

GEORGIAN EMPLOYERS ASSOCIATION

- Labour Relations
- Occupational Safety and Health
- Employment
- other...

2022

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საქართველოს დამსაქმებელთა ასოციაცია Georgian Employers' Association

Dear Mr/Mrs,

Georgian Employers Association is pleased to express continued support for the Global Compact and renewing the participant's ongoing commitment to the initiative and its principles.

Sincerely yours,
Mr. Lasha Labadze
Executive Director
GEA



20 October, 2022



TRAINING ACTIVITY RAISING AWARENESS ON MEDIATION FOR GTUC AND GEA MEMBERS

On may 23-24, 2022 the mediation raising awareness training was conducted for the representatives of the GEA and GTUC.

The training was welcomed by the ILO/DANIDA project in Georgia and representatives of the GEA and GTUC as well as the Mediators Association of Georgia.

The training covered the topics as: mediation as a mechanism of dispute resolution, the role of mediation in dispute solving process, benefits for the sides, differences of mediation mechanisms, the role of trade unions and employers organizations in labour disputes, sharing of experiences, discussion of specific cases, practical advices, challenges and etc...



The training attended by more than 30 participants was led by the chairman of the Mediation Association of Georgia, Mr. Irakli Kandashvili and national experts – Mrs. Tamar Surmava and Mrs. Sofio Chachava.

**The training was supported by the ILO/DANIDA project
“Inclusive Labour Market for Job
Creation in Georgia”**

MEMORANDUM OF UNDERSTANDING BETWEEN THE GEORGIAN EMPLOYERS ASSOCIATION (GEA) AND THE NEW VISION UNIVERSITY WAS SIGNED

The Georgian Employers Association (GEA) and the New Vision University signed memorandum of Understanding (MoU).

The MoU covers joint activities for raising qualification of students and graduates, development of professional skills and support in employment.

In addition, the parties will cooperate in assessment of sectoral specifics and creation of working places. MoU encompasses conducting of regional forums and conferences in cooperation with business companies.



LABOUR CODE APPLICATION AND RELATED CHALLENGES THE LEGAL COMMITTEE OF GEA DISCUSSIONS

On May 19, the Georgian Employers Association Legal Committee held a meeting with the aim to discuss the labour code challenges in its application aspects. The core topics for discussions were:

- Calculation of employees working hours;
48 hours working regime for the companies with specific statuses;
- Additional holidays for employees working at dangerous and hazardous working places;
- Long lasting court disputes.

The meeting was led by the Executive Director of the GEA Mr. Lasha Labadze and the Head of Legal Department of the GEA – Mr. Nikoloz Abutidze.



The participants have identified the obstacles of the legislative regulations with negative impact in business operations after burning discussions. The problems require additional financial resources from private sector. This is also challenging not only for recruiting new employees but also puts business in front of decreasing working force. In additional, the strict regulations hinder new investments in Georgia.



“We presented the various experiences from the European countries and offered the new alternatives to the participants of the meeting, actually that are more flexible for business operations than the ones we have in this country. We listened to the challenges the companies have related to the new amendments in the labour code of Georgia. Finally, we came to certain conclusions that we shall continue discussions with business unions and initiate new amendments” – stated the head of the legal department of GEA, Mr. Nkoloz Abutidze.



The GEA will present the developed legislative initiatives to the Tripartite Social Partnership Commission (TSPC) members, local and international organizations as well as other interested stakeholders.

MEETING BETWEEN THE LSC MINA AND TECHNICAL UNIVERSITY OF GEORGIA

The Georgian Employers Association organized a meeting between the representatives of the JSC Mina and Technical University of Georgia. The sides discussed the topics as labour market challenges, implementation of relevant actions and deepening of communication.



The sides agreed on specific cooperation format a practice of students at company level supporting their skills upgrading and gaining new qualifications so they enter the market fully prepared.

