, that women faced in the family and in the labor market are affecting the socioeconomic status of women in Georgia. A gender imbalance exists in the labor market in many countries, Georgia is not an exception in this regard. The gap between men and women participating in economic activities and insurance source of income is constantly growing. Changes of the gender structure of the Georgian society are very impressive from the socioeconomic point of view. Nowadays the value of labor share of women in the creation of national wealth is not defined at all. Therefore, women's contributions to national economic development are not often quantified and visible. Coming from traditions of Georgia, family labor expenses are definitely high. Consequently, family labor expenses 4 times exceed men's expenses. The most time of women is devoted to earning – bread, the time left for increasing the level of qualification.

The labor market in Georgia is gender segregated. There are significant gender differences in men's and women's employment by kinds of activity. Women are concentrated predominantly in low-pay sectors such as education, health care, social services, accommodation and food service, and households, while the men-dominant sectors are relatively highly-paid. However, women make the majority of highly qualified labor force: 161 highly qualified women specialists per 100 highly qualified men specialist, among qualified specialists - 159 are women while among unqualified labor there are only 5 women per 100 men (Jashi & Tokmazishvili, 2009). The labor market exhibits horizontal and vertical discrimination, meaning that women and men are under or over represented in specific occupations and that women have opportunities for promotion career advancement. Women earn significantly less in almost all sectors, although the gap closing gradually (Sepashvili, 2011).

Despite recent increases in women's educational attainment, women continue to earn less than men in the labor market - even when they have the same education and years of work experience as men. The gender gap in salaries is not significantly related to the professional level of women. It is more closely related to inter-sectoral salary differences. There is a peculiar status pyramid at work here, resulting in lower positions for women. The vertical segregation so-called glass ceiling increasing large income gap between women and men.

An analysis of different sectors of the economy shows that women usually occupy the lowest position in a company or organization. In 2014 compared to 2010, the number of economically active women increased by 1%, and that of men - by 3%. In the same time, the number of employed women and men rose by 6% and 8% respectively. In 2014, the share of women in the total number of employed is 47%, while the share of men is 53%. In 2014, the highest level of economic activity among women is observed in the 45-54-year-old age group (80%). The employment rate is the highest (74%) in the same age group while being the lowest (20%) in the 15-24 age group. As regards the employment rate, the latter is higher among women aged 15-24 (29%). (GEOSTAT, 2015). Agriculture is the main pillar of the Georgian economy. At the same time, 58%

of women are living in rural areas, meanwhile, official statistical data prove, that women are primarily engaged in self-employment sector. Agricultural sector suffers due to lack of essential infrastructure necessary for agrarian business development and insufficient new technologies. In rural areas, the primary source of income is petty trade and agricultural activities. The lack of monetary resources is extreme and people are forced to exchange good in order to satisfy their basic needs. Starting capital and opportunities to find markets for the goods produced in a rural environment are scarce.

The main problem of business development in Georgia is an insufficient level of small business, which is very important for job creation and has a gender sensitive feature. Although institutional barriers to doing business, as well as significant reduction of the number of controlling bodies, has been decreasing in recent years, there is still no friendly environment for promoting small business in Georgia. There are no legislative limits for women to be engaged in entrepreneurial activities, however, they find it very difficult to do business. There are many reasons for this: violation of property rights, lack of value chain information, limited access to bank credits and new technologies etc. Unemployment, low wages, and pensions, increasing social injustice, and decreasing the purchasing power of the population remains crucial issues in Georgia. Despite these challenges, there is growing evidence that female entrepreneurs are becoming an important economic force. Georgia is a transition stage in terms of women's involvement in business. The number of employed in the business sector in 2014 amounted to 592 Thousand persons (64% more than in 2007) where 52% are women and 59% of men work in large enterprises. (GEO STAT, 2015). It should be noted that there is a good trend of increasing women positions in the structure of managing economic policy in the country.

