



European
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EUROPEAN SOCIAL CHARTER

17th National Report on the implementation of
the European Social Charter

submitted by

THE GOVERNMENT OF GEORGIA

Articles 2, 3, 4, 5, 6, and 20

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CYCLE 2024

EUROPEAN SOCIAL CHARTER (REVISED)

Strasbourg, 3.V.1996

Report of the Government of Georgia

on the implementation of the Articles:

Article 2 – The right to just conditions of work

Article 4 – The right to fair remuneration

Article 5 - Right to organize

Article 6 – The right to bargain collectively

Article 20 – Right to equal opportunities between women and men

Article 2§1 Reasonable daily and weekly working hours

a) Please provide information on occupations, if any, where weekly working hours can exceed 60 hours or more, by law, collective agreements or other means, including:

- **information on the exact number of weekly hours that persons in these occupations can work;**
- **information on any safeguards which exist in order to protect the health and safety of the worker, where workers work more than 60 hours.**

As a result of the 2020 reform, the Organic Law of Georgia - Labour Code of Georgia regulates issues related to working hours in a new way. As a result of the changes, the following was defined:

- the concept of working time;
- standard working hours per week – not more than 40 hours;
- the working time in enterprises with a certain production regime - not exceeding 48 hours per week; After consultations with social partners, the Government of Georgia has identified a list of enterprises with specific operating conditions¹. The Ordinance of the Government of Georgia applies only to those enterprises of the industries specified in the Annex to the same Ordinance, where the production/labour process, based on objectively necessary production conditions, provides for a continuous regime lasting more than 8 hours, the continuity of the labour process largely determines the normal operation of the enterprise, and a violation of the continuity of the labour process shall lead to the impediment of the production process (an enterprise with specific operating conditions).

In addition, the Ordinance applies only to an employee of the enterprise with specific operating conditions in respect of whom there is a need for continuity of the labour/production process based on an objectively necessary situation and, therefore, it is required to work continuously lasting more than 8 hours.

The Ordinance of the Government of Georgia provides for an agreement between the contracting parties in determining the specific conditions of operation for an enterprise with specific operation conditions or for specific employees in such enterprise in these areas. In case of disagreement between the parties, at the request of the relevant employer, a group of employees (at least 20 percent of employees) or an association of employees established with the goals determined by the Organic Law of Georgia on Trade Union and in the established manner, the Expert Council - the advisory body to the Chief Labour Inspector shall consider this issue;

- the duration of continuous rest of the employee between working days / shifts is at least 12 hours;
- the right to rest for at least 24 hours continuously during a 7-day period. By agreement of the contracting parties, an employee may use the 24-hour rest time twice in a row for not more than 14 days;
- the duration of the break - at least 60 minutes with a working time of at least 6 hours during the working day.

With regard to overtime work, the above-mentioned law does not contain provisions on the upper limit of working hours for overtime work. The exception is minors, in particular, the duration of overtime work

¹ Ordinance N597, 22.12. 2022; <https://matsne.gov.ge/document/view/5666594?publication=0>

of a juvenile may not exceed 2 hours in total during the working day and 4 hours in total during the working week (Article 27.Overtime Work) .

The Organic Law of Georgia - Labour Code of Georgia and its by-laws apply equally to all categories of employees and do not contain other exceptions with respect to working hours and rest time.

Tables N1 indicate the average number of usual weekly hours worked at the main job and the actual weekly hours worked at the main job².

Table N1

Average number of weekly hours of work by kind of activity (Nace rev. 2) in the main job*

	usual weekly hours	actual weekly hours
Total	41.5	40.3
Agriculture, forestry and fishing	33.6	29.4
Industry	43.4	42.5
Construction	46.9	44.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	47.6	46.9
Transportation and storage	47.7	46.2
Accommodation and food service activities	47.8	47.1
Information and communication	40.0	39.3
Financial and insurance activities	41.4	40.7
Real estate activities	40.2	37.4
Professional, scientific and technical activities	40.3	39.4
Administrative and support service activities	44.1	43.7
Public administration and defence; compulsory social security	45.8	45.6
Education	29.9	29.2
Human health and social work activities	42.1	41.6
Arts, entertainment and recreation	40.8	40.3
Other service activities	39.6	38.8
Activities of households as employers; Undifferentiated goods and services-producing activities of households for own use	47.0	46.9

Note:

Hours usually worked means the hours which are most commonly worked per week by persons during a long period and it includes all usual overtime.

Hours actually worked means all time that employed persons spend on work activities during the last 7 days including all overtime and excluding time not worked.

Employed who was absent during the reference week not included in the calculation.

Source: Labour Force Survey.

The Labour Inspection Office (LIO) conducted 1,779 inspections in 2023 aimed at supervising labour rights, including initial and follow-up inspections until violations were addressed. Out Of this number , 1,395

²Source: <https://www.geostat.ge/en/modules/categories/683/Employment-Unemployment>

facilities were inspected: 512 inspections were planned inspections , 572 unplanned inspections initiated by the LIO, and the remaining 311 were based on complaints. As a result of this supervision, the LIO detected 2,407 violations and issued 2,620 instructions. Notably, 8% of these violations—totalling 182—were related to the payment of overtime remuneration (Labour Code, Article 27(2), Article 30(4)). Most violations were found in the G section (Wholesale and retail trade, 29%), the C section (Manufacturing industry, 21%), and the I section (Accommodation facilities and catering activities, 14%).

Based on processed information from the first half of 2024, 917 inspections were conducted in the area of labour rights supervision. As a result of the primary inspections, 501 facilities were inspected, and 1,640 instructions were issued following the violations identified by the LIO. It is important to note that 195 violations were directly related to the payment of overtime remuneration.

The most prevalent violations occurred in the I section (Accommodation facilities and catering activities, 24%), the G section (Wholesale and retail trade, 20%), the C section (Manufacturing, 20%), and the F section (Construction, 18%).

The quantitative and sectoral distribution of violations identified concerning overtime remuneration for the years 2023-2024 is as follows:

Table N2

The violations identified in relation to the payment of overtime remuneration for the years of 2023-2024, by Economic activities		
Name of the Economic activities	Quantitate	
	2024	2023
A- Agriculture, forestry and fish farming;	5	1
B - Mining and quarrying;	3	1
C - Manufacturing industry;	29	40
D - Supply of electricity, gas, steam and air conditioning;	3	3
F – Construction;	35	22
G – wholesale and retail trade;	39	52
H – Transport and warehousing;	10	7
I - Accommodation and food supply activities;	47	26
J - Information and communication;	1	2
K - Financial and insurance activities;	0	3
L – Activities related to real estate;	4	1
N- Administrative and support services activities;	3	5
O- State governance and defence; Compulsory social security;	0	1
P – Education;	0	1
Q - Health and social service activities;	7	11
R - Arts, entertainment and recreation;	7	5

S - Other type of services	2	1
SUM	195	182

For further information on the Labour Inspectorate, see Article 4§3 (c) Commentary.

b) Please provide information on the weekly working hours of seafarers.

The employment and activities of seafarers on a ship sailing under the national flag of Georgia, engaged in commercial activities, are regulated under the Georgian Law on Seafarers' Employment, adopted on May 31, 2023, and entering into force on July 1, 2024. This law has been developed based on the Organic Law of Georgia - Labour Code of Georgia and the Maritime Labour Convention of February 23, 2006 (MLC 2006) of the International Labour Organization, including its regulations and the Code of MLC, taking into account changes and additions.

The Law of Georgia "on the Labour of Seafarers" regulates weekly working hours of seafarers. In particular, under Article 5, paragraph 4:

"The working hours of a seafarer under the age of 18 may not exceed 8 hours per working day and 40 hours per week. In addition, the seafarer must be given a 15-minute break after every 2 hours of continuous work. This break is not considered rest time. During the working day, the seafarer shall have the right to a break of at least 1 hour."

Article 11 defines the hours of rest. Specifically, under paragraphs 1 and 2:

"1. The minimum rest time for a seafarer over the age of 18 must not be less than 10 hours within a 24-hour period and not less than 77 hours in a 7-day period.

2. A seafarer's rest time may be divided into two periods, one of which must be at least six hours in length. The interval between consecutive periods of rest shall not exceed 14 hours."