The meeting was conducted in the frames of the signed memorandum between the Georgian Employers Association and Technical University of Georgia

PILOTING THE NEW PROJECT IN IMERETI REGION FOR STRENGTHENING PUBLIC-PRIVATE PARTNERSHIP (PPP) HAS LAUNCHED

The Georgian Employers Association (GEA) supported by the Danish New Democracy Fund (NDF) launched pilot activities in the frame of a pilot project. Namely, on May 5th, the training on strengthening the public and private partnership for representatives of municipalities and business sector was conducted in Sachkhere municipal entity.

The training covered the following topics:

- Public-private partnership (PPP) international experiences;
- Development of cooperation frames and selection of its legal instruments;
- Core actors of cooperation;

Advisors council and its rights and obligations/supporting structures;

- Role of community and society – external communication;
- And etc...



The NDF and its consortium Danish Cultural Institute (DCI), 3F – United Federation of Workers in Denmark (3F), The Confederation of Danish Industry (DI), The Danish Youth Council (DUF), International Media Support (IMS) supports the development of strong, innovative, and long-lasting relations between civil society organisations in the Eastern Neighbourhood Countries and Denmark. The purpose of the Fund is to support collaborations that develop new or innovative people-to-people cooperation and exchange of experience and Enables the continuation of existing partnerships for further development of valuable experiences and contribute to building sustainable partnerships.

In the near future, the project various activities will cover the 12 municipalities of Imereti regions.



GEA REPRESENTATIVES VISIT TO DENMARK

Representatives of the Georgian Employers' Association (GEA) were on a business visit to Denmark, hosted by the Danish Industrialists' Union - DI (Danish Industries), which is the largest employer's union in the country.

Association representatives got acquainted with the unique model of social dialogue in Denmark, held meetings with relevant representatives, organizations, educational institutions and heads of departments.



The association continues to work on strengthening cooperation and future joint projects.



BUSINESS ADVISORY BOARD FOR CHILDREN

In collaboration with UNICEF and the business sector the business advisory Board for children was created that is an innovative platform aiming to ensure respect to children, protection of their rights and support in the context of labour market and the whole society.

The Executive Director of the Georgian Employers' Association (GEA) Mr. Lasha Labadze took part at the presentation event of the launch of the board.

The Business Advisory Council for Children is an independent group of people, created in collaborating with the UNICEF in Georgia which brings together various business sectors, business groups and platforms, public sector, scientific society and media.

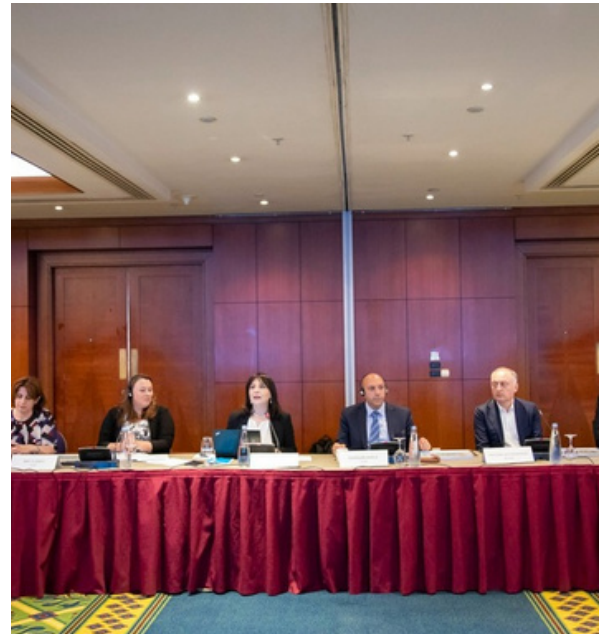
Business Advisory Board for Children:

The platform is created for exchanging of knowledge and the best practices focused on increasing children's rights in the business agenda and promoting the protection of the children's rights.

The Board will collect the knowledge and experience from different fields (business, academia, government, children), to support better understanding of the effect of business on children, which will encourage companies to promote the protection of children's rights through their activities.

Business directly and indirectly has effects the lives of children who keeps in contact with it as costumers, family members of employees, young employees, future employees and leaders.

Children are also the part of the community or environment in which the business operates. Business makes a various impact in children's lives through the products and services, supply chain, distribution, marketing or investments in communities.