### **Positive and negative aspects of international trade policy**

Georgia involvement in the international trade organization began in 2000 year. Georgia became the 137th member of the World Trade organization. Accession to the WTO was a significant step in the process of transition to a market economy. However, it was a more political decision, rather than oriented on the economic consequences. The process of accession to the WTO was preceded by a series of substantial changes in national legislation in the areas of intellectual property; trade-related investment regime; trade in services; government procurement etc. The Georgian government hoped that by assuming a place in the global trading system, it would achieve prosperity and stability and expand its activity in the world economic arena. The membership in the WTO has encouraged Georgia's integration with Europe. The Georgian government has committed to implement all international obligations regarding tariffs, international investments, and a favorable business climate in Georgia, which are supposed to facilitate the growth of economic development. The advantages created by membership in the WTO have not been fully realized.

Trade policies have a significant impact on the viability of micro and small enterprises and thus affect a large number of women who own or work in these businesses. The constant growth of international trade requires a cheap labor force and women were a given priority mostly in the spheres of trade and services. In the middle and high-income family labor of women was substituted by hiring a workforce, the majority of

women moved from unpaid family labor to the paid sector, while they were replaced by labor migrants from low-income countries. Despite women qualification and professionalism, migrant women are being employed at a lower stratum of the service infrastructure. This issue is very painful for Georgian families, because of 55 % of labor migrants from Georgia are women and their remittance contributions are very solid.

Small and medium entrepreneur women are engaging in exporting agricultural products (fruit, nuts, and vegetables). Agriculture is the sector that most likely suffers, because of mechanisms for domestic protection is insufficient. The EU-Georgian Partnership and Cooperation require aligning Georgian regulatory mechanisms with European trade and investment standards. So far, however, success has not been achieved in this field. European markets are not widely opened for Georgian products. Talks between Georgia and EU on agricultural products began in 2007 and are still under way.

The main reason why Georgian products have not exported widely to the EU is that they cannot offer an attractive product meeting the quality and safety standards of the European market. Other barriers for would include: the poor quality of their merchandise, difficulties in penetrating foreign markets and their lack of credit marketing skills. It is difficult for the local entrepreneurs to comply with AA/DCFTA requirements, implement the necessary changes.

In recent years, Georgia's main exports have been food products, transport related equipment, iron and steel, fuels and minerals, and chemical products. The fastest growing exports are food (especially nuts, which make up a large portion of food exports), transport equipment and chemicals. Women are most present in food and chemicals business, while men predominate in areas of machinery, metals, and energy.

Georgia's foreign trade has grown rapidly since 2005 because of aggressive policy reforms to make it easier and less expensive to trade across borders. In 2008 total trade turnover increased by 25%, with exports increasing by 28% and imports by 24%. In 2009 Georgia's foreign trade turnover with EU countries reached 32.8% less than in the same period the previous year. However, in 2010, Georgia's foreign trade turnover was 6, 678 billion USD (excluding unorganized trade), which is by 21% more than in 2009. At the same time, Georgia can expand its cooperation with the EU and take advantage of new opportunities in the framework of the ENP in order to achieve the above-specified goals. In 2010 Trade with EU countries accounted for 28.1% of the country's total foreign trade turnover: exports for 21.3%, while imports for 29.8%. In 2014 preliminary external merchandise trade (excluding non-organized trade) in Georgia is 5% higher year-on-year. The exports equaled 2% lower, while the imports stood 7% higher. The negative trade balance was USD 5735 million in 2014 and its share in external trade turnover constituted 50%. (GEOSTAT, 2015) (see Table 3).

