

EUROPEAN SOCIAL CHARTER (REVISED)

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Report on the implementation of the

European Social Charter (unratified provisions)

submitted by

THE GOVERNMENT OF GEORGIA

(Article 2§§3, 4 and 6, Article 3§§1,2,3 and 4, Article 4§§1 and 5, Article 8§§1 and 2, Article 9, Article 10§§1, 3 and 5, Article 12§§2 and 4, Article 13§§1, 2, 3 and 4, Article 15§§1 and 2, Article 16, Article 17§2, Article 21, Article 22, Article 23, Article 24, Article 25, Article 28, Article 30, Article 31§§1, 2 and 3

for the period 01/01/2022– 31/03/2025)

Tbilisi, March 2025

FOREWORD

In 2020, a large-scale reform of labor legislation was carried out in Georgia, as a result of which the legal framework for labor rights was improved, and relevant labor institutions were created, such as LEPL The Labor Inspection (LIO) and LEPL The State Employment Support Agency (SESA).

Since their establishment, these institutions have been gradually strengthening in terms of both organizational and human resources, which has a positive impact on the population, the protection of their labor rights, and the competitiveness of job seekers.

A full-scale Labor Inspection Service has been established, with a mandate covering both labour rights and occupational safety and health protection in the workplace.

The establishment of SESA marked the beginning of a gradual strengthening of employment services, signaling a shift to more comprehensive mechanisms for employment promotion.

Article 2 – The right to just conditions of work

Article 2§3

To provide for a minimum of four weeks' annual holiday with pay;

Georgian labour legislation guarantees the right of employees and public servants to take paid leave for at least 24 working days per year. At the same time, the Organic Law of Georgia “the Labour Code” stipulates that any term of an employment contract that waives or denies the right to take paid leave annually, is void.

Both employees and civil servants have the right to take paid leave in parts. The legislation stipulates that in the case of a temporary incapacity for work while on leave, the leave days will be carried over by the number of days of temporary incapacity for work.¹

If granting a paid leave to an employee during current year may have a negative impact on the normal conduct of the working process, it is permissible to carry over the leave to the following year with the employee's consent. It is prohibited to carry over paid leave to the following year for 2 consecutive years.

As for the public service, according to the law of Georgia on Public Service, an employee has the right to carry over unused paid leave during a calendar year into the following calendar year. In this case, the frequency of leave must be agreed upon with the head of the public institution.²

In 2021-2024, within the framework of the primary inspections conducted by LIO for supervision of the labour rights, the following violations of norms stipulated in "Labour Code of Georgia" were identified:

Violation of Article	Total cases	Warning as administrative penalty	Administrative Fine
Article 31 (Duration of leave)	301	281	20
Article 32 (Procedure for granting leave)	28	25	3
Article 35 (Exceptional cases of carrying over paid leave),	31	28	3

¹ Order No. 87/5 of the Minister of Labor, Health and Social Protection of Georgia on Approving the Procedure for Assigning and Issuing Assistance Due to Temporary Incapacity for Work.

² LAW OF GEORGIA ON PUBLIC SERVICE, Art. 62

<https://www.matsne.gov.ge/en/document/view/3031098?publication=58;>

LABOUR CODE OF GEORGIA, Art. 31-36

<https://www.matsne.gov.ge/en/document/view/1155567?publication=26>

Article 2§4

To eliminate risks in inherently dangerous or unhealthy occupations, and where it has not yet been possible to eliminate or reduce sufficiently these risks, to provide for either a reduction of working hours or additional paid holidays for workers engaged in such occupations;

In 2022, the Government of Georgia adopted the resolution regarding the social benefits for persons working in underground mining operations (mines and quarries). In particular, employees (men from the age of 60 and women from the age of 55) who have continued experience of working in underground mining (mines and quarries) for the past 10 years and continue to work in underground mining (mines and quarries) or terminate their employment after the entry into force of this resolution, will be granted social assistance from the state budget in the amount established by the Law of Georgia on State Pension until they reach retirement age (women – 60 years, men – 65 years).³

In addition, the Ministry continues working on relevant legal acts to protect the health and safety of employees at workplaces. For additional information, see the commentary to paragraph 3§2.

Article 2§ 6

To ensure that workers are informed in written form, as soon as possible, and in any event not later than two months after the date of commencing their employment, of the essential aspects of the contract or employment relationship;

No changes have been made to the Labour Code of Georgia since 2020 regarding the requirements set forth in this paragraph.

In 2021-2024, within the framework of the primary inspection conducted by LIO under the supervision on the labour rights, the violations of the Article 12 (Conclusion of employment agreements) of the Organic Law of Georgia, the "Labor Code of Georgia" were identified in 436 cases, out of which a warning was applied as an administrative penalty in 407 cases, and a fine in 29 cases.