Moreover, to ensure that seafarers working on vessels flying the Georgian flag are properly informed of their exact working hours, paragraphs 4 and 5 of Article 11 stipulate:

"4. A table displaying the shipboard working arrangements for each member of the crew shall be posted in an easily accessible place, categorized by rank.

5. The table referred to in paragraph 4 of this article shall contain:

- a) the schedule of service at sea and in port;
- b) the minimum hours of rest provided in paragraph 1 of this article."

Among other provisions, the rules governing overtime work for seafarers employed on ships sailing under Georgian flag are defined by the aforementioned law. In particular, Article 5, Paragraph 5 states: "It shall be prohibited for a seafarer under the age of 18 to perform overtime work, except in cases where this cannot be avoided for reasons of ship safety." Furthermore, Article 14, Paragraph 4 specifies: "Where a seafarer has worked overtime, records of the hours worked shall be kept by the master of the ship or a person designated by the master. An account of the overtime calculation shall be endorsed by the seafarer every month."

For the purpose of calculating wages for overtime work, Paragraph 7 of Article 14 stipulates: "For the purpose of calculating wages for seafarers who are paid overtime as separate compensation, the normal hours of work at sea and in port shall not exceed eight hours per day and 48 hours per week, and the rate of overtime may not be less than one and one-quarter times the basic rate per hour."

The table of working conditions on the ship is approved by a normative act of the Director of the LEPL Maritime Transport Agency of the Ministry of Economy and Sustainable Development of Georgia. This table, a mandatory document, defines and records the working hours of seafarers. It must be accessible on the ship to each employee, as well as to flag state and/or port state inspectors during inspections and surveys.

It is also important to note that the LEPL Maritime Transport Agency of the Ministry of Economy and Sustainable Development of Georgia, as the competent authority or a recognized organization or person duly authorized under Georgian legislation, shall issue a maritime labour certificate to ships flying the national flag of Georgia. A maritime labour certificate, issued based on the results of an inspection of the ship, confirms that the living and working conditions on board comply with the requirements of Georgian legislation and the Convention, and that the measures specified in the declaration of maritime labour compliance have been implemented by the shipowner.

All Georgian vessels to which international agreements apply must be under the technical supervision of a recognized organization and must have a class assigned by that organization. A recognized organization conducts inspections and surveys of ships sailing under the Georgian flag, ensuring compliance with the regulations, standards, resolutions, and recommendations of international agreements to which Georgia is a party, as well as those of the International Maritime Organization and the International Telecommunication Union, including the Maritime Labour Convention of February 23, 2006 (MLC 2006) of the International Labour Organization.

c) Please provide information on how inactive on-call periods are treated in terms of work or rest time.

This issue is not specifically regulated at the legislative level. In practice, there are both labour and service contracts that define the terms of work, rest, and wages.

Article 4 - The right to fair remuneration

Article 4§3 Right of men and women to equal pay for work of equal value

a) Please indicate whether the notion of equal work and work of equal value is defined in domestic law or case law.

According to Georgian legislation, the promotion of equal pay is strengthened at several levels:

1. Article 11, Part 3 of the Supreme Law of Georgia, the Constitution: The state shall ensure equal rights and opportunities for men and women. The state shall take special measures to ensure the substantive equality of men and women and to eliminate inequality. This may be a general note, although its interpretation may be adapted to the achievement of gender equality in social rights;
2. The State Concept of Gender Equality was adopted in December 2022. Although it does not have a legislative force, it is an umbrella document adopted by the Parliament that should influence the law-making process. In the mentioned concept, we find the following entry on equal pay - the state believes

that to achieve gender equality in terms of remuneration, it is important to promote the reduction and elimination of the gap between the remuneration and income of women and men in accordance with the requirements of the 100th Convention of the International Labour Organization on Equal Remuneration for Men and Women for Work of Equal Value, as well as to take advantage of the opportunities arising from Georgia's membership in the Equal Pay International Coalition (EPIC). The concept also states that the state is strengthening its work in the following areas: eliminating invisible barriers for women in the labour market; ensuring equal opportunities for employment and professional development; ensuring equal rights in the pre-contractual period, at the workplace and upon the termination of the contractual relationship³;

3. The "State Concept for Women's Economic Empowerment" was adopted in March 2023. We find an important passage in the concept: The State Concept aims to promote the effective implementation of the principle of equal pay for equal work in the public service⁴.

As a result of the reform implemented in 2020, the Labour Code of Georgia provides for the obligation of the employer to ensure equal pay for male and female employees in case of equal performance of work (Article 4(4)).

The Law of Georgia on Public Service also clarifies that the remuneration system for officers is based on the principles of transparency and fairness, which imply equal pay for equal work (Article 57(1)).

In addition, the Law of Georgia on Remuneration in Public Institutions defines that the remuneration system is based on the principles of equality and transparency, which implies receiving equal remuneration in accordance with pre-established rules for performing equal work, taking into account the functional load of the post/position (Article 3).

As per the Law of Georgia "On Remuneration in Public Institutions" the notion of equal work and work of equal value is addressed using a standardized coefficient. Each position's functional load and responsibilities are thoroughly assessed, and based on this evaluation, an appropriate salary coefficient is assigned. The official salary is then annually calculated by multiplying this coefficient by a fixed base salary. The Law of Georgia "On State Budget" defines the fixed base salary. Remuneration is linked directly to the position's responsibilities, required qualifications, and overall functional load. Therefore, positions with similar responsibilities and functional loads receive a proportionate salary.

By defining and applying these coefficients, the system ensures that the principle of equal work and work of equal value is maintained and employees are compensated fairly, based on objective criteria. The remuneration framework thus serves as a fair and standardized approach to pay, supporting equality and transparency in civil service remuneration.

Further, the Law of Georgia on Social Work adopted in 2018 states that the employer shall ensure equal and fair treatment with regard to human resource management, labour conditions, remuneration and legal protection (Article 45), which applies to equal pay for equal work.

b) Please provide information on the job classification and remuneration systems that reflect the equal pay principle, including in the private sector.

³ <https://matsne.gov.ge/ka/document/view/5664358?publication=0>

⁴ <https://matsne.gov.ge/ka/document/view/5755428?publication=0>

Georgia's civil service job classification and remuneration systems are carefully designed to reflect the principle of equal pay. This is achieved through a structured system that categorizes civil service positions into specific ranks and assigns remuneration based on a transparent coefficient framework.

The Law of Georgia "On Public Service", which categorizes civil service positions into four ranks and nine categories, defines the job classification system:

- a) Rank I – top management level; positions of heads of a primary structural unit (category 1).
- b) Rank II – middle management level; positions of deputy heads of the primary structural unit (category 2) and heads of the secondary structural unit (Category 3).
- c) Rank III – senior specialist level; positions of senior specialist of the first category (Category 4), senior specialist of the second category (Category 5), and senior specialist of the third category (Category 6).
- d) Rank IV – junior specialist level; positions of junior specialist of the first category (Category 7), junior specialist of the second category (Category 8), and junior specialist of the third category (Category 9).

Positions within these ranks are evaluated and assigned based on the following factors:

- a) Responsibility - entails examining the position's responsibilities: decisions linked to work planning, control, the level of communication and representative function, employee management, and accountability for final product preparation.
- b) The level of complexity of duties - reflects the complexity, diversity, and analytical features of tasks.
- c) Competencies - refers to the mix of natural and learned abilities, experience, and knowledge that manifests itself in actions and influences job outcomes. Competencies include the capacity to successfully communicate and negotiate, the ability to represent a public institution, strategic and sophisticated thinking ability, the ability to define individual responsibilities, the ability to start and manage changes/innovations, and so on.
- d) Required qualification - refers to the degree of education required for good work performance. For example, vocational, secondary, and higher education. A public institution may set additional educational requirements based on the position's content.
- e) Work experience - based on the functions/duties of a position, determines the demand for work experience. General work experience, work experience in the relevant field/sector, and managerial experience may be necessary.