**Table 3. External Trade (Million USD) (GEOSTAT, 2016)**

	2007	2008	2009	2010	2011	2012	2013	2014	2015
External trade turnover	6444	7797	5634	6935	9225	10413	10921	11454	9933
Export (FOB)	1232	1495	1134	1677	2187	2376	2910	2861	2204
Import	5212	6302	4500	5257	7038	8037	8012	8593	7729

(CIF)									
Balance	-3980	-4806	-3367	-3580	-4852	-5661	-5102	-5733	-552

The EU has been one of Georgia's major trading partners for years in 2010-2014, the EU's share in Georgian exports rose from 18% to 22%, while its share of Georgian imports remained stable at 28%. (Spear, Kakanova & Magdlyuk, 2016). Last statistics demonstrate that in 2016 the external trade of Georgia with the EU countries amounted to USD 137 million, lower by 25% compared to the corresponding indicator of the previous year. Exports amounted to USD 38 million (38 % lower), while imports amounted to USD 99 million (18 % lower). The share of these countries in the external trade of Georgia amounted to 26 %, 31% in exports and 24 % in imports .21 %of the trade deficit came to the EU countries (GEOSTAT, 2016).

The volume of exports from Georgia to the EU countries is rather small and needs to be diversified. Although Georgia enjoys privileges under the European Union's Generalized system of preferences Plus only several companies and products have the benefit from the scheme so far.

Among the top ten destinations for Georgian exports, only three are EU member states: Germany, Bulgaria, and Italy. Import tariffs have been abolished on almost 90% of goods, and only three low rates remain (0%, 5%, and 12%) instead of the previous 16. Georgia has no import tariffs on machinery and equipment. The 12% and 5% import tariff rates are levied on certain types of agricultural products and construction materials. Tariffs are also applied to imports of alcoholic beverages and passenger vehicles. The top ten trade partners of Georgia made 67% of the total trade turnover in 2010. The top three trade partners are led by Turkey (by USD 1.105 billion), Azerbaijan is a runner up (by USD 708 million), and Ukraine - by USD 662 million. The main challenges Georgian products face on the EU market are non-tariff barriers and the current lack of domestic control management infrastructure. The DCFTA offers Georgian businesses a variety of new opportunities, as well as the chance to consolidate existing export segments and move up value chains. Small business can benefit if they can meet the EU's rigorous quality and technical requirement, recruit managers, professionals and workers with the necessary experience and skills (Spear, Kakanova & Magdlyuk, 2016).

The researchers demonstrate the importance of integration of gender aspects in the trade policy in Eastern Europe. Women could have concrete benefits from exports of Georgia to the EU markets. Potential trade-and-gender beneficial effects could be good export and investment prospects niche segment of agro-production, textiles/clothing, metal, machinery and electrical equipment, chemicals, and services. Women constitute a large percentage of employees in promising areas. There is an urgent need to have women and men in the international market with the necessary professional skills.

Assessment of the Impact Potential Free Trade Agreement between EU and Georgia prepared by UNDP in 2007, which identified the positive and negative aspects of international trade relations. It is obvious that trade does not automatically bring prosperity to Georgia, but it can be a powerful tool for economic development and utilize trade. Georgia should shift to an export-oriented strategy and enter into a long-term and state business and politically friendly relationships. Trade liberalization will have little impact on the wage structure. Indeed, wages are expected to increase,

average by an extra 0.05 in the agricultural sector against 0,8-and 0,2 in the manufacturing and service sectors. (Assessment of the Impact Potential Free Trade Agreement between EU and Georgia, 2007).

Hence, an EU-Georgia is not expected to result in a dramatic increase of inequalities between workers and the deterioration of the economic situation of the most vulnerable groups in Georgia. According to the Rural Development Strategy 2015-2020 of the government aims to create an environment, that will increase competitiveness in the food sector, promote the stable growth of high-quality agricultural production, ensure food safety and security. It is significant to improve food safety standards and sanitary controls, which allow Georgian products to enter the EU market. Trade liberalization has different implications for different groups of people through its impact on prices, employment, and production structures, and tends to benefit those who already have access to credit, export markets, transportation and other infrastructure, including technology and land. When women are members of producing and selling groups take-up market-oriented production and start actively participating in marketing processes, this point is very important for Georgia, because one of the challenges for women entrepreneurs are to be involved in the export production.

