

Decree of the Government of Georgia
№ 1740
August 17, 2015

**On Approval of the State Strategy for Civic Equality and Integration and Action
Plan for 2015-2020**

The attached State Strategy for Civic Equality and Integration (Annex 1) and Action Plan for 2015-2020 (Annex 2) to be approved in accordance with the first paragraph of Article 6 of the Law of Georgia “On organization, competence and functioning procedures of the Government of Georgia” .

Prime Minister I. Garibashvili

Annex 1

State Strategy for Civic Equality and Integration

Introduction

Democracy strengthening and development is one of the main goals of both the Georgian society and the Government of Georgia, and to achieve this it is necessary to provide equality between individuals. Protection of ethnic minority rights and promotion of a society that is based on the principles of diversity and pluralism largely determines a country’s democracy degree and development.

Georgia is a multiethnic country, where the law grants each person equal rights and obligations and protects his/her identity. Every single citizen of Georgia is a source of strength and value to the country. Alongside with the dominant ethnic group - Georgians - representatives of different ethnic groups have played a significant role in the country’s development throughout various stages of history. These ethnic groups (excluding Abkhazia and the Tskhinvali region/South Ossetia) make about 16%¹ of the country’s

¹ 2002 population census www.geostat.ge

population. Their majority - ethnic Armenians and Azeris - are densely settled in the south -Samtskhe-Javakheti and Kvemo-Kartli regions-, as well as in the east of the country-Kakheti region. Georgia attaches particular importance to the preservation of identity and civic integration of the population living within its integral territories of Abkhazia and the Tskhinvali region/South Ossetia, since these regions are currently occupied by the Russian Federation and the ethnic groups residing there are facing the threat of assimilation. Accordingly, basic postulates of the strategy also apply to the ethnic groups living in these regions, given that they are an integral part of the population of Georgia.

Protection of identity of ethnic minorities is safeguarded in the regions densely-populated by the ethnic minorities; however the low degree of their integration with the rest of the society remains a challenge, which, among other factors, can be attributed to some extent to the density of their settlements. At the same time, representatives of some relatively small ethnic minorities are settled in various towns and regions of Georgia, and they are almost fully integrated into different facets of the societal life, though still require support in maintaining their identity.

In recent years, the country has achieved significant progress in terms of civic equality. Legal safeguards have been created and implementation mechanisms for these legal regulations have been put in place. Additionally, the cultural identity of ethnic minorities are preserved and protected. Nonetheless, the current process of civic integration has certain needs and poses challenges, effective response to which would facilitate the full realization of the potential of a significant part of the population and uphold the rights of ethnic minorities as full-fledged citizens of Georgia.

This strategy aims to provide civic equality and integration, so that citizens of Georgia, regardless of their ethnic origin, could contribute to the country's economic development, political and social life and democratic development process. Provision of civic equality and integration will, in turn, contribute to the maintenance of interethnic and intercultural peace and stability.

Ensuring equality between individuals and facilitating civic integration is a positive obligation undertaken by the country according to the Constitution of Georgia and its international treaties and conventions, which implies not only creation of an appropriate legislative environment, but also fostering o realization of these rights.

The Government of Georgia is well aware of the tasks faced by it regarding protection and enhancement of ethnic minority rights, as well promotion of development of a democratic society based on civic equality. Under the leadership of the Office of the State Minister of Georgia for Reconciliation and Civic Equality, "The State Strategy for Civic Equality and Integration and respective Action Plan for 2015-2020" was developed in order to strengthen the standing of ethnic minorities and fulfill the country's positive obligations. The action plan sets out strategic and mid-term goals for provision of ethnic minority rights and civic integration and defines the role of government agencies in achieving these objectives. A 5-years validity term is specified for the document. At the end of each calendar year, an action plan for the following year will be developed and

presented to the Government of Georgia, which will be based on the objective of this strategy and reflect any specific additional measures needed to fulfill these objectives. Furthermore, interim and final reviews are intended to ensure the maximally successful achievement of the strategy goals and objectives.

The purpose of this document is to assist public authorities in implementing their work towards protection of ethnic minority rights, to ensure coordinated and unified inter-agency efforts, and to establish and implement consistent policy in various areas of public life that seeks to improve the level of civic participation of ethnic minorities.