This detailed classification system ensures that positions are assigned a hierarchical ranking based on their functional load, not on individual characteristics. The distribution of positions is based on the analysis undertaken by the public institution. This means that the public institution analyse the significance of each position based on its organizational context, taking into account the five factors (responsibility, the level of complexity of duties, competencies, required qualification, and work experience), and decides which category it can be placed in. The public institution has the discretion to examine the tasks of the position based on the five factors and decide to conditionally assign, for example, "specialist" to the position of junior specialist of the public institution's first, second, or third category. This discretion, however, is limited. A public institution is required to assign positions based on their essence, specified by decree-mandated factors and sub-factors. Furthermore, the above-mentioned administrative decision

requires formal legal approval from the public institution. As a result, rather than the individual, the starting point for the ranking system is the essence of the position. Consequently, this approach enables the public institution to determine the coefficient for remuneration.

The remuneration system operates through a coefficient-based approach. Once a position is classified and assigned to a rank, it is given a specific salary coefficient. This coefficient reflects the functional load, complexity, and responsibilities of the position. The final salary is then calculated by multiplying this coefficient by a base salary established for the civil service.

This system ensures that remuneration is directly linked to the objective evaluation of the position's responsibilities, qualifications, competencies, and experience. Consequently, positions with similar requirements and functional loads are assigned proportional coefficients. Furthermore, the Government Decree defines the requirements for recruitment at each rank, ensuring that the remuneration system remains consistent and transparent.

As for the private sector, the classification of positions and remuneration systems are not regulated by law but are determined directly by the employer at each specific enterprise.

c) Please provide information on existing measures to bring about measurable progress in reducing the gender pay gap within a reasonable time. Please provide statistical trends on the gender pay gap.

As a result of the reform, the Labour Code of Georgia has defined the scope of the prohibition of discrimination, in particular, the Law states that discrimination in employment and pre-contractual relations is prohibited, including the conditions of remuneration.⁵

The legislation defines sanctions for violation of the principle of prohibition of discrimination by the employer, and also establishes that violation of the principle of prohibition of discrimination, including direct and indirect discrimination, harassment and sexual harassment in the workplace, violation of the principle of prohibition, the principle of reasonable accommodation, violation of the provision on equal pay for equal work – entails a warning or fine in the triple amount of the fine established by law.

Since 2021, a legal entity of public law - the Labour Inspection Service (hereinafter - the Labour Inspectorate), a supervisory authority for compliance with labour legislation is functioning, which is authorized to conduct inspections at any time and use sanctions mechanisms in case of violation of obligations established under the law⁶. The functions and powers of the Labour Inspectorate are defined by the Law of Georgia on Labour Inspection of 29 September 2020⁷.

The Division for Supervision of Discrimination, Prohibition of Sexual Harassment and Gender Equality Issues has been established in the LEPL - Labour Inspection Service.

The LIO has conducted thorough inspections to ensure compliance with Article 4, Clause 3 of the Social Charter, which addresses gender equality in pay. Inspections have not revealed any instances of discriminatory practices in this regard.

⁵ Labour Code Art.5 (c) <https://www.matsne.gov.ge/en/document/view/1155567?publication=26>

⁶ Labour Code Art.75-76 <https://www.matsne.gov.ge/en/document/view/1155567?publication=26>

⁷ LAW OF GEORGIA ON THE LABOUR INSPECTION SERVICE
<https://www.matsne.gov.ge/en/document/view/5003057?publication=0>

In order to ensure the principle of equal pay and due to the fact that the majority of health and social care workers are women (in 2023-56.85 thousand women, 1.1 thousand men)⁸, a pilot project was launched on 1 January 2023, which determined the minimum hourly wage for medical staff working in clinics under the the program of universal health care coverage. In particular⁹:

- for a doctor – at least 7 GEL per hour;
- for a nurse – at least 4.4 GEL per hour;
- for a junior doctor – at least 5 GEL per hour;
- for a nurse’s assistant – at least 3.5 GEL per hour;
- for a midwife – at least 4.4 GEL per hour;
- for an attendant – at least 3 GEL per hour;

It should be noted that 96% of the 243 medical institutions operating in Georgia providing hospital services are included in the universal health care coverage program.

In addition, the 2024-2026 Action Plan for the Protection of Human Rights of Georgia was approved by the ordinance of the Government of Georgia (No. 528 of 28 December 2023), one of the priorities of which is the study of cases in terms of equality in the workplace, which includes the study of the current situation in terms of equality in the workplace and the preparation of thematic studies and reports.

Despite the above, the gender pay gap remains a serious problem.

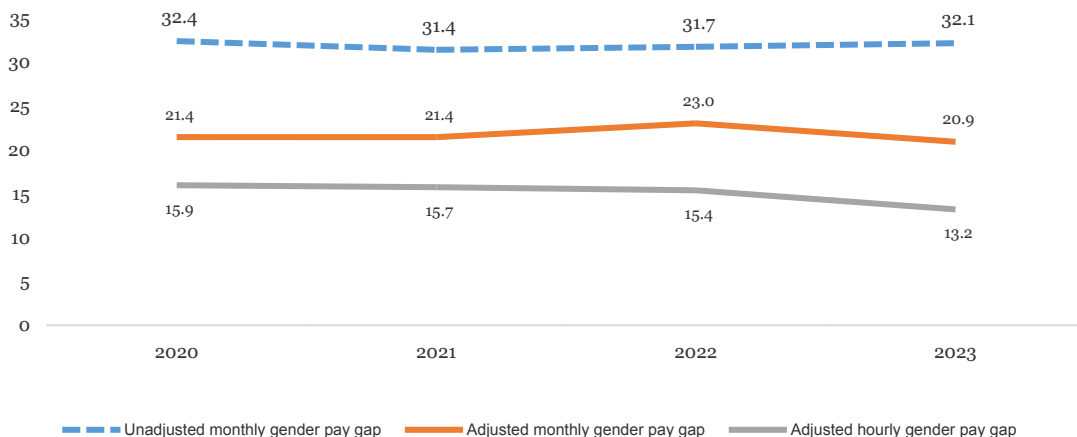
The adjusted gender monthly wage gap in 2023 was 20.9 percent, a decrease of 2.1 percentage points compared to the same data of the previous year. As for the unadjusted gender gap, it was 32.1 percent in 2023, an increase of 0.4 percentage points compared to the same data of the previous year.

Gender pay Gap (%)

	2020	2021	2022	2023
Unadjusted monthly gender pay gap	32.4	31.4	31.7	32.1
Adjusted monthly gender pay gap	21.4	21.4	23.0	20.9
Adjusted hourly gender pay gap	15.9	15.7	15.4	13.2

⁸ Source: Distribution of employed persons by economic activity (Nace rev. 2) and sex <https://www.geostat.ge/en/modules/categories/683/Employment-Unemployment>;

⁹ Ordinance N36 of the Government of Georgia of 21 February 2013



Source: Unadjusted monthly gender wage gap - Survey of enterprises and organizations; Adjusted monthly/hourly gender pay gap - Labor force survey.

Detailed information can be found in the annual publication of the National Statistics Office of Georgia – Women and Men in Georgia 2024, p. 77.¹⁰

For information on the measures taken by the state to reduce the gender pay gap, see the comments on Article 20.

Article 5 Right to organise

a) Please indicate what measures have been taken to encourage or strengthen the positive freedom of association of workers, particularly in sectors which traditionally have a low rate of unionisation or in new sectors (e.g., the gig economy).

There have been no changes at the legislative level, although the 2020 amendments, which require the creation of a trade union initiated by at least 25 people, received a positive assessment from the Committee of Experts (CEACR) of the International Labour Organization (ILO).¹¹

b) Please describe the legal criteria used to determine the recognition of employers' organisations for the purposes of engaging in social dialogue and collective bargaining.

According to the Organic Law of Georgia - the Labour Code of Georgia, the subjects of labour relations are an employer or an employers' association and an employee or an employees' association established with the purposes and in the manner provided for by the Organic Law of Georgia on Trade Unions and Conventions No. 87 and No. 98 of the International Labour Organization.¹²

According to the national legislation of Georgia, specific criteria are not prescribed.

¹⁰ <https://www.geostat.ge/en/single-archive/3418>

¹¹ https://normlex.ilo.org/dyn/normlex/en/?p=NORMLEXPUB:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4118100.102639:NO

¹² Labour Code Art.3(1) <https://www.matsne.gov.ge/en/document/view/1155567?publication=26>

As for the public sector, trade unions have existed since 1998 and currently have over 4,000 members from various organizations, including legal entities of public law, self-government bodies, the Office of the Public Defender, and the courts (Conclusions of 2022). Since 2023, the Chairperson of the Georgian Civil Servants' Trade Union has been a member of the Tripartite Commission on Social Partnership.

c) Please describe the legal criteria used to determine the recognition and representativeness of trade unions for the purposes of engaging in social dialogue and collective bargaining.