## **Conclusion**

Processes of reforms, that affected practically all sectors of the economy, conditioned significant differentiation of women based on income, the level of life, conditions in the labor market, and demands in particular forms of social support.

There are strong needs for in-depth analysis of the impact of trade agreements on gender. Studies on gender and foreign trade, gender, and macroeconomic reforms, gender and labor reforms could feed the discussions. Currently, there is a lack of information and research on this issue in Georgia. The absence of gender evaluation and monitoring of State interventions in the labor market makes it difficult to see the gender perspectives of a situation. Gender statistics of the labor market should be maintained on a regular basis.

The effects of trade on women, who make up the vast majority of Georgia's poorest citizens, should be carefully examined. A small increase in income could have an enormous impact on a poor woman's quality of life. Impact on inequalities and poverty is an important issue related to the potential consequences of EU-Georgia free-trade agreement. In fact, trade may have both positive and negative impacts on poverty and inequalities. The positive effects will be increased in foreign investments and stimulation of domestic because of increased purchasing power of households.

Experts from the different countries contend that any country's business development lies at the basis of gender equity. Given this, the International Finance Corporation (IFC), USAID, European Bank for Reconstruction and Development and UNDP and EU organizations are permanently fostering discussions for promoting gender equality with a focus on economic opportunity.

At last, it should be concluded, although Georgia has stated that it shares the European values, the country's state structures and institutions do not always adhere to them.



The introduction of gender equality principles into the business remains problematic. The pace of democratization in Georgia and the country's chances of getting assistance from western democracies in the process depends on how efficiently common European values are adopted by the country. Respectively, the intensity of AA /DCFTA implementation between Georgia and the EU in the near future will be determined by the country's success in abiding by the principles of market economy, social justice, and gender equality.

## References

- Antonopoulos, R. (2008). The Unpaid Care Work-Paid Work Connection. Levy Economics Institute, Working Paper No. 541.
- UNDP (2007). Assessment of the Impact Potential Free Trade Agreement between EU and Georgia, Tbilisi. Retrieved from [http://trade.ec.europa.eu/doclib/docs/2012/november/tradoc\\_150105.pdf](http://trade.ec.europa.eu/doclib/docs/2012/november/tradoc_150105.pdf).
- FAO (2012). Assessment of the Agriculture and rural development sector in Eastern partnership countries. Retrieved from <http://www.fao.org/europe/resources/assessment-of-agriculture-and-rural-development-sectors-in-the-eastern-partnership-countries/en/>.
- Asatiani, S. (2009). Food Security Concept, Condition and Trends in Georgia. International Black Sea University, Tbilisi. Retrieved from <https://www.econstor.eu/bitstream/10419/54628/1/644237546.pdf>.
- CASE Network E-briefs (2009). Free Trade Agreement Between The European Union and Georgia: How Feasible Is It? Retrieved from [http://www.case-research.eu/upload/publikacja\\_plik/22656372\\_2008\\_09%20E-brief%20Maliszewska.pdf](http://www.case-research.eu/upload/publikacja_plik/22656372_2008_09%20E-brief%20Maliszewska.pdf).
- Castro, J. (2006). Trade liberalization and gender effects: a literature review for Colombia. *Revista Equidad y Desarrollo*, 5(1), 109-129.
- DCFTAs (2015). EU Support to the Private Sector in the context of Association Agreement including DCFTAs (Georgia, Moldova and Ukraine). Retrieved from <http://www.3dcftas.eu/bibliography>.
- European Neighborhood Policy (2010). Implementation of the objectives of EU-Georgia Action Plan, Tbilisi. Retrieved from [http://www.europarl.europa.eu/meetdocs/2009\\_2014/documents/dsca/dv/dsca20100323\\_08/dsca20100323\\_08en.pdf](http://www.europarl.europa.eu/meetdocs/2009_2014/documents/dsca/dv/dsca20100323_08/dsca20100323_08en.pdf).
- Eastern Partnership Index (2013). International Renaissance Foundation in cooperation with the Open Society Foundations and Eastern Partnership Civil Society Forum. Retrieved from [http://www.eap-index.eu/sites/default/files/EaP\\_Index\\_2013\\_0.pdf](http://www.eap-index.eu/sites/default/files/EaP_Index_2013_0.pdf).
- Food Safety Regulation in Georgia (2013). Eurasia Partnership Foundation, Tbilisi Financial News (October 2010). Retrieved from [finchchannel.com](http://finchchannel.com).
- Georgia Human Development Report 2008 (2009). *The Reforms and Beyond*. Tbilisi: UNDP.
- Gibb, G. (2009). Mainstreaming Gender in Trade Policy. Gender and Regional Trade Agreements. *The North-South Institute*, May 2009, 7-34.
- Jashi, Ch., & Tokmazishvili, M. (2009). *Gender Dimensions of Financial Policy*. Tbilisi: UNDP, SIDA.