I. The Vision for Civic Equality and Integration Policy

In 2005, by joining the “European Framework Convention for the Protection of National Minorities,” Georgia made a commitment to respect the identity of ethnic minorities and create suitable conditions for realization of ethnic minority rights. Consequently, Georgia's state strategy for civic equality and integration is aimed at ensuring civil unity and equality and, through promoting ethnic and cultural diversity, aims to effectively implement its civic integration policy. The strategy is focused on creating equal opportunities for all citizens, regardless of ethnic origin or cultural identity.

Georgian cultural diversity has centuries-old traditions, positive experience of tolerant co-existence and positive development. Diversity represents a valuable asset of Georgia and a resource for the democratic and stable development of the country. The civic integration policy is based on international experience and international standards set forth by political-legal regulations concerning ethnic diversity management. Georgia, as a member of the UN, Council of Europe, OSCE and other international organizations, is ready to share, adopt and implement, in keeping with Georgia's specificities, international practices and regulations successfully implemented in the field of ethnic minority protection and civic integration. Georgia remains adherent to the commitments made when joining the Council of Europe in 1999. The strategy shares other international agreements and documents, including:

- International Covenant on Civil and Political Rights;
- Convention on Elimination of All Forms of Discrimination against Women;
- Recommendations and guidelines of the European Commission against Racism and Intolerance;
- The Lund, the Hague, the Oslo recommendations and the Warsaw and the Ljubljana guidelines of the OSCE High Commissioner on National Minorities.

The strategy also provides for the EU-Georgia Association Agreement signed in 2014, one of the main aims of which is to implement democratic reforms, including through protection and integration of ethnic minority rights and cultural diversity. The Strategy is entirely based on an approach which implies provision of civic equality and diversity management. The strategy considers the national policy regarding ethnic minorities in the context of Georgia's European choice and political reforms.

The Strategy reflects achievements in the civic equality process accumulated during the past years in the country, including the practice, success and challenges of the "National Concept for Tolerance and Civic Integration and Action Plan for 2009-2014", which in turn necessitate adequate responses and resolutions². The civic equality and integration strategy is based on a vision that implies equality for all citizens, not only in the legal field, according to the law and before the law, but in reality as well, in order to ensure that every human being, as a citizen, is able to fully participate in all spheres of public life. Consequently, the strategy is based on a comprehensive and integrated approach.

The main aim of the Strategy is the protection of the identity and cultural heritage of each member of the society. *Civic integration* encapsulates creation of favorable conditions for the full participation of representatives of all ethnic minority groups. For this purpose, the Georgian state will utilize various methods of support and promotion existing in the international practice. *Protection* entails maintenance and revealing of ethnic and cultural identities.

The existing strategy and action plan takes into account not only the active interaction with representatives of ethnic minorities, but the Georgian-speaking population as well. It is important that all members of the society are involved in the civic integration process. During the strategy implementation process, the state will closely cooperate with the National Minorities Council at the Public Defender's Office, as well as with NGOs, international organizations, ethnic minority representatives and experts.

Special attention should be given to the level of knowledge of the state language by ethnic minorities, which still remains a serious challenge. According to data from 2002, only 30%³ of the non-ethnic Georgian population has knowledge of the state language. The lack of knowledge of the state language hinders significantly their full participation in the country's political, economic and social life. Accordingly, the strategy regards knowledge of the state language as one of the main instruments of civic integration and aims to raise the level of knowledge of the Georgian language.

II. Strategic Goals

The goals and objectives formulated in the document outline important prerequisites of ethnic minority rights protection. The ultimate goal of the state policy is the long-term promotion of proper participation of ethnic minority representatives in different systems, be it political institutions, public service, civic society, economy, private sector or education sphere. The main strategic objectives i.e. preferred long-term changes in the society, which the strategy plans to accomplish, are as follows:

² "Tolerance and National Integration Strategy and Action Plan for 2009-2014" Performance Assessment, June 2014 (www.smr.gov.ge)

³ 2002 population census www.geostat.ge

- Representatives of ethnic minorities participate equally and fully in the civic and political life;
- Equal social and economic conditions and opportunities are created for ethnic minority representatives;
- Representatives of ethnic minorities have access to high quality education at all levels and the level of the state language knowledge is improved;
- Culture of ethnic minorities is preserved and tolerant environment is encouraged.