Please provide information:

- ***on the status and prerogatives of minority trade unions;***
- ***on the existence of alternative representation structures at enterprise-level, such as elected worker representatives.***

See the comment to paragraph (a)

d) Please indicate whether and to what extent the right to organise is guaranteed for members of the police and armed forces.

The Constitution of Georgia guarantees that everyone has the right to establish and join trade unions in accordance with the provisions established by organic law, thus making no exception for the servicemen of the Georgian Defence Forces. According to the Organic Law of Georgia "On Trade Unions", the specifics of establishing trade unions in the Ministry of Defence and the Ministry of Internal Affairs of Georgia are determined by the relevant special legislation.¹³

Article 6§1 Joint consultation

a) Please state what measures are taken by the Government to promote joint consultation.

In addition to the Trilateral Commission for social partnership operating at the national level, a Trilateral Commission has been established in Ajara at the regional level to facilitate joint consultations; a similar commission is planned to be established in the Imereti region.

In addition, on 13 August 2024, the tripartite constituents and the International Labour Organization signed a Memorandum of Understanding for Georgia's first Decent Work Country Program at the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health, and Social Affairs of Georgia. The DWCP's strategic priorities for 2024-2025 aim to improve social dialogue, promote collective bargaining, and ensure a fair and just transition to economic change. Social partners expect to achieve this through:

- * Enhanced social dialogue at all levels.
- * Wider use of collective bargaining.
- * Strengthened capacity of employer and worker organizations and etc.

¹³ Organic Law of Georgia on Trade Unions, Art.2(4)

b) Please describe what issues of mutual interest have been the subject of joint consultation during the past five years, what agreements have been adopted as a result of such discussions and how these agreements have been implemented.

Over the past 5 years, the trilateral Commission for Social Partnership has considered the issues related to the:

- adoption of national strategies and strategic action plans for labour and employment promotion policy;
- approximation of the directives specified in Annex XXX of the Association Agreement signed between Georgia and the European Union with the legislation of Georgia;
- problematic issues related to collective bargaining/mediation and approval of mediator registries;
- business involvement during the Covid-19 pandemic and its role in supporting vaccination;
- expediency of joining a number of conventions of the International Labour Organization (ILO);
- implementation of the decent work programme in Georgia with the support of the International Labour Organization (ILO);
- accession of non-ratified articles/paragraphs of the European Social Charter, recommendations of the European Council, etc.

As a result, in 2020, a large-scale reform of labour legislation was carried out, within the framework of which both the requirements of the European Directives defined in Annex XXX of the Association Agreement and the recommendations of the Committee of Experts of the International Labour Organization (CEACR) were reflected in labour legislation.

The changes affected both labour rights and occupational safety and health issues. The Labour Inspection Service - a supervisory body for compliance with labour legislation has been established. An Advisory Council has been established under the Chief Labour Inspector with the participation of social partners. The Council is an advisory body that develops recommendations to the Labour Inspection Service on the strategy, functioning and activities of the Labour Inspection Service.

The Action Plan of the Labour and Employment Strategy for 2019-2023 has been approved and implemented. New Strategy (2025 – 2029) and Action Plan (2025 – 2027) on Employment Promotion and Labour Policy has been designed. Preliminary consultations with different parties were carried out.

The Ordinance No. 301 of the Government of Georgia on Approval of the Procedure for Consideration and Resolution of Collective Disputes through Conciliation Procedures has been amended¹⁴, as a result of which:

- the main duties and powers of the candidate for appointment of a mediator in a collective dispute and the appointed mediator have been clarified;
- the principles of activity of the mediator appointed in a collective dispute are defined;
- the obligations to protect the confidentiality of the parties involved in the negotiations and the exceptions exempting others from this obligation have been settled;

The Domestic Workers Convention 2011 (No. 189), Workers with Family Responsibilities Convention, 1981 (No. 156), Maternity Protection Convention, 2000 (No. 183), Labour Inspection Convention, 1947

¹⁴ <https://www.matsne.gov.ge/ka/document/view/2091854?publication=4>

(No. 81), Protocol of 2014 to the Forced Labour Convention, 1930, Regulatory Impact Assessment Documents (RIA) were prepared and introduced to social partners for review.

An agreement has been reached on the ratification of the International Labour Organization (ILO) Convention No. 81 on Labour Inspection.

On 13 August 2024, a memorandum on the Decent Work Program was signed by parties (Ministry, ILO, Employer's and Employee's Associations). The Decent Work Country Programme of Georgia is the result of trilateral consultations on the support of Georgia by the International Labour Organization in 2024-2025. The draft program was agreed upon at trilateral project seminars held in November 2023 and February 2024. This program is the first for Georgia and shall last two years to ensure compliance with the United Nations Sustainable Development Cooperation Framework (UNSDCF), which expires in 2025. It supports the "Georgia Development Strategy 2030" and contributes to the national priorities of the Sustainable Development Goals, which are contained in the Mainstreaming, Acceleration and Policy Support (MAPS) Missions, especially in the Sustainable Development Goal No. 8. The purpose of the program is to help the country cope with these problems. For the period 2024-2025, it has two priorities: the development of social dialogue and a fair transition period in order to adapt to economic changes.

c) Please state if there has been any joint consultation on matters related to (i) the digital transition, or (ii) the green transition.

The participants of the trilateral dialogue noted the need for professional development in order to better respond to the demands of the modern labour market. A special task of the country's Decent Work Program is to overcome digital barriers and adapt the Georgian economy to the needs of the transition to a green economy. Accordingly, this program includes activities in this direction. Further, under the World Bank Human Capital Programme, the Ministry is working on the development of special electronic platform "Worknet" which includes a job matching module. This model will also apply to green jobs, in order to better identify and meet the demand on the about market in terms of green economy.

Article 6§2 Collective bargaining

a) Please provide information on how collective bargaining is coordinated between and across different bargaining levels including information on:

- ***the operation of factors such as erga omnes clauses and other mechanisms for the extension of collective agreements;***
- ***the operation of the favourability principle and the extent to which local/workplace agreements may derogate from legislation or collective agreements agreed at a higher level.***

According to the Labour Code of Georgia, a collective agreement is concluded between one or more employers or one/more employers' associations and one or more employees' associations.

In addition, the Law ¹⁵ provides that the parties themselves determine the terms of the collective agreement.

¹⁵ Labour Code Art.55-57 <https://www.matsne.gov.ge/en/document/view/1155567?publication=26>

If one of the parties takes the initiative to conclude a collective agreement, the parties are obliged to negotiate in good faith.

During the negotiation process, the parties provide each other with information on issues related to the negotiations. A party shall have the right not to provide confidential information to the other party, and in the case of providing confidential information and/or other information, to demand the confidentiality of this information.

State or municipal bodies shall not interfere in the process of concluding collective agreements. An agreement concluded as a result of their interference shall be void.

In order to conclude or terminate a collective agreement, or change its conditions, or to protect the rights of employees, an employees' association shall act through its representative.

Representation shall be confirmed in accordance with a procedure determined by a respective employees' association.

A representative of an employees' association may be any legally capable natural person, who acts in the interests of only those employees who granted him/her the right of representation.

Obligations under a collective agreement shall apply to the parties to the agreement. If a collective agreement is concluded between an employer and one or more employees' associations, and over 50% of the employees of the enterprise concerned are members of said employees' association, other employees of the same enterprise may submit a written request to the employer to also become a party to the collective agreement. An employer shall grant the said written request within 30 calendar days from receiving it. This paragraph shall not prohibit any other employees' association with less than 50% of the employees of the enterprise concerned from separately negotiating with the employer and from concluding a separate collective agreement.

The provisions of a collective agreement shall be an integral part of the individual employment agreements of the employees under the collective agreement.

The provisions of a collective agreement that contravene this Law shall be void.

In addition, the rights to collective bargaining and to enter into and to monitor the performance of collective agreements and contracts are regulated by the Organic Law of Georgia on Trade Unions.