MEETING WITH THE ITALIAN TRADE AGENCY

An introductory meeting was held between the Georgian Employers Association and the Italian Trade Agency. The sides discussed the activities of the organizations and the potential common projects.

The issues were related to the activation of trade and economic relation between Italy and Georgia such as promotion of export and import as well as challenges and opportunities in the mentioned fields.

The Georgian Employers Association with the Italian Trade Agency will jointly offer B2B meetings, business forums and various communication strengthening activities to their members.



TRAINING START AND IMPROVE YOUR BUSINESS SIYB

The training for trainers (ToT), “Start and Improve your Business – SIYB” was opened on June 29, in which the representatives of Georgian Employers’ Association took part.

The training is aimed to support the young Start-ups according the methodology of the International Labor Organization (ILO).



At the opening event, the Executive Director of the GEA Mr. Lasha Labadze made a presentation about the GEA activities and its policy on youth entrepreneurship by which encouraged the participants.

At the end of 2-weeks training, the successful participants will be awarded the certificates.

The training is conducted within the framework of the International Labor Organization project- „ Inclusive labour market for job creating in Georgia“ (ILO/DANIDA).



A MEETING WAS HELD BETWEEN THE PARTNERS OF THE VOCATIONAL EDUCATION AND TRAINING PROJECT

The working meeting held in the GEA between the project parties (the German side, the donor of the project, the Association of Georgian Employers, the business unions of Armenia and Azerbaijan) had the following objectives:

- Evaluation of the current situation by the project parties;
- Evaluation of project goals and performance indicators;
- sharing of the best practices identified during the project's progress among the parties;



The two-day working meeting between the parties will be held on October 19 in the conference hall of the Association of Georgian Employers and further steps will be taken to achieve the goals set for 2018. They will also discuss the international conference planned for March 2018, which will be held within the framework of the project.

It should be noted that the project is for three years and it has been implemented in Georgia since 2016 by the "Georgian Employers' Association".

A MEETING WAS HELD BETWEEN LABOR INSPECTION AND GEA MEMBER COMPANIES



A meeting was held between Beka Feradze, the chief of Labor Inspection of Georgia, and the GEA member companies, which aimed to discuss the new technical regulations for the minimum requirements for health and labor safety protection in the workplace.

"Similar meetings between business and labor inspection for the purpose of informing and exchanging positions are particularly important for our member companies, in order to, on the one hand, protect the safety of employees, and, on the other hand, be prepared to face the inspection process and avoid the expected warning and financial sanctions," - Georgia Executive Director of Employers' Association Lasha Labadze.

Representatives of about 50 companies from the business sector took part in the meeting and had the opportunity to receive answers from competent persons on their current issues in a question-and-answer mode.

Meetings of this type are systematically held within the framework of social partnership between the GEA and the Labor Inspection.

RESEARCH ON EMPLOYERS' VIEWS ON THE CHANGES MADE IN THE LABOR CODE OF GEORGIA - TV AND NEWS AGENCIES

TV - GEORGIAN Times



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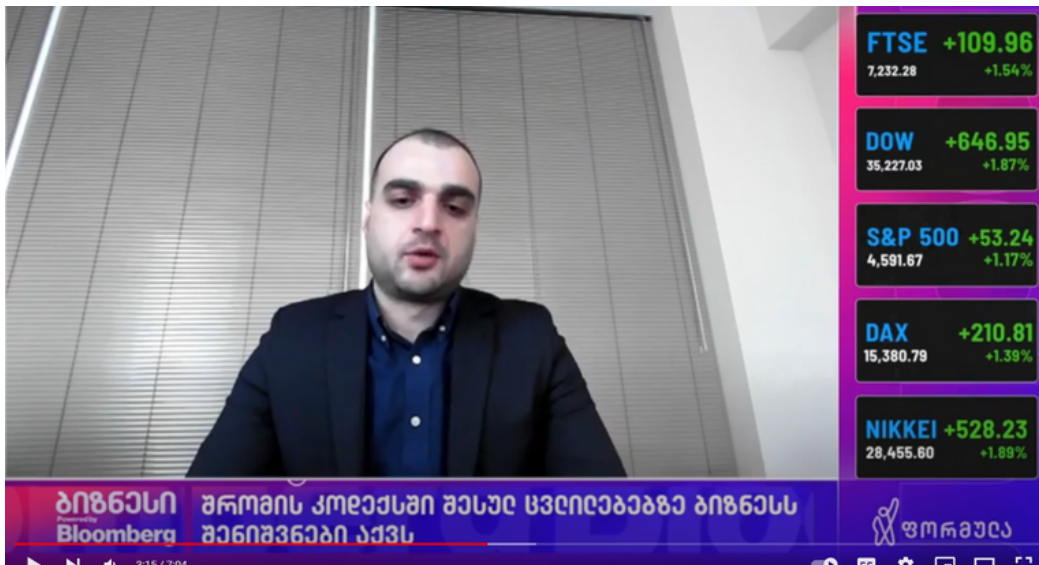
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NEWS AGENCY - bm.ge

