



Georgian Employers Association

Communication on Engagement

2020

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This document covers the events organized by the Georgian Employers' Association in response to COVID 19 pandemic

Georgian Employers Association has started remote meetings with businesses

2020-05-01



Representatives of more than 60 companies attended the remote meeting organized by the Georgian Employers' Association, which was aimed at restricting the activities of companies and labour relations during the state of emergency.

Issues such as regulations for companies were discussed at the meeting; Legal problems arising in a state of emergency; Opportunities for termination of employment, suspension;

Legal risks related to unpaid leave and labour issues; Benefits announced by the state; Non-fulfillment of contractual obligations of the business in case of force majeure and adaptation of the contract in the post-crisis period to the changed circumstances, etc.

"In recent weeks, the Employers' Association has accumulated a lot of problematic, vague and unresolved issues from the business sector, in response to which we have planned a cycle of remote meetings, seminars, trainings. Our goal is to connect the business sector directly with industry experts, government officials and other competent persons in order to be as informed as possible about all the topics that have been on their agenda during this period. We are glad to see the readiness of the business sector to maintain the sustainability of business within the law and to get out of the crisis period with the loss of minimal human and financial resources," said Lasha Labadze, Executive Director of the Georgian Employers' Association.



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An important part of the meeting was dedicated to questions and answers, during which the representatives of the companies received competent answers to the questions of interest to them.

The meeting was chaired by Lasha Labadze, Executive Director of the Georgian Employers' Association, and Shalva Tskhakaia, Head of the Legal Committee.

The COVID-19 Crisis and How We As a Nation Can collectively Respond

2020-05-05

Under the auspices of the International Labor Organization (ILO) and the International Organization of Employers (IOE), and with the participation of the Georgian Employers' Association, a recommendation document was prepared entitled "The COVID-19 Crisis and How We As a Nation Can collectively Respond."

The document is based on the views, expert opinions and experience of specific countries in the business associations of 150 countries of the International Organization of Employers (IOE).

The Georgian Employers' Association expresses its readiness to the business sector, government agencies, partner organizations, or other stakeholders to share the recommendations and solutions proposed in this document in order to deal with the economic and social crisis caused by the COVID-19 pandemic.

The document includes specific decisions on measures to facilitate the recovery of the health care system, employees, entrepreneurs, affected sectors, small and medium-sized businesses, product supply chain continuity, economic sustainability, crisis and post-crisis economic recovery.

It is noted that the implementation of the proposed recommendations is based on the joint work of the government, employers and employees' organizations, and only with the cooperation of all stakeholders can the negative consequences of the pandemic be mitigated and overcome in the long run.

The document also reflects the business needs services provided by the Georgian Employers' Association, which will contribute to business continuity in the current reality. The services of the Employers' Association include the introduction of health and safety standards and newly issued recommendations for companies involved in economic activities in times of crisis to ensure the health and safety of employees.

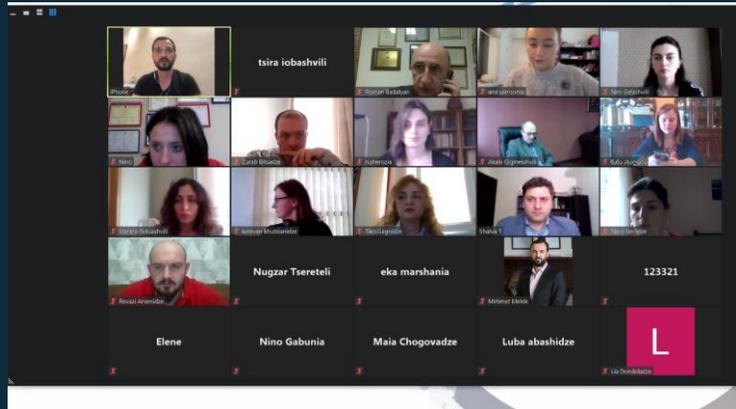
The Georgian Employers' Association continues to work with partner international organizations to share knowledge gained from global experience in maintaining economic and social sustainability in times of crisis for stakeholders, especially member companies.