In accordance with this Law, the authorised representatives of the elected bodies of trade unions, federations (associations) of trade unions and primary trade union organisations shall, on behalf of the staff, negotiate with the authorised representatives of employers, employers' confederations (unions, associations), and authorised representatives of executive authorities of Georgia and local self-government bodies, and shall enter into collective agreements and contracts and monitor their performance, in the manner prescribed by those agreements (contracts).

Employers and employers' confederations (unions, associations) and executive authorities of Georgia shall conduct negotiations with primary trade union organisations, trade unions or federations (associations) of trade unions on labour and socio-economic issues if primary trade union organisations, trade unions or federations (associations) of trade unions initiate negotiations, and shall, in the case of a mutual agreement, enter into collective agreements (contracts). (Article 12).¹⁶

¹⁶ <https://www.matsne.gov.ge/ka/document/view/4382851?publication=2>

Throughout Georgia, 57 collective agreements at the enterprise level and 1 sectoral collective agreement in the field of education have been signed with the Association of Trade Unions of Georgia. Of these, 15 collective agreements were signed/extended in 2021-2023. The current collective agreements apply to 109,727 employees, including employees who are not members of a trade union.

In addition, 1 collective agreement was signed with the member trade unions of the New Union of Independent Trade Unions (founded on 01/20/2020) at the enterprise level, which applies to 500 employees.

b) Please provide information on the obstacles hindering collective bargaining at all levels and in all sectors of the economy (e. g. decentralisation of collective bargaining).

Recently, a number of measures have been taken in Georgia to promote collective agreements: the legal framework has been improved, a supervisory body in the form of a labour inspection has been established, and sanctions have been imposed for violating obligations provided for by labour legislation. Also, the Law of Georgia on Labour Inspection describes the purpose of the Labour Inspection Service – to ensure the effective use of labour standards through various mechanisms, including providing information to the public that promotes compliance with labour standards, and to take care of raising its awareness through information campaigns and other effective measures.

To conduct collective bargaining, employees and employers actively resort to conciliation/mediation procedures. In total, in 2022 and 2023, 24 collective disputes were held with the participation of the mediator, of which more than 40% ended in a settlement agreement.

It must be noted that the number of collective labour disputes is increasing, during which employees, along with other disputable issues, require the conclusion of a collective labour agreement.

c) Please provide specific details on:

- *the measures taken or planned in order address those obstacles;*
- *the timelines adopted in relation to those measures;*
- *the outcomes achieved/expected in terms of those measures.*

The existing problems related to collective bargaining have been reflected and taken into account in the Decent Work Country Programme (for information about the project, see in the comments to paragraph 6.1).

d) Please provide information on the measures taken or planned to guarantee the right to collective bargaining of (i) economically dependent (self-employed) persons showing some similar features to workers and (ii) self-employed workers.

See the comments to paragraphs (a) and (b).

Article 6§4 Collective action

a) Please indicate:

- *the sectors in which the right to strike is prohibited;*

- *those sectors for which there are restrictions on the right to strike;*
- *sectors for which there is a requirement of a minimum service to be maintained.*

Please give details about the relevant rules concerning the above and their application in practice, including relevant case law.

The changes made to the labour legislation in 2020 also affected the right to strike. The Labour Code (Article 64-68) defines that in no case shall an employee **fully exercise** the right to strike if he/she performs work to carry out activities which, if completely interrupted, would pose an obvious and imminent threat to the life, personal safety, or health of society-at-large or a certain part of society.

Employees working for vitally critical service providers may exercise the right to strike if they ensure that a minimum service is provided. The list of vitally critical services (in the narrow sense of the term) is determined by the Order No. 01-78/N of Minister for Internally Displaced Persons from the Occupied Territories of Georgia, Labour, Health and Social Protection (7 September, 2021) after consultation with social partners.

In determining the scope of minimum services, the Minister for Internally Displaced Persons from the Occupied Territories of Georgia, Labour, Health and Social Protection shall only take into account the work processes which are necessary for the protection of the life, personal safety, or health of society-at-large or a certain part of society.

Employees who cannot fully exercise the right to strike may request that a collective dispute be resolved through conciliation proceedings, mediation and/or arbitration, in accordance with Article 63 of the Labour Code.¹⁷

According to the Order of The Minister , employees working for vitally critical service providers shall have the right to strike only if they provide minimum services, which involves performing minimum operational services in such a way that the basic requirements of customers are met and such services are provided safely and without interruption.

The organization of the minimum service and other related issues (including the minimum number of employees providing the service) shall be determined as a result of negotiations and agreements between the entities involved in a collective labour dispute, which must be concluded before sending a written notice to the Minister about the strike. In case of disagreement on this issue, the dispute shall be considered in court.

Critical services include:

- a) work in the emergency medical service;
- b) work in hospitals and/or emergency services of outpatient clinics;
- c) work in the field of production, distribution, transmission and dispatching of electric energy;
- d) work in the field of water supply and sanitation;
- e) work in the field of telephone communication;

¹⁷ Labour Code Art.66 <https://www.matsne.gov.ge/en/document/view/1155567?publication=26>

- f) work in the field of aviation, rail, maritime and land traffic safety;
- g) work in the services of ensuring the country's defence capability, law and order, including:
 - g.a) work in the Ministry of Defence of Georgia and the institutions within its system;
 - g.b) work in the Ministry of Internal Affairs of Georgia and the institutions within its system;
 - g.c) work in the Ministry of Justice of Georgia and the institutions within its system;
- h) work in judicial bodies;
- i) work in municipal cleaning services;
- j) work in fire and rescue services;
- k) work in the field of transportation and distribution of natural gas.

Strikes are prohibited for:

- ~ a police officer;¹⁸
- ~ an employee of the Prosecutor's Office (with the exception of a person working in the Prosecutor's Office under an employment contract);¹⁹
- ~ an employee of the Special Penitentiary Service - a state subagency within the system of the Ministry of Justice of Georgia;²⁰
- ~ a military police officer.²¹

b) Please indicate whether it is possible to prohibit a strike by seeking injunctive or other relief from the courts or other competent body (administrative body or arbitration body). If affirmative, please provide information on the scope and number of decisions in the last 12 months.

In accordance with the Labour Code of Georgia, if human life and health or the safety of the natural environment, or the work of critical service providers, is jeopardised, the court may postpone, on one occasion only, the start of a strike or a lockout for a maximum of 30 days, or suspend a started strike or lockout for the same period.²²

Legislative changes related to the right to strike were also positively assessed by the Committee of Experts of the International Labour Organization (ILO) (CEACR).²³

¹⁸ Law of Georgia on the Police, Art. 36(2)

<https://www.matsne.gov.ge/document/view/2047533?publication=35>

¹⁹ Organic Law of Georgia on the Prosecutor's Office, Art. 45 (6)

<https://www.matsne.gov.ge/en/document/view/4382740?publication=2>

²⁰ Law of Georgia Penitentiary Code, Art.24(1)

<https://www.matsne.gov.ge/en/document/view/6009420?publication=0>

²¹ Law of Georgia Defense Code, Art. 19(3(c))

<https://www.matsne.gov.ge/ka/document/view/5916285?publication=3>

²² Labour Code Art.65 <https://www.matsne.gov.ge/en/document/view/1155567?publication=26>

²³

https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13100:0::NO:13100:P13100_COMMENT_ID,P13100_COUNTRY_ID:4118100,102639:NO

Only one lawsuit has been filed in court regarding the right to strike. The subject of the dispute is the determination of the minimum number of employees ensuring the limited right to strike.

The said case was considered by the courts of first and second instance, the decision of which did not satisfy the plaintiff's petition. The case was appealed to the Supreme Court of Georgia in cassation and is under consideration.

Article 20 – Right to equal opportunities between women and men

a) Please provide information on the measures taken to promote greater participation of women in the labour market and to reduce gender segregation (horizontal and vertical). Please provide information/statistical data showing the impact of such measures and the progress achieved in terms of tackling gender segregation and improving women's participation in a wider range of jobs and occupations.