1. Equal and full-fledged participation in civic and political life

The purpose of the strategy in terms of civic equality is the provision of public political development of civic positions, beliefs and ideas of ethnic minority representatives, which implies the strengthening and effective implementation of the principles of equality. The strategy is also aimed at creating an equal electoral environment and promoting informed political choices from ethnic minorities. The civic integration strategy is focused, on the one hand, on the formal, quantitative increase in ethnic minority representation and participation, and, on the other hand, it strives to strengthen the legal, professional and institutional standing of ethnic communities and society, which is a crucial prerequisite for implementing a successful integration policy.

Provision of the above-mentioned goals involves the following areas:

- Increasing political involvement
- Improving civic participation
- Increasing access to media and information
- Raising awareness on ethnic minority rights

The above-mentioned refers to all of the country's ethnically and culturally diverse groups, including small, dispersed and vulnerable ethnic groups. The process of civic integration also involves introduction of provision of the gender equality principle into the ethnic minority communities.

The set strategic goal will be achieved by accomplishing the following intermediate objectives:

1.1. Supporting small and vulnerable ethnic minorities

Working on the issue of small and vulnerable ethnic groups requires special care. Small ethnic groups become part of the overall civic integration policy within the framework of the strategy. In order to enhance their involvement, a working group will be established within the state inter-agency committee; the group will be dedicated to studying and solving the problems faced by small and vulnerable ethnic minority groups, and it will

develop specific measures and recommendations for these groups. Coordination and institutional governance of state programs will be also improved.

A major task for this mid-term goal is:

- Developing and implementing a policy concerning small and vulnerable ethnic minority groups

1.2. Gender mainstreaming

In terms of reflecting gender issues, the strategy is a supplementary document of the country's gender policy, which aims to protect the rights, meet the needs and facilitate the integration of women belonging to ethnic minorities, as well fulfill the recommendations of the UN Committee on the Elimination of Discrimination against Women. The action plan provides for elimination of the gender inequality, promotion of women's rights and encouragement of their active participation in the society life. Involvement of men is also envisaged in the gender equality provision process.

1.3. Increasing access to state administration and law-enforcement agencies and mechanisms for ethnic minority representatives

Significant challenges for achieving the above-mentioned objective are the following: providing access to administrative proceedings, investigations and courts; improving the minority representatives' involvement at the level of law enforcement agencies and governors' administrations; improving access to public services for ethnic minority representatives, as well as increasing ethnic minorities' participation at all levels of training and re-training of public administration specialists.

In this regard, the lack of knowledge or insufficient understanding of the state language among ethnic minorities poses a serious challenge, which, on the one hand, results in their informational isolation, and, on the other hand, becomes a major obstacle when dealing with government agencies in establishing legal relations, such as initiation of administrative proceedings, participation in local self-governing processes, the administration of justice and so forth. Accordingly, the action plan entails measures designed to promote elimination of this barrier and improve legal communication with the central authorities. At the same time, it is important that ethnic minority representatives employed in the public sector are encouraged to improve their knowledge of the state language.

Major tasks for this mid-term goal are:

- Increasing access to administrative proceedings among ethnic minority representatives living in the regions densely populated by ethnic minorities;
- Improving participation of ethnic minorities at the level of Administrations of State Attorney- Governor in the regions;
- Improving access to public services for ethnic minority representatives;
- Increasingly involving and professionally developing ethnic minority representatives in public administration and public service, including law enforcement agencies.

1.4. Encouraging ethnic minority representatives' participation in the political decision-making process

The percentage of ethnic minority representatives participating in the country's political institutions is low compared with their percentage among the general population. The role of the Central Election Commission is imperative with regard to participation of ethnic minorities in the political decision-making process; it continues to attract representatives of ethnic minority communities to the election administration within the framework of preparation of the electoral administration. Apart from voter's rights, attention shall be paid to attracting ethnic minority representatives to political parties. It is planned to carry out a purposeful policy regarding political parties to ensure the inclusion of ethnic minorities in party lists by increasing their interest. The Action Plan also provides awareness raising activities on civic integration, political participation of ethnic minorities and diversity management among political party representatives both in central and regional administrations.

In order to improve the legal framework concerning these issues, the strategy envisions creation of a special inter-agency working group, which will study successful modes of promoting political participation among ethnic minorities, review international practices and existing legal mechanisms, discuss the possibility of using these tools in Georgia and, if necessary, prepare proposals.