06 დეკემბერი 2021 20:30

კომპანიების ნაწილი მიიჩნევს, რომ თანამშრომლების ნამუშევარი საათების ობიექტური აღწერა შეუძლებელია - კვლევა



Part of the companies believe that an objective description of the hours worked by employees is impossible - GEA research



← უკან

ავტორი: ინგა მარუსიძე

საქართველოში კომპანიების 34% მიიჩნევს, რომ მათი თანამშრომლების ნამუშევარი საათების ობიექტური აღწერა შეუძლებელია, - ამის შესახებ ნათქვამია დამსაქმებელთა ასოციაციის მიერ გამოქვეყნებულ ინფორმაციაში, რომელიც შრომის კოდექსში განხორციელებული ცვლილებების შესახებ დამსაქმებლების შეხედულებების კვლევას ეხება.

NEWS Agency - 1tv.ge

1tv.ge

დასაქმებულთა ასოციაცია - გამოკითხულთა 51 პროცენტი შრომის კოდექსში შეტანილ ცვლილებებს სრულიად საჭიროდ მიიჩნევს

10:34, 07.12.2021

დასაქმებულთა ასოციაცია - გამოკითხულთა 51 პროცენტი შრომის კოდექსში შეტანილ ცვლილებებს სრულიად საჭიროდ მიიჩნევს

10:34, 07.12.2021

[Georgian Employers Association - 51% of respondents consider the amendments to the Labor Code to be absolutely necessary.](#)

News Agency - Imedi News

IMEDI NEWS

საზოგადოებრივი

18 ნოემბერი 2021, 16:12 / სანდო წყარო

სოციალური პარტნიორობის სამმხრივი კომისიის სხდომა გაიმართა

ფოტო: ჯანდაცვის სამინისტრო

სოციალური პარტნიორობის სამმხრივი კომისიის სხდომა გაიმართა ოკუპირებული ტერიტორიებიდან დევნილთა, შრომის, ჯანმრთელობისა და სოციალური დაცვის სამინისტროში, სადაც საქართველოს დამსაქმებელთა ასოციაციის მიერ, შრომის

[A meeting of the Tripartite Social Partnership Commission was held - submitting the research report to the parties](#)

TV COMMENTS AND INTERVIEWS ABOUT DESCRIPTION OF WORK HOURS, BUSINESS EXPECTATIONS AND RESULTS, THE IMPACT OF THE PANDEMIC ON LABOR RELATIONS, THE PROGRESS OF THE INSPECTION PROCESS, ETC.