In 2023, with the support of the UN Women, the Civil Service Bureau (CSB) conducted a gender Impact assessment (GIA) of the Law of Georgia “On Public Service” within the framework of Public Administration Reform (PAR) strategy and action plan, and as part of the CSB's Gender Equality Strategy. One of the areas in which the GIA focused was identifying barriers to women's career advancement. GIA highlighted two primary barriers to gender equality in the civil service: the lack of a gender-responsive work environment, and the corresponding underrepresentation of women in senior management positions. The insights from the GIA reinforced the necessity of CSB's ongoing initiatives and activities within the framework of institutional gender strategy and action plans and national human rights strategy, where the focus lies in promoting work-life balance, empowering women professionally, and ensuring discrimination-free work environment.

Since 2014, the Georgian government has prioritized gender mainstreaming and gender equality as part of its systematic approach to civil service reform. This commitment is articulated in the concept of the civil service reform, which outlines ten main directions. As an organization coordinating civil service reform, one of the goals of CSB is to build a public service that is transparent, accountable, impartial and inclusive, ensuring equal opportunities for all. Consequently, integrating gender perspectives into reforms and strategies has been a key priority. The CSB adopted its first-ever internal Gender Equality Strategy and Action Plan in 2022, with technical assistance from UN Women. The vision of the strategy was to establish a gender-sensitive public service system (legislation, policies, and programs) that enables women's full and effective participation and leadership in public service.

To address the issues identified in the GIA, the CSB planned a series of activities. For example, with support from UN Women, the analysis of opportunities for implementing family-friendly employment policies in the civil service is underway. Furthermore, a package of amendments to the law of Georgia “On Public Service” is to be developed to introduce paternity leave and ensure equal access to parental leave.

The CSB regularly conducts in-depth analyses of the public service landscape, collects and processes nationwide public service data, and produces annual statistical records. Its recently updated system of indicators incorporates detailed descriptions, calculation principles, and result interpretations, which led to the creation of 620 new indicators. These indicators, categorized into areas such as employee

distribution, recruitment, training, career management, evaluation, salary distribution, and gender equality, allow for comprehensive data analysis. The baseline gender indicators, aligned with local and international standards, will help the CSB to assess gender equality in public service and develop more gender-based policies. The CSB has updated the reporting module in the Unified Electronic Human Resources Management System (eHRMS), which enables both the CSB and the organizations involved in the mentioned program to process human resources data in a gender dynamic manner.

The CSB coordinates and analyses the state of the public service in compliance with the legislation, developing recommendations and guidelines to offer methodological support to public institutions and strengthen the capacity of public servants. The CSB, supported by the UN Women, has created a practical guide on gender-responsive employment policies to help public institutions understand and implement these policies within their human resources management processes. This guide, grounded in legal norms and effective practices, aims to introduce gender-sensitive indicators and tools. It has also led to the development of a training module and the execution of two pilot trainings for HR representatives in public institutions.

In 2024, a working group was established to create a methodology for using informal education methods to support women's professional empowerment. The group discussed diversity and the challenges faced by various women, including single mothers, women in highland regions, and those with disabilities. With support from UNDP and UK Aid, the methodology titled "Informal Training for the Professional Empowerment of Women in public service" was developed. This methodology aims to highlight the need for and guide the development of support programs for women, emphasizing informal learning methods and providing recommendations for their implementation in public service.

Moreover, amendments were made to the decree N242 of the Government of Georgia "On the approval of the rules for determining the professional development needs of professional public servants, the rules and standards on professional development". Based on the amendments, gender mainstreaming was established as thematic non-accredited basic programs for public servants. The objective was thematically defining professional development opportunities for public servants in the directions directly related to their functions and responsibilities.

Promoting women's economic empowerment is a top priority for the Georgian government. The implementation of active labour market policies (ALMP) is designed to enhance women's employment and participation in the workforce. Since 2015, the government has been providing ALMP services through the state Employment Promotion Program. This program offers essential services such as training, retraining, and career guidance to vulnerable and less competitive groups, with a particular focus on women, who are designated as a top priority group. The annual increase in women's participation in active labor market policies is noteworthy. The following chart shows a comparison of women's participation from January to December 2023 and from January to September 2024.

Table 3

Number of participants in ALMP measures, including the number of women and their percentage representation.

ALMP Measure	January - December, 2023			January - September, 2024		
	Total	Women	In percentage (%)	Total	Women	In percentage (%)
Registration on Worknet	17339	10446	60%	5476	3682	67%
Individual Consultation	11329	7625	67%	7116	5031	71%
Intermediary service	2626	1370	52,2%	2203	1403	63,7%
Supportive Employment service	198	78	39,3%	167	88	52,7%
Vocational training-retraining program	3911	3008	77%	1608	1283	80%
Job Seekers' Internship program	144	108	75%	31	29	93,5%

In an effort to enhance women's participation in state employment promotion programs, the State Employment Support Agency of Georgia undertakes awareness-raising initiatives and organizes various events. In March 2024, the agency, in collaboration with UN Women Georgia, hosted a job fair specifically aimed at women. This event provided attendees with the opportunity to interact with representatives from over 40 companies and to explore more than 300 job vacancies. The job fair successfully attracted over 100 participants, all of whom were women seeking employment opportunities.

Through its various business support programs, “*Enterprise Georgia*” addresses enhancing women's access to finance by giving priority to women-owned businesses and collecting and processing sex-disaggregated data.

Within the framework of the **Micro and Small Business Support Program (Micro Grants)**, the agency gave priority to women participants by appointing additional points on the business idea evaluation stage. A number of women beneficiaries amounted to 50% among the beneficiaries of the 2023 round and 48% of the total amount of grants was paid to women entrepreneurs in 2023 (Table 4).

Table 4.

Supporting women entrepreneurs within the framework of the **Micro Grants** program, 2015-2023

Year	Number of Women Beneficiaries	Amount of Grants Paid to Women, GEL	% of Women Beneficiaries in Total Beneficiaries	% of Grant Amount Paid to Women in Total Amount
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2015	282	1,331,005	33%	32%
2016	1,654	7,540,544	41%	40%
2017	1,411	6,259,429	40%	40%
2018	438	3,434,866	45%	42%
2020	334	6,514,198	48%	46%
2022	659	14,576,293	50%	49%
2023	569	11,716,336	50%	48%
Total	5,347	51,372,668	43%	44%

To better respond to market conditions, the Micro and Small Business Support Program has been redesigned and introduced as the **Micro-Entrepreneurship State Support Program**, regulated under the resolution of the government of Georgia N229, which has entered into force on July 15th, 2024. The program aims to improve access to finance for micro and small businesses by providing a partial credit guarantee up to 80% of the loan amount (20,000-50,000 GEL). Additionally, the program also provides an interest rate subsidy (for up to 5 years) component for the beneficiaries with 100% share ownership by women within the last six months prior to joining the program. Processing applications within this program started on September 16th, 2024.

Micro, small, and medium enterprises identify various challenging areas of running a business such as marketing, finances, etc. In order to streamline their business processes, the mission of the **Regional Consultation Centres** (known as a Growth Hub) is to boost local economic growth by helping micro, small, and medium enterprises through the following services:

○ **Consulting:** GHs, on the basis of the results of a diagnostic test, will offer and partially fund a consulting service for the entrepreneur. The funding allocation is determined based on the annual turnover of the beneficiary company, with percentages ranging from 50% to 90%.

○ **Improving Business Skills:** GHs will offer needs-based trainings and workshops to interested entrepreneurs.

○ **Information Provision:** GHs will provide entrepreneurs with information about ongoing business support projects (including state and donor-funded projects), local business activities, and service providers on the market.

The consulting component of the **Regional Consultation Centres** (known as a Growth Hub) provides a 5% increment in funding if more than 50% of the company's shares are owned by women. First regional consultation centre opened in Samegrelo-Zemo Svaneti in November, 2023 and worked in pilot mode in the direction of information provision. In 2024, Growth Hub of Samegrelo-Zemo Svaneti started operating with full capacity and two more Growth Hubs in Adjara and Kakheti were added. Statistics for all three hubs are given in Table 5.

Table 5

Supporting women within the framework of Regional Consultation Centres (Growth Hubs), As of December 15, 2024

Component	Number of Women Individual Persons or business entities with more than 50% of the shares owned by women entrepreneurs	%
Signed consultation service agreement	58	29%
Completed trainings/workshops	294	60%

The Regional Consultation Centres will also offer the space for networking events, which will create additional opportunities for empowering women entrepreneurs through discussing various topics, sharing information and expertise. It will help women entrepreneurs to bring forward their challenges and come up with solutions.