The Employers' Association is creating a remote communication platform for business information

2020-04-30

Georgian Employers' Association is launching a project of remote meetings and trainings with the business sector.

In order to support the business, the Employers' Association plans a series of remote meetings with both member and non-member companies. The purpose of the meetings is to provide information to the companies about the constraints and requirements that they have to consider in carrying out their activities.



Also, information about the opportunities for using the government's anti-crisis economic package. Meetings are planned for both general and sectoral and regional target groups.

Also get answers to the questions of interest to them through direct dialogue with the representatives of government structures.

The first remote meeting will be held on May 1, at 14:00.

The following issues will be discussed at the meeting:

- COVID-19 situation in the country and relevant regulations;
- Legal problems arising in a state of emergency;
- Opportunities for cancelation of employment, suspension;
- Legal risks related to unpaid leave and labour issues;
- Benefits announced by the state;
- Failure to comply with the contractual obligations of the business under force majeure and adaptation of the contract in the post-crisis period to the changed circumstances.

Any interested business entity will have the opportunity to participate in the meeting.

Mr. Tengiz Kalandadze answered the questions of the members of the Georgian Employers' Association

2020-05-04



Within the framework of the next remote meeting organized by the Georgian Employers' Association, Mr. Tengiz Kalandadze, Head of the Ministry of Agriculture, Food and Rural Development Department, Head of the Food Supplies and Price Monitoring Staff and a member of the Operational Staff met with representatives of the Association's member companies.

The main topics discussed at the meeting, chaired by Mr. Lasha Labadze, Executive Director of the Georgian Employers' Association, were restrictions on movement, special permits and exceptions during the state of emergency.

The meeting was held in a question-and-answer format and company representatives received answers on topical issues such as restrictions on movement; Move to closed cities; Permit issuance procedures; The right to allow movement during the curfew; Intercity traffic; Information on the lifting of restrictions by the government in the near future.



"A similar model of remote meetings has proved to be quite effective for the business sector, as they can meet with a government official without leaving home, ask any thematic questions and get competent answers. As there is a

lot of interest and feedback on this project, in the coming days we will announce the following meetings, as well as distance trainings tailored to the current needs of the business. We are also grateful to the representatives of government agencies who are ready to participate in the meetings and answer business questions, "- Lasha Labadze, Executive Director of the Georgian Employers' Association.

We would like to remind you that the Georgian Employers' Association has already held a similar event on the issues of general regulations and labor relations. Dozens of companies take part in the meetings.

Organized by the GEA the business sector met with the head of the Labor Inspection Department

2020-05-28



Within the framework of the remote meetings organized by the Georgian Employers' Association, Mr. Beka Peradze, Head of the Department of Labor Inspection met with representatives of the business sector. The meeting was chaired by Mr. Lasha Labadze, Executive Director of the Georgian Employers' Association

The main topic of the meeting was informing the private sector about the process of opening the economy and the procedures related to the resumption of activities for economic entities/ entrepreneurs.

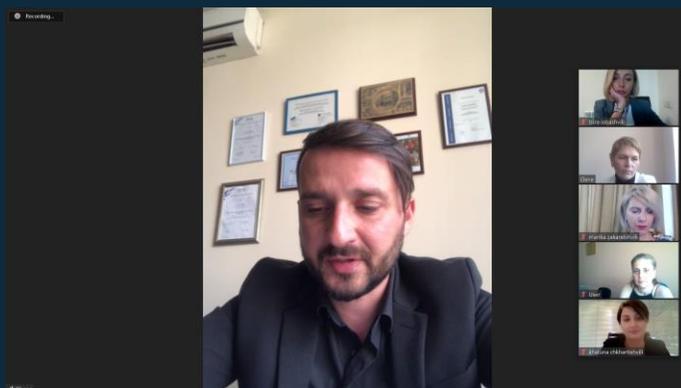
"As a result of constant communication with the private sector in the Employers' Association, a number of vague questions were accumulated, to which we invited a competent person to respond and allowed the business sector to receive answers directly from the head of the Labor Inspection Department. In particular, the conversation focused on issues such as the registration of persons carrying out economic activities; Procedures and deadlines for issuing a resumption permit and the necessary requirements, further monitoring of the issuance of the permit; Penalties and recommendations of the Ministry of Health, etc., - Lasha Labadze, Executive Director of the Georgian Employers' Association.