In order to encourage ethnic minority participation in the political decision-making process, regional and local levels of governments will follow Europe's example and establish public advisory councils, the function of which will be to bring the matters that are important for the ethnic minority representatives to the decision-makers, in order to create reports and recommendations, initiate specific proposals and monitor and evaluate all governmental decisions and programs that are in any way related to ethnic minority needs. Public Advisory Councils will be established with the participation of civil society organizations, community representatives and relevant governmental agencies.

Major tasks for this mid-term goal are:

- Ensuring that ethnic minorities have an informed choice and a right to vote;
- Encouraging participation and involvement of ethnic minority representatives in activities of political parties and election party lists;
- Increasing participation of ethnic minorities in public service.

1.5. Improving access to media and information for representatives of ethnic minorities

Media plays a special role for successful progress of the integration process, both through its coverage of topics related to ethnic minorities and their involvement in various regions, as well as in its inadmissibility to use hate speech, a fact which necessitates a sharp response if violated. In this context, the state will work with media organizations to enable them to jointly promote the popularization of the Code of Conduct for Public

Broadcasting, which obliges all broadcasters to follow the principles of equality and tolerance. At the same time, the political socialization of ethnic minorities and the civic integration process require increased access to information in native ethnic languages. The Georgian Public Broadcaster plays a leading role in the present media and information component of the strategy, the purpose of which is to strengthen awareness about current social, economic and political activities among ethnic minorities, as well as promote common national, democratic values. In addition, it is required to spread awareness concerning ethnic minority-related issues and provide its coverage according to high professional standards.

Major tasks for this mid-term goal are:

- Facilitating access to broadcast programs and electronic/printed media in minority languages;
- Providing media coverage of ethnic minority issues in broadcast programs and ensuring ethnic minorities' participation;
- Promoting tolerance and cultural pluralism in the media.

1.6. Raising public awareness about ethnic minority rights

Accomplishment of the above-mentioned goal entails informing the general population, as well as ethnic minority communities on the "Framework Convention for the Protection of National Minorities". This process also requires that the state conducts media campaigns aimed at raising public awareness about the "European Charter for Regional or Minority Languages", which targets various groups, including regional Governors' offices, local administrations, law enforcement agencies and other public institution employees. In addition, fulfillment of the Framework Convention requirements will be monitored and reported.

2. Creating equal social and economic conditions and opportunities

Georgian legislation protects the socio-economic equality of all citizens of Georgia. However, due to a number of reasons (lack of knowledge of the state language, geographical factors, low-level of social and political participation) there is a risk that ethnic minorities find out themselves in unfair circumstances in terms of exercising their economic and socio-political rights. Consequently, the strategy sets out special measures.

In terms of civic integration, it is imperative to create socio-economic programs that would increase the level of communication between ethnic minorities, the ethnic Georgian population and state agencies, while improving access of the ethnic minorities to social services. When implementing their own sectorial strategies and socio-economic programs and services, state agencies will take ethnic minority needs into consideration.

The strategy is based on the EU-Georgia Association Agreement signed in 2014, one of the main chapters of which, "Employment, Social Policy and Equal Opportunities", provides for an inclusive labor market, a system of social security, social inclusion and

anti-discrimination policies for vulnerable groups, including ethnic minority communities.

2.1. Social and regional mobility

The strategy takes into account the encouragement of social and regional mobility of ethnic minorities. In order to achieve this goal, the regions populated by ethnic minorities will be provided with infrastructure development and employment opportunities, as well as social programs and services in the languages they are able to understand.

2.2. Providing vocational and adult education

Vocational and adult education for ethnic minorities ensures their adaptation to the labor market and provision of employment opportunities. In order to achieve these objectives, the task set envisages to increase participation of ethnic minorities in vocational schools through the development of appropriate mechanisms, which implies development and implementation of the relevant policy- aimed at increasing the ethnic minorities' access to vocational education, based on conducted studies of vulnerable groups, involving ethnic minorities. In order to increase full and equal access to vocational education among ethnic minority groups, it is also important to expand the network of vocational educational institutions and provide the delivery of the high-quality vocational education: establishment of new vocational educational institutions across the country, arrangement of student accommodation for colleges, and creation of labor market-oriented vocational education programs. In addition to the above-mentioned recommendations, it is important that adults of different professional groups have access to the national state language learning – using an approach adapted to the needs of a respective group. In this regard, it is planned that the regional training centers of the LEPL - Zurab Zhvania School of Public Administration - expand their services to include a wider and more diverse scope of users and create mobile groups of educators that would organize language courses in various villages. It is important that the professional development programs are in line with the general policy of civic integration of ethnic minorities and carry out vocational programs relevant for economic development of the region and for labor market.