Additionally, the agency collects and processes sex-disaggregated data such as the number of women founders, the number of women in management, and women's share of total ownership for the **Business Universal** and **Credit Guarantee Mechanism** programs (Table 6, Table 7).

Table 6

Supporting the SMEs that are established, owned (50%+ share), and/or managed by women within the framework of the **Credit Guarantee Mechanism**, 2023-2024 (gender-disaggregated data collection for this program started in May, 2023)

Year	Number of Loans approved for the SMEs that are established, owned (50%+ share), and/or managed by women	Volume of Loans approved for the SMEs that are established, owned (50%+ share), and/or managed by women	% in total number of loans	% in total volume of loans
As of December 15, 2024	177	107,750,340	33%	29%

Table 7

Supporting the SMEs that are established, owned (50%+ share), and/or managed by women within the framework of the **Business Universal** program, 2021-2024

Year	Number of Loans/Leases approved for the SMEs that are established, owned (50%+ share), and/or managed by women	Volume of Loans/Leases approved for the SMEs that are established, owned (50%+ share), and/or managed by women	% in total number of loans/leases	% in total volume of loans/leases
2021	17	7,860,400	39%	20%
2022	155	84,989,375	37%	28%
2023	230	151,197,530	36%	30%

2024 (As of December 15)	213	190,497,022	35%	40%
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During 2023, in terms of increasing women's awareness of economic support programs and encouraging corporate responsibility of business, Enterprise Georgia and partner agencies/organizations held meetings/trainings with companies, which were attended by representatives of 90 companies. During 2024, up to 440 women entrepreneurs attended three meetings/forums that were organized with the focus of women entrepreneurship in the country. The purpose of the meetings was to identify priority directions on the topic of women's empowerment and to raise awareness about the implementation of the principles of women's empowerment.

In addition to the above, the **LEPL - Georgia's Innovation and Technology Agency** implements measures aimed at developing women's professional skills and expanding economic opportunities:

- Since 2018, the Agency has been implementing a "**Co-financing Grant Program**", the purpose of which is to promote the development and implementation of innovative products (services), processes and technologies, as well as their further commercialization. The program is intended for startups where the submitted and subsequently selected project is financed in the amount of not more than GEL 150,000, with an additional 10% equity participation of the beneficiary. It is important that the program provides a refresher course in business planning, budgeting, forecasting and market research for selected applicants. This significantly contributes, among other things, to the growth of the entrepreneurial potential of women's startups and the expansion of economic opportunities.

Beneficiaries of the program (include co-founders):

2023

Within the 10th round, out of 50 finalist startups, 16 companies have female founders (22 women in total);

Within the 11th round, 23 of the 51 finalist startup companies have female founders (31 women in total), and 9 of the 20 funded projects have female founders (13 women in total).

2024

Within the 12th round, 32 of the 50 finalist startups of the program have female founders (42 women in total), and 15 of the 20 funded projects have at least one female founder (23 women in total);

Of the 13th round finalists, 22 companies have at least one female founder (25 women in total).

- Since 2023, the Agency has been implementing the grant program "*Innovative Grants for Regions*". The aim of the program is to strengthen the local innovation and technology ecosystem in the regions of Georgia and create technology startups through the development, use and commercialization of innovative products, services, technologies and processes. The target group of the project is an individual or legal entity working on innovative equipment and/or programs, registered in the relevant region. Within the framework of the "*Innovative Grants for Regions*" program, a temporary mechanism is in place to encourage women's participation in the program. One of the criteria for evaluating a grant application is the participation of women in startups, in particular, when making a decision, the grant commission takes into account those startups whose founders are women (owners of more than 50% of shares) receive an additional 2 points when compiling the rating list. The mentioned rule is aimed at encouraging women's participation in business activities.

Beneficiaries of the program:

2023

In 2023, in 10 regions of Georgia, the total number of applicants was 366, of which 135 were women. The number of funded beneficiaries was 41, of which 14 were women.

2024

In the first half of 2024, the program was implemented in 10 regions of Georgia, namely, Imereti, Guria, Ajara, Samegrelo-Zemo Svaneti (which is running separately), Racha-Lechkhumi, Shida Kartli, Mtskheta-Mtianeti, Kakheti and Kvemo Kartli. The programs were preceded by 12 informational meetings. In the mentioned regions, the Agency received a total of 422 applications, including 177 from women, and 42 winners were identified (including 13 women).

- The Agency is also intensively implementing the "*Regional Pre-accelerator Program*", which provides for a cycle of intensive entrepreneurial trainings that help startups living in the region develop their own business ideas – from idea to product and prepare for regional grant programs announced by the Agency. The target group of the program is a regional startup/an individual living in the region having innovative idea, or a business entity registered in the relevant region.

Beneficiaries of the program:

2023

In 2023, the program was implemented in 10 regions of Georgia, and out of 424 retrained beneficiaries, 227 were women.

2024

In 2024, the program was implemented in 8 regions of Georgia (Samegrelo-Zemo Svaneti, Samtskhe Javakheti, Kvemo Kartli, Kakheti, Racha-Lechkhumi - Kvemo Svaneti, Shida Kartli, Mtskheta-Mtianeti). Within the framework of the program, 268 people completed a 7-week intensive training course, of which 129 are women (The statistics do not yet cover the participation of women from two regions, as they are currently being counted²⁴).

- In 2023, the Agency launched a new program **“Do IT in Georgia”**. Within the program, courses are offered in three areas: design, management and programming.

Beneficiaries of the program:

2023

In 2023, 1046 people, including 562 women, were enrolled in the offered courses; Out of these, 74 training courses were completed by 847 beneficiaries, of which 465 are women (55%).

2024

In 2024, an additional 1,000 students were enrolled in the courses of the new round of the program, of which 558 are women.

- Within the framework of the “Do IT in Georgia” program, the project -- **„Code IT in Techparks”**, is also underway, which, with the help of the Peer to Peer learning model, gives schoolchildren the opportunity to master the basics of programming.

Beneficiaries of the program:

2024

In 2024, during Phase I of the program, 178 beneficiaries were trained, including 63 girls, and 65 participants graduated, of whom 16 were women. In Phase II, 149 students were selected, with 63 being girls, and 44 completed the program, including 15 women. Phase III saw 71 beneficiaries selected from 110 applicants, 34 of whom were women, and 12 participants graduated, including 5 women. Phase IV, which is currently ongoing, received 467 applications, with 95 from women.

- In 2023, Out of 3,482 participants enrolled in the **3000 IT specialist training program**, 1,078 were women attending training courses. Of the total 3,101 participants who completed the course, 968 were women, representing 31% of completions. Additionally, out of 1,416 total recipients of an international certificate,

446 were women, accounting for 32% of the certified individuals. 247 beneficiaries participated in the survey after the completion of the program, of which 137 (55%) reported that their salary range increased after training.

- The Agency has also been holding **Innovation Camps** since 2019. An innovation camp is a set of events during which camp participants (schoolchildren and students) engage in intensive educational and practical activities related to technology, innovative entrepreneurship, STEAM disciplines, and engineering technologies. The camps are implemented both at the national level and at the level of specific regions. The series of camps is divided into 3 directions:

- STEAM camp for schoolchildren - 50% of camp participants are girls.
- Technological camps for students in three areas: artificial intelligence, biotechnologies and agrotechnologies. The agrotechnologies camp will be held in November, and the biotechnologies and artificial intelligence camp will be held in August at the Kutaisi International University campus. A 50/50 gender balance is defined for project participants.
- Technology camp for schoolgirls.

Beneficiaries of the program:

2023

A technology camp for schoolgirls was held in Bakuriani and 49 schoolgirls participated in it.

2024

The program was implemented on the basis of Kutaisi International University and 50 schoolgirls participated in it.