The meeting, which was attended by representatives of about 60 companies, was held in a question-and-answer mode.

The parties discussed the challenges of vocational education during the crisis

2020-05-28



Within the framework of the Vocational Education and Training project, an online meeting was organized by the Georgian Employers' Association, during which representatives of the Ministry of Education, the business sector and vocational schools discussed the impact of COVID 19 on vocational dual education.

"The issue of vocational education has been one of the priority directions for the Georgian Employers' Association for many years. We presented our positions on what challenges businesses will face in the context of vocational education in the crisis and post-crisis period. According to preliminary calculations,



companies will find it difficult for students to open their doors to work space for dual education, as they will be obliged to provide them with protective equipment. This financial cost can be an obstacle to the successful implementation of dual education," - Lasha Labadze, Executive Director of the Georgian Employers' Association.

Mrs. Marika Zakareishvili, Deputy Head of the Vocational Education Development Department of the Ministry of

Education, Science, Culture and Sports, introduced the participants to the COVID 19 Vocational Education Response Activities and the general challenges of the education sector during the crisis.

The company "Goodwill" and the Vocational College "Ikarus" shared with the participants the shortcomings in the implementation of specific professional programs in the current situation.

The challenges identified during the meeting are not only the subject of discussion, but also the employers' association will edit the specific activities planned under the Vocational Education and Training project according to the needs and new challenges of the parties.

The Georgian Employers' Association has started a cycle of labour relations trainings

2020-06-01

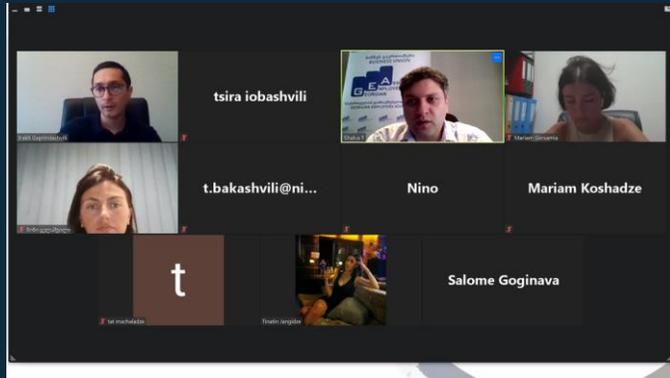
The Georgian Employers' Association, with the financial support of the Danish Ministry of Foreign Affairs (DANIDA) and under the auspices of the International Labor Organization, has launched a series of distance trainings on labor relations for member companies during the crisis and post-crisis period.

The training cycle planned within the project, which will be attended by a total of 200 company representatives, is led by labor relations experts from the International Labor Organization (ILO).

Mr. Elguja Meladze, President of the Georgian Employers' Association, and Kinan Banas, Chief Technical Advisor of the International Labor Organization (ILO), addressed the participants with a welcoming speech.

During the trainings, company lawyers and human resource management managers were informed about the best international practices in resolving labor relations during crises. Discussions on termination of employment, termination of employment, settlement of labor disputes, mediation and case law were also discussed.

The Georgian Employers' Association, with the support of international partners, will announce distance training on occupational safety and other topical issues in the near future.



COVID-19 Recommendations for the Construction Sector

2020-06-24



Organized by the Georgian Employers' Association and supported by the International Labor Organization (ILO), a remote seminar was held for the construction sector on "Occupational Safety Management at COVID 19 - Local Requirements and International Practices" in the construction sector.