3. Improving access to quality education and increasing state language knowledge

This document is fully compatible with the government's policy in the field of education and state language.

Providing pre-school, general, vocational and higher education and increasing access to quality education are priority objectives for the state, which should significantly contribute to the dissemination of national values among citizens, promote economic prosperity and establish the civil equality culture.

Georgia has more than two hundred non-Georgian language schools, which is an important achievement in terms of ethnic minority rights. However, the quality of education remains a challenge for non-Georgian language schools, in particular they are

in need of improving the quality of their textbooks and enhancing teacher qualifications through trainings, both of which are essential prerequisites for the proper social, economic, political and regional involvement of ethnic minorities. The educational system not only determines a citizen's degree of socialization and future professional prospects, but is directly linked to teaching and promotion of the state language, which nowadays is the main factors determining the poor level of civic integration of the ethnic minority population. This strategy includes an educational policy aimed at combating the needs of not only ethnic groups in densely populated settlements, but also dispersed ethnic groups. Consequently, by taking into consideration the interests and needs of ethnic minorities, this document entails the provision of effective measures designed to create real opportunities for accessing quality education.

3.1. Increasing access to pre-school education

In order to attain this mid-term goal, it is important to provide quality education at the pre-school education level by improving the infrastructure, creating educational resources and offering professional development trainings for teachers and administrative staff.

Access to pre-school education and quality pre-school education are essential for the development of cognitive, social and linguistic skills and abilities and, hence, for preparation to the school education. In this regard it is important, first of all, to create special pre-school education programs with different teaching models, as well as the development of training standards and school curriculums. Establishment of appropriate infrastructures, creation of teaching resources in pre-school institutions, and professional qualification trainings for teachers and staff are needed for the successful implementation of the developed programs and for the achievement of strategy goals.

3.2. Increasing access to basic quality education both in state and native languages

Successful implementation of the civic integration policy requires improving the quality of education in non-Georgian language schools and providing access to quality education – in both the state and native languages. The action plan aims to fulfill these objectives by adopting the following measures: improving and expanding access to the national curriculum and textbooks, raising qualifications of the non-Georgian language school personnel, improving the professional development of the school administration staff, promoting the bilingual education reform, improving the state language teaching among ethnic minorities and ensuring the maintenance of native languages.

It is important that textbooks reflect the diversity existing in Georgia and do not contain stereotypical or discriminatory elements. Improved bilingual textbooks should be prepared and published. The action plan envisages a number of measures aimed at fulfilling these objectives.

Another prerequisite for the quality education provision is the further professional training of teachers. In the context of ethnic minority rights, the above means developing a policy for the professional training of teachers at non-Georgian language schools and teaching them the state language, as well as training future teachers. It is essential and

prioritized to ensure that teachers and students know the official state language, but it is also equally important to preserve native languages.

3.3 Increasing access to higher education

Providing young representatives of ethnic minorities in Georgia access to quality higher education is an important priority. The current preferential policy (the so-called "1+4" scheme) has made a significant contribution to improving access to higher education for ethnic minorities, respectively, the policy will be continued and further refined. The action plan includes a commitment of the Ministry of Education and Science of Georgia – creation of a system for assessing the Georgian language knowledge, as well as appropriate instruments. It is important to involve graduates educated under the preferential scheme in the teaching process at non-Georgian language schools, and also to develop and fund such university training programs, which are aimed at improving the quality of universal education in non-Georgian schools, teaching native and state languages, as well as employing young representatives of ethnic minorities in priority areas in Georgia. The higher education preferential scheme will continue until non-Georgian language schools increase the level of knowledge of the state language and the quality of its general education.

4. Preservation of culture of ethnic minorities and establishment of tolerant environment

The *protection* provided by the strategy is focused on maintenance and development of ethnic minorities' cultural identity elements, such as language, traditions, art and cultural heritage. At the same time, popularization of ethnic minorities' culture will help push forward *civic integration* by strengthening the values of diversity and tolerance among the general population.