- Jashi, Ch. (2005). Impacts of Privatization and Trade Liberalization on Women Journal for Political Theory, Globalization, Development and Gender Issues. Tbilisi: UNDP, SIDA.
- Khitarishvili, T. (2015). Gender and Employment in South Caucasus and Western CIS, Background Paper. Tbilisi: UNDP, SIDA.
- Knowledge of and Attitudes towards the EU in Georgia: Trends and Variations 2009 – 2015, Eurasia Partnership Foundation.
- National Statistic Agency of Georgia (2008-2015). Woman and Man, Tbilisi.
- National Board of Trade. Gender impacts of international trade and trade policy case study of the FTA between Korea and the EU, Stockholm. Retrieved from <http://www.kommers.se/Documents/dokumentarkiv/publikationer/2011/skri ftserien/report-2011-1-gender-impacts-of-international-trade-and-trade-policy.pdf>.
- Pascall, G. (2008). Gender and New Labor: after the male breadwinner model? Dissertation presented at School of Sociology and Social Policy, University of Nottingham.
- Papava, L. (2009). Poverty Reduction through Private Sector in Development in Georgia: policy, practice and perspectives, *Caucasus Review of International Affairs*, 3(2).
- Reijonen, H. (2010). So all SMEs Practices Same Kind of Marketing? *Journal of Small Business and enterprise Development*, 17(2), 279-293.
- Sepashvili, E. (2011). Global Economic Growth, the labor market and some economic aspects of gender discrimination: Myths and Reality. Tbilisi: Tbilisi State University.
- Spear, A., Kakanova, N., Magdlyuk L., Dabalauri, N., Buzu A., & Egval, L. (2016). Gender Analysis of the EU AA/DCFTAs with Georgia, Moldova and Ukraine, final report. In Develop AB, Stockholm, Sweden.
- Strategy Engagement for Gender Equality 2016-2019 (2016). European Commission, Brussels.
- Strategy for Agricultural Development in Georgia 2015 -2020 (2015). Tbilisi.
- Sumbadze, N. (2009). *Gender and Society*. Tbilisi: UNDP, SIDA.
- The International Bank for Reconstruction and Development. (2015). Gender Equality Strategies.
- The World Bank Group. (2015). Georgia, partnership program snapshot.
- Todua, N. (2012). Marketing Research of Georgian Companies' Export Strategies. In *Collection of Materials of the International Conference "Globalization, Contemporary Problems of International Business and Development Trends"* (pp.169-173). Tbilisi: Universal.
- Tokmazishvili, M. (2010). Promoting the development of the SME sector (Value Chain Development). Tbilisi: UNDP, SIDA.
- UNDP (2014). Millenium Development Goals in Georgia, National Report, Tbilisi.
- World Bank Report (2014). Women Watch-Gender equality and Trade. Retrieved from [http://www.un.org/womenwatch/feature/trade/gender\\_equality\\_and\\_trade\\_policy.pdf](http://www.un.org/womenwatch/feature/trade/gender_equality_and_trade_policy.pdf)