TV Euronews Georgia



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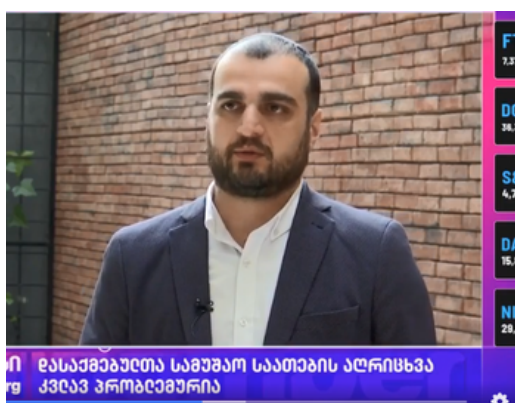
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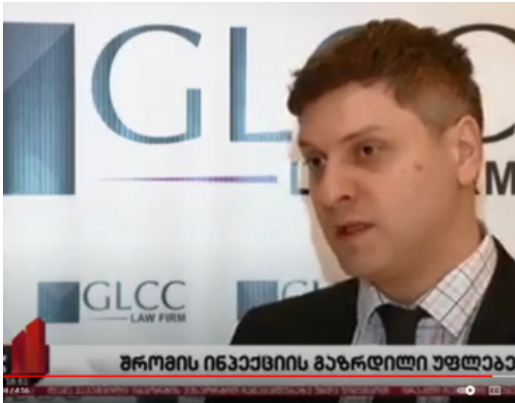
TV First Channel



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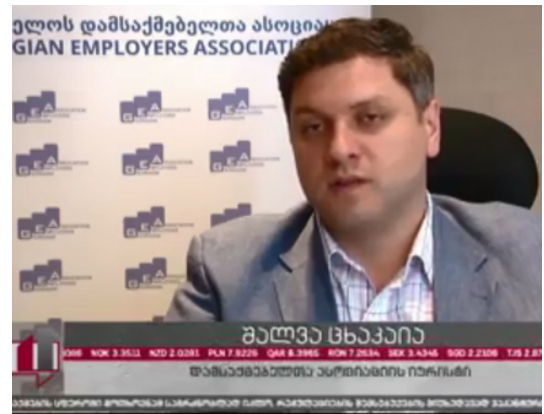
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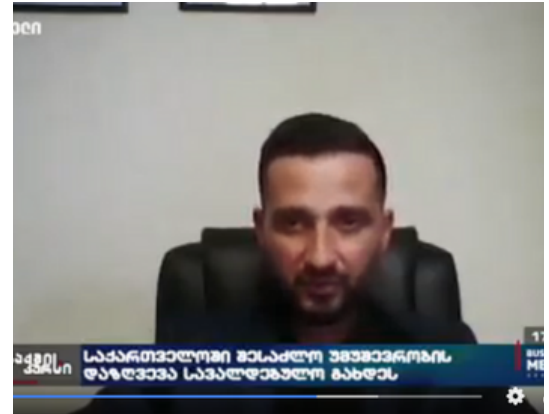
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TV COMMENTS AND INTERVIEWS ABOUT EMPLOYMENT AND LABOR MARKET



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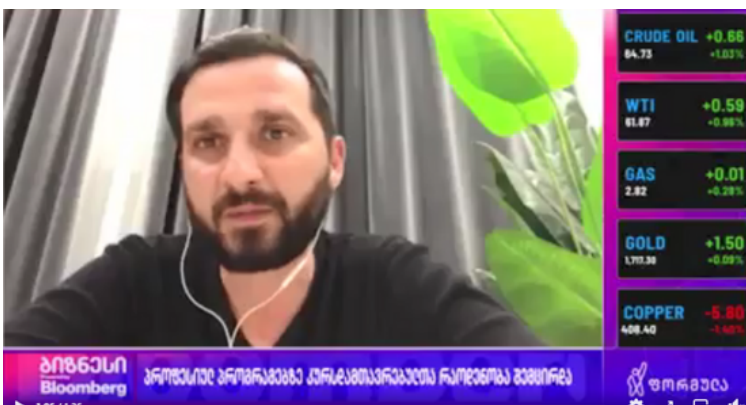
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ARTICLES AND MEDIA (PRESS) COMMENTS ON THE TOPICS LISTED ABOVE

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დასაყვამელთა ასოციაცია



<https://bm.ge/ka/article/bevri-kompaniistvis-gamowvevad-rcheba-ew-tabelis-warmoeba---damsaqmebelta-asociacia/106760/>

18 სექტემბერი 2021 09:00

ანარსებები თუ არა კომპანიები ტაბელის ცხრილს - რა პრობლემები
აქვს გიგანტებს?