The major mid-term goals needed for achieving this objective include:

- 4.1 Reflecting the role and importance of ethnic minorities when developing and implementing cultural policies;
- 4.2 Promoting and protecting ethnic minorities' cultural heritage;
- 4.3 Promoting cultural diversity.

The above-mentioned aim involves promotion of protection and development of both tangible and intangible cultural values of ethnic minorities. In particular, it provides for registration and inventory of cultural heritage sites of ethnic minorities, fortification and restoration of monuments, support of ethnic museum and theater activities and utilization of library tolerance as a tool for inter-cultural and educational integration. Cultural diversity will also include a better understanding of Georgian culture by ethnic minorities, especially by youth.

III. Strategy Implementation, Reporting, Monitoring and Evaluation Modalities

The strategy is accompanied by an Action Plan providing for specific objectives, programs and general measures for the period of 2015-2020. In addition, at the end of each year, relevant agencies will be responsible for developing an action plan for the subsequent year, which will outline specific projects and activities - in accordance with the goals set by this strategy and general activities, under consideration of the already-achieved results and shortcomings revealed. A State Inter-Agency Commission will be created to monitor and report on implementation of the goals and activities set out in the strategy; the Commission will be coordinated by the Office of the State Minister of Georgia for Reconciliation and Civic Equality. The Commission will comprise all the major public institutions that have assumed relevant responsibilities according to the strategy and action plan(s), including: the Ministry of Justice, Ministry of Education and Science, Ministry of Internal Affairs, Ministry of Culture and Monument Protection, Ministry of Regional Development and Infrastructure, Ministry of Sport and Youth Affairs, Ministry of Labor, Health and Social Affairs, Ministry of Corrections, Ministry of Agriculture, Tbilisi and Batumi Municipal Councils, Academy of the Ministry of Internal Affairs, D. Aghmashenebeli National Defense Academy of Georgia; Administrations of State Attorney – Governor in Kvemo Kartli, Samtskhe-Javakheti and Kakheti regions, Georgian Public Broadcaster and Central Election Commission. The Council of National Minorities operating under the Public Defender's Office will also be involved in the work of the Commission. Thematic working groups will continue to operate within the Inter-Agency Commission. This format gives the Commission an opportunity to engage in discussions with various non-governmental organizations, experts and other stakeholders.

The abovementioned responsible agencies will undertake implementation of the Strategy and Action Plan within their competence.

It is important to take into account the risk factors that may prevent the Strategy implementation. Such factors may include international/regional economic instability adversely affecting the country's financial and economic situation, as well as negative political developments in the region or other force majeure circumstances. However, the recent past shows that adverse international developments/processes could not slow down or seriously jeopardize implementation of civic integration.

The strategy development process involved NGOs, international organizations, experts and various ethnic minority groups, whose needs and recommendations served as a basis for formulation of strategic and mid-term goals, as well as the respective tasks and events. Accordingly, the Action Plan envisages a number of measures for the effective implementation of the ethnic minority integration policy. Participation of ethnic minority representatives in the monitoring and assessment process will also be important for successful implementation of the Strategy and Action plan.

In December 2014, the Council of National Minorities at the Public Defender's Office presented alternative monitoring results of the implementation assessment of the "National Concept for Tolerance and Civic Integration and respective Action Plan for

2009-2014". The Georgian government welcomes implementation of the alternative monitoring of the action plan, as well as disclosure of the implementation assessment and recommendations –both by the Council of National Minorities and other interested parties.

At the same time, this Strategy provides additional mechanisms for the evaluation and monitoring of ethnic minorities rights and the process of civic integration. Two comprehensive evaluations (quantitative and qualitative) will be prepared during the implementation period: an intermediate and final assessment by the completion of the implementation process. The aim of the evaluation is to measure the long-term impact of the goals and objectives envisaged by the strategy using pre-designed, scientifically-proved indicators, which allow for comparison. The assessment will be conducted for all strategic objectives using the "objective indicators" determined in the Action Plan, which will be developed by appropriate specialists. The assessment will be conducted by a party with relevant experience. Additionally, at the end of each year, the Office of the State Minister of Georgia for Reconciliation and Civic Equality, along with the members of the Inter-Agency Committee, will undertake monitoring and evaluation of the Strategy and Action Plan in terms of relevant implementation "indicators". The monitoring and evaluation results will be discussed together with relevant agencies, non-governmental and international organizations, which will be both observers and implementers of certain activities envisaged by the Action Plan.