The aim of the seminar was to provide companies with complete information about the existing regulations and recommendations in the field. The workshop included a practical part on protective equipment, required documentation and the operation of the COVID-19 prevention system.

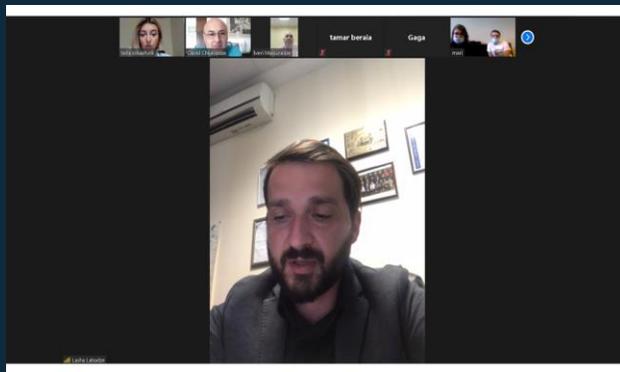
The information received at the workshop will help participating companies to avoid problems related to the suspension of activities, risks of infecting employees and other parties, and fines.

The seminar was led by Mr. Davit Chijavadze, a certified trainer of the International Labor Organization (ILO).

Similar distance training is planned for the member companies of the Georgian Employers' Association in the sectoral context.

Occupational safety management (COVID 19) for office and administrative activities

2020-07-13



Organized by the Georgian Employers' Association and supported by the International Labor Organization (ILO), a two-day seminar was held on: Occupational Safety Management at COVID 19 - Local Requirements and International Practice for Office Technical-Administrative Activities.

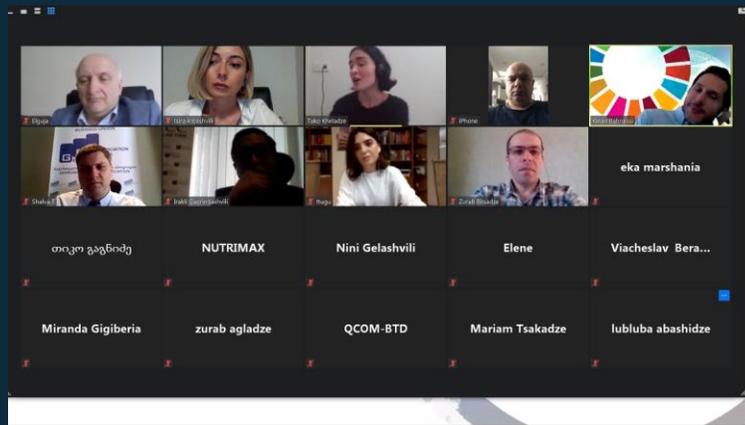
The aim of the seminar was to provide companies with complete information on existing regulations and recommendations, taking into account areas and activities. As well as how to meet the

recommendations and produce the relevant documentation to avoid problems with the suspension of activities, risks of infecting employees and other parties, and fines.

The seminar was led by the International Labor Organization (ILO) certified trainer – Mr. Davit Chijavadze.

Training on the topic - labor relations in the post-crisis period

2020-07-14



Business Association - Organized by the Georgian Employers' Association and under the auspices of the International Labor Organization (ILO), another distance training was held for the representatives of the member companies.

The training entitled "Labor Relations in the Post-Crisis Period and Reorganization Management" was led by experts from the Georgian

Employers' Association and the International Labor Organization.

At the seminar, company lawyers and human management managers discussed issues such as the definition of force majeure and its impact on labor relations; Initiation of reorganization, notification, development of objective criteria, case law; Existing version of the Labor Code Termination of labor relations, suspension of labor relations; International best practices for resolving labor relations in times of crisis;

The Georgian Employers' Association, with the support of the International Labor Organization (ILO), systematically offers a series of distance trainings to member companies on occupational safety, labor and industrial relations, and other issues.

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