- In the direction of women's employment and the development of their opportunities, a number of events have been held **on the basis of technoparks**, in which women's participation and interest in issues is quite high. According to the data of the 6 months of 2024, several programs aimed only at women have been implemented, namely the STEAM Girls project in the technoparks of the Kakheti region, which involved 100 girls; They were trained in entrepreneurship and electronics and worked on technological solutions to problems; A women's vocational training program has been completed at the Akhmeta Technopark, which was attended by young mothers (5 women) with disabled children. The "STEAM Girls 2" project was implemented in the same technopark, which was attended by 18 beneficiaries from Magraani and Pankisi Gorge. In August 2024, Akhmeta Technopark hosted a STEAM Lab workshop for girls as part of the SENSE program, aiming to integrate art with science education and update teaching methods across Europe. Nine girls participated in this workshop. There was also a separate workshop for 15 female teachers who helped develop a new STEAM education guide. Additionally, in December, a Python programming course for girls started at Akhmeta Technopark under the "Youth Innovation

Network" project. This course, run in collaboration with the youth organization "SMART THINK," included 12 participants and will wrap up on December 23.

Beneficiaries of the program:

2023
280 female beneficiaries were involved in the women-only programs in the technoparks.
2024
1865 beneficiaries (including 963 women) and 4202 visitors (including 2384 women) participated in the program.

- It should also be noted that in 2024, for the first time, the Agency, in cooperation with UNDP and UN Women, held *Artificial Intelligence Week for Women Entrepreneurs and Schoolgirls*. Artificial Intelligence Week for Women and Girls was dedicated to empowering women entrepreneurs and schoolgirls to use artificial intelligence tools and integrate modern technologies more widely into their daily activities. A total of 25 girls received training during this week.

On the initiative of the Parliamentary Gender Equality Council, with the support of the United Nations Women's Organization and with the active involvement and promotion of the Ministry of Environment and Agriculture, the Rural Development Agency program for women was implemented in Marneuli municipality, which aims to promote women's involvement in economic activities. The pilot municipalities of the program are Marneuli and Lagodekhi. The successful practice of Marneuli made it possible to start the same program in the municipalities of Vani, Chokhatauri and Chkhorotsku. According to the data of 2022-2023, a total of 38 beneficiaries received co-financing for setting up greenhouses within the program.

Table N8

“Pilot Program for Women” 2022-2024 Data by 30.09.2024

Year/Region	Quantity of Beneficiaries
2022	29
Kakheti	5
Kvemo Kartli	24
2023	8
Kakheti	1
Kvemo Kartli	7

2024	63
Guria	23
Imereti	18
Samegrelo Zemo Svanti	22
Total	100

The program provides financial and technical assistance to women. The goal of the program is to increase the motivation of women to engage in agricultural activities and their economic empowerment. It is important that the program takes into account the specifics that exist before women become involved in agricultural activities. That is why they are given both theoretical and practical courses on greenhouse management and specific crop care.

b) Please provide information on:

- *measures designed to promote an effective parity in the representation of women and men in decision-making positions in both the public and private sectors;*
- *the implementation of those measures;*
- *progress achieved in terms of ensuring effective parity in the representation of women and men in decision-making positions in both the public and private sectors.*

See the comment to paragraph (a).

c) Please provide statistical data on the proportion of women on management boards of the largest publicly listed companies, and on management positions in public institutions.

Statistical data on the number of people employed by type of economic activity and by occupation and the share of employed women are given in Tables N9-12.

Table N9

Distribution of employed persons by economic activity (Nace rev. 2)
(Thousand persons)

	2020	2021	2022	2023
Total	1,241.8	1,217.4	1,283.7	1,334.6
Agriculture, forestry and fishing	246.3	230.3	229.2	220.7
Industry	141.3	137.2	152.4	163.1
Construction	85.2	94.4	108.6	117.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	188.0	180.7	192.7	206.4
Transportation and storage	79.1	76.4	80.5	85.7
Accommodation and food service activities	36.0	33.4	42.6	50.5
Information and communication	19.7	18.1	15.3	20.9
Financial and insurance activities	29.9	29.5	29.4	30.8
Real estate activities	3.2	5.2	3.4	3.7
Professional, scientific and technical activities	19.2	21.5	22.6	22.6
Administrative and support service activities	19.6	19.4	23.0	24.2
Public administration and defence; compulsory social security	94.5	92.4	91.6	92.2
Education	145.8	145.9	149.9	153.8
Human health and social work activities	62.0	66.3	69.9	70.6

Arts, entertainment and recreation	30.0	28.7	31.3	30.4
Other service activities	25.0	22.1	22.4	21.7
Activities of households as employers; Undifferentiated goods and services-producing activities of households for own use	15.0	12.9	17.0	17.2
Activities of extra-territorial organisations and bodies	2.0	2.7	1.5	2.3

Table N10

Share of employed women's by economic activity (Nace rev. 2)
(%)

	2020	2021	2022	2023
Total	44.0	44.1	44.3	44.8
Agriculture, forestry and fishing	36.7	35.0	36.7	38.2
Industry	30.3	30.7	33.2	34.3
Construction	4.0	2.9	3.9	4.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	49.8	49.7	48.4	48.5
Transportation and storage	10.0	10.8	12.5	11.6
Accommodation and food service activities	59.7	59.6	57.9	60.5
Information and communication	47.5	40.4	38.1	42.1
Financial and insurance activities	63.5	62.8	65.0	61.0
Real estate activities	23.8	49.3	30.9	15.3
Professional, scientific and technical activities	46.1	57.9	54.9	46.9
Administrative and support service activities	38.9	32.8	42.5	41.1
Public administration and defence; compulsory social security	30.4	33.8	32.2	31.6
Education	80.3	81.5	81.0	83.8
Human health and social work activities	80.4	83.0	81.3	80.1
Arts, entertainment and recreation	54.6	53.6	50.6	52.2
Other service activities	58.0	53.2	57.8	67.4
Activities of households as employers; Undifferentiated goods and services-producing activities of households for own use	98.1	98.1	99.5	98.9
Activities of extra-territorial organisations and bodies	23.7	31.0	22.4	33.6

Source: Labour Force Survey.

Table N11

Distribution of employed persons by occupation
(Thousand persons)

ISCO-08	2020	2021	2022	2023
Total	1241.8	1217.4	1283.7	1334.6
Managers	83.3	76.5	76.4	86.9
Professional	217.7	226.2	225.1	233.8
Technicians and associate professionals	116.4	116.9	129.3	126.2

Clerical support workers	67.4	59.4	58.6	62.0
Service and sales workers	207.5	204.3	224.0	231.9
Skilled agricultural, forestry and fishery workers	221.4	206.8	203.9	194.0
Craft and related trades workers	128.8	132.1	140.5	143.9
Plant and machine operators, and assemblers	93.4	91.4	97.8	104.4
Elementary occupations	95.4	93.5	117.2	140.6
Other	10.5	10.4	11.0	10.9

Source: Labour Force Survey.

Table N12

Share of employed women's by occupation
(%)

ISCO-08	2020	2021	2022	2023
Total	44.0	44.1	44.3	44.8
Managers	36.1	36.0	38.8	38.8
Professional	68.8	70.9	70.1	68.6
Technicians and associate professionals	48.4	50.3	50.2	53.0
Clerical support workers	61.3	58.9	60.1	59.1
Service and sales workers	54.5	53.2	53.8	54.4
Skilled agricultural, forestry and fishery workers	37.6	35.4	37.1	38.4
Craft and related trades workers	13.9	13.1	11.6	13.1
Plant and machine operators, and assemblers	6.5	6.5	7.8	7.7
Elementary occupations	51.2	52.8	52.3	51.4
Other	1.4	3.5	1.0	2.5

Source: Labour Force Survey.

Below is given statistical information about the representation of women in managerial positions in companies of different sizes (see Tables N13-14)²⁵

Table N13

The number of managers by gender and years

Head Gender	2021	2022	2023	2024 (by 1 September)
Total	183216	212834	236761	267027
Female	63224	70102	74865	82478

²⁵ Source: Geostat

Male	114359	133698	149681	168288
Gender unknown	5419	6618	7129	7660
Head unknown	214	2416	5086	8601

Table N14

The number of women managers by size of entities and years

Size	2021	2022	2023	2024 (by 1 September)
large	100	110	124	130
medium	726	796	702	852
small	55891	60046	73949	73590
Size unknown	6507	9150	90	7906

Information on the distribution of professional civil servants by different categories, including numbers and percentages (2021–2023), can be found at the following link: [Professional Civil Servants - National Statistics Office of Georgia](https://www.geostat.ge/en/modules/categories/860/professional-civil-servants).²⁶

²⁶ <https://www.geostat.ge/en/modules/categories/860/professional-civil-servants>