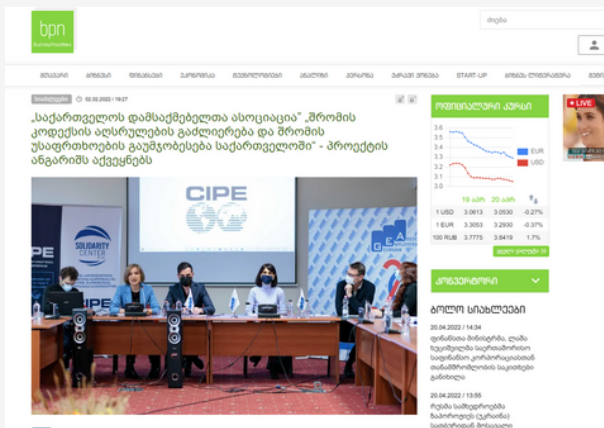
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<https://www.bpn.ge/article/91201-sakartvelos-damsakmebelta-asociacia-shromis-kodeksis-agrulebis-gazliereba-da-shromis-usaprtxoebis-gaumjobeseba-sakartveloshi-proektis-angarishts-akveqnebs/>



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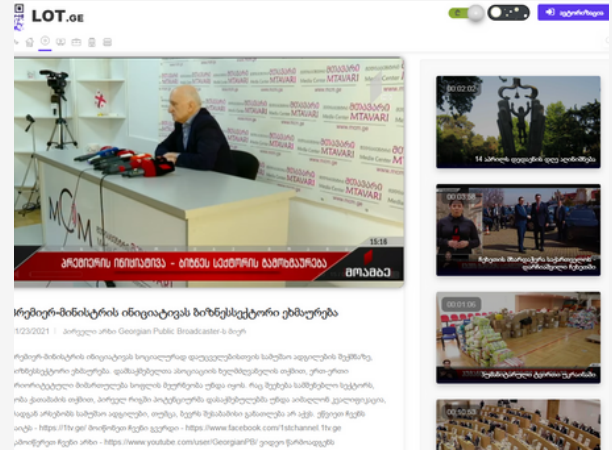
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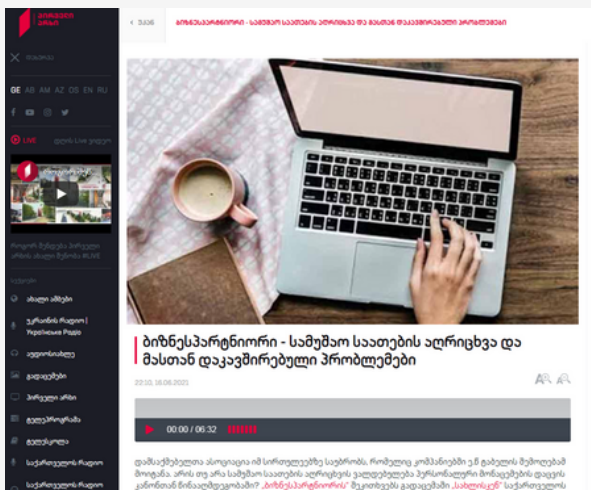
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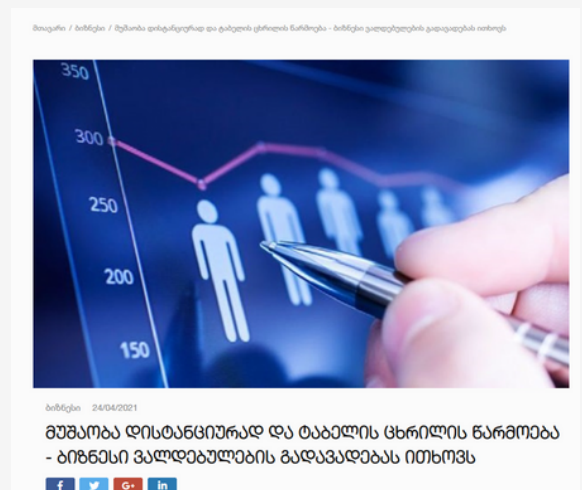
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