



# Business Union Georgian Employers Association COMMUNICATION ON ENGAGEMENT (COE)

November 2017—October 2018



President Statement

October 25, 2018

United Nations Global Compact 685 Third Avenue,

FL 12 New York, NY 10017

Dear Mr. Secretary-General

I am pleased to confirm that Georgian Employers' Association (GEA) is still commitment to support of the Ten Principles of UN Global Compact in the areas of human rights, labour, environment, and anti-corruption. These principles are part of our long term strategy.

In this COE, we sharing the information about the actions that our GEA has taken to support the UN Global Compact and to engage with the initiative.

Within this renewed commitment, we are proud of continue to work with these principles. We believe that this is indeed an important commonality we share with the Global Compact, that human rights are the foundation we all build from, a successful global corporation.

We are ready to manage projects with our member companies and government that effects on improvement business environment such in Georgia as international level.

We are looking forward a strong future working with you. Sincerely,

Elguja Meladze

President of Georgian Employers' Association

E-mail: [emeladze@employer.ge](mailto:emeladze@employer.ge)

Tbilisi, Georgia

A handwritten signature in black ink, appearing to read 'E. Meladze', is written over a horizontal line.

## About GEA

Georgian Employers Association is the largest organization in Georgia that represents employers of Georgia.

With more than 2000 members GEA represents Construction, Pharmaceutical, Tourism, Trade, Agriculture, Reprocessing Enterprise, Financial, Hotels, restaurants, Transport and communication;

GEA has regional branch associations in Ajara, Imereti and representatives in Samegrelo, Shida Kartli and Kakheti.

The Georgian Employers Association was established in 2000.

The Association is the independent, non-governmental, non-profit and self-regulating business union that works in accordance with the recognized international standards for protecting the interests of employers (entrepreneurs)

in the free market economy principles. At the same time the Georgian Employers Association recognizes the importance of human resources factor in the economics and in its activities foresees the International Labour



Organization (ILO) standards and policies in parallel of business development. The core vector of the Association is solving the problems of business circles for effective and adequate measures for proper coordination of business, Government of Georgia and the third parties close relationships.

The Georgian Employers Association is an economic and social partner to the Government of Georgia and the Trade Unions Confederation as a constituent involved in the tripartite social dialogue.



## Our Mission

The Georgian Employers Association (GEA) under the free market principles represents the interests of business and is committed to establishment of competitive and flexible environment for entrepreneurship development as well as reaching sustainability in social economic policy.

## Our Vision

The values of the Association are based on the free market economy, principles of bone fide competitiveness that determined objectively the interests of business development - optimal terms and conditions for SME's - in Georgia. The key value for the Association

is internationally recognized business freedom principles and confidence the mentioned policy at regional, national and international levels.

The practical actions that Georgian Employers' Association has taken to support Global Compact the next principles:

## Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 6: the elimination of discrimination in respect of employment and occupation.

## Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 9: encourage the development and diffusion of environmentally friendly technologies.

## Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

## A description of the practical actions that the organization has taken to support the Global Compact principles and to engage with the initiative:

Georgian Employers' Association organized systematical trainings about the following topics in 2017-2018:

- Labour law
- Industrial relations and human resources management
- European Union Standards of labour and employment
- Effective management of collective bargaining
- Labor disputes solution according to European Union's conventions and directives.

### Example

Two-day training in labor safety issues was held at Georgian Employers Association. Namely, risks assessment and fire safety.

The aim of the training program was to study the methods of identifying fire threats in the enterprise for companies. As well as study of the necessary instructions and procedures for fire and electrical safety, which should be developed by any company, regardless of its size. The use of such a system allows for the risks and dangers that can result in fires.

The goal of the introduction and training of fire safety system is to ensure the health of the employees and company property. After training, participants should be able to implement fire safety systems and work out evacuation schemes.

As for the risk assessment, its purpose was to identify the threats, risk determination / assessment, methods of reduction or elimination of the workplace and system approaches in the enterprise / organization.

The program is practical and any company can implement such a system. It should be noted that the implementation of the modern standards and approaches of labor and health security conditions allows not only the guarantees of staff safety, but also promotes the growth of the company's revenue.



## Long-term training course for labor safety managers



GEA is the only organization in Georgia that has exclusive right to the International Labor Organization (ILO) to teach the ILO International Training Center's Methodology and Standards to enable the participants to pass the International Quality Certificate in conjunction with the final examination.

The course's advantage is not only in accordance with international norms, but also includes local regulations and normative acts. It also includes practical exercises directly at work sites.

The long-term training, which was developed by the Association on many years of experience in this field, was first held in October-December 2017 and became one of the most demanded courses. The interest towards the topic has been strengthened since the Government of Georgia has created the Labor Inspection Department on the basis of EU requirements and has tightened regulations in this direction.

The issue is particularly relevant in consideration of the fatal consequences of mistakes made in the field of labor safety in Georgia.



## Forums

The Energy Forum was organized with the support of Universe Business Group and the Georgian Employers Association, which aimed to introduce technological innovations in the Georgian market.

UM SPB, one of the largest companies in the frames of the Energy Forum, is established by establishing partnership with Georgian companies in the relevant fields.

Within the frames of the B2B meetings were held.

The forum was held in the Conference Hall of the Association of Employers.



## CONFERENCES

### Conference - "Work Safety and Health - New Reality and Challenges"

The International Labor Organization (ILO) and Georgian Employers Association organized a conference - "Work Safety and Health - New Reality and Challenges", in which the interested parties discussed.



In particular, the ILO, Ministry of Health, Ministry of Economy and Sustainable Development, Trade Unions, NGOs, Business Ombudsmen and specific business entities

presented their positions on the challenges in the country, which will be adopted by the new draft law.

The conference aimed at establishing its own position in the process of developing the labor safety law enforcement mechanism as a result of discussion in the business sector.

In particular, within the new law on labor safety, within three months of active private sector involvement of subordinate normative acts to ensure its execution, for which the issue of negotiations between the parties concerned will start in the nearest future. The planned conference and the document developed by it is the beginning of the mentioned process.

Thus, the Georgian Employers' Association, as a business sector representative organization, is working on the establishment of a better political position with the work of foreign and local partners / experts to work on the development of the law enforcement mechanism.



## Meetings

### Meeting with the personal data protection inspection

The meeting between business sector and the personal data protection inspector Tamar Kuladani was organized by GEA. The aim of the meeting was receiving information about planned and ongoing reforms in the field of personal data protection or legislative innovation. In particular, representatives of the business sector of the meeting were acquainted with the processing of personal data, how to ensure the protection of human rights and freedoms, including privacy.



The event was held in the conference hall of the Georgian Employers' Association and was attended by more than 60 companies. The meeting was held within the framework of the meetings organized by the Association of Employers of Georgia, which aims to strengthen communication between private and public sector.

## Consulting

The Association of Georgian Employers systemically provides services to companies such as:

Labor relations

Labor and health security issues

International standards

Food Safety Systems

Tax issues



Georgian Employers' Association

Tbilisi, Georgia , Beliashvili str. #106

Tel.: + 995 32 2 14 73 73

E-mail: [employer@emplyer.ge](mailto:employer@emplyer.ge)

[www.employer.ge](http://www.employer.ge)