Article 3 – The right to safe and healthy working conditions**Article 3§1**

To formulate, implement and periodically review a coherent national policy on occupational safety, occupational health and the working environment. The primary aim of this policy shall be to improve occupational safety and health and to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, particularly by minimising the causes of hazards inherent in the working environment;

Consultations with social partners were held to define policies on occupational safety. In recent years, the Tripartite Commission on Social Partnership has discussed issues related to:

- Adoption of national strategies for labor and employment policy and strategy action plans;
- Approximation of the directives specified in Annex XXX of the Association Agreement between Georgia and the European Union with Georgian legislation;

³ Resolution No. 542 of the Government of Georgia on Measures to Provide Social Assistance to Persons Employed in Underground Mining Operations (Mines and Quarries).

- The feasibility of accession to a number of International Labor Organization (ILO) conventions related to occupational safety;
- Development/strengthening of Labor Inspection capacities, etc.

Issues related to occupational safety were also discussed by the Board of Advisors. In accordance with Article 9 of the Law of Georgia “On Labour Inspection”, the Board of Advisors is an advisory council operating under the Chief Labour Inspector. The Board develops recommendations for LIO on the strategy, functioning and activities.

In 2021-2024 eight meetings of the Board of Advisors were held, during which the following issues were discussed along with the annual reports of the activities of the LIO:

- Separation of labour and service contracts (in the context of courier services);
- Campaigning against discrimination;
- The needs and criteria for a special shift rule, the so-called " watch mode" in Mining;
- Accredited Occupational Safety Specialist Program;
- Sharing the results of inspections carried out at " Covid Clinics" to oversee Georgian labour legislation;
- Measures to encourage vaccination of employees in the private sector;
- Relationship between the Order No. 147/n of the Minister of Labor, Health and Social Protection of Georgia of May 3, 2007 “On Approval of the List of Heavy, Harmful and Hazardous Work” and the Resolution No. 381 of the Government of Georgia of July 27, 2018 “On Approval of the List of Heavy, Harmful and Hazardous Work”, to the Article 31, Paragraph 3 (Additional Paid Leave) of the Labor Code of Georgia;
- Draft technical regulations on minimum requirements for safety and health protection in the workplace;
- Presentation of the consultation center launched at the LIO;
- Resolution No. 590 of the Government of Georgia of December 23, 2022 "On Approval of Technical Regulations on the Minimum Requirements for Safety and Health Protection when Using Personal Protective Equipment in the Workplace";
- Resolution No. 597 of the Government of Georgia of December 26, 2022 "On Approval of the List of Industries with Specific Working mode";
- Resolution No. 598 of the Government of Georgia of December 27, 2022 “On Certain Measures to be Taken for the Transition to Universal Healthcare” on Amending the Resolution of the Government of Georgia of February 21, 2013;
- ICDC - Institutional and Capacity Development Center Project (Project - "Implementation of Effective Mechanisms for Successful Implementation of Labour Reform in Business Practice");
- According to Article 4 of the Resolution No. 597 of the Government of Georgia of December 26, 2022 "On Approval of the List of Industries with Specific Working Regimes", the requirements submitted by employers;
- Proposals of the Public Defender of Georgia regarding the issue of preventing and combating discrimination;
- Various initiatives of the members of the Advisory Board.

Article 3§2

To issue safety and health regulations;

In order to bring Georgian labour legislation closer to international standards, the transposition of the requirements of the directives stipulated in the Association Agreement into Georgian legislation continues. Since 2022, technical regulations have been developed and adopted to ensure occupational safety and health protection in the workplace, which address issues such as: minimum requirements for occupational safety and health protection in the workplace, minimum requirements for the placement of occupational safety and/or health protection signs in the workplace, minimum requirements for the protection of safety and health while using personal protective equipment in the workplace, minimum requirements for safety and health protection when lifting loads manually.

Article 3§3

To provide for the enforcement of such regulations by measures of supervision;

In Georgia, many successful steps have been taken to promote occupational safety and health (OSH), develop a safe working culture, and prevent accidents at the workplace. In this regard, it is noteworthy to mention the gradual implementation of the obligations assumed under the Association Agreement, the institutional strengthening of the labor norms supervisory agency – LEPL-Labour Inspection office and its approximation to the international norms, as well as the prioritization of proactive and preventive measures, as a result of which for the reporting period of **2024 the number of occupational accident is significantly reduced**. This indicates the effective implementation of the norms set forth in the field of OSH and the effectiveness of the activities planned under the state's targeted policies or strategic documents. (For the Data on accidents in the workplace, see the link: <https://lio.moh.gov.ge/stat.php?lang=1&id=202212271826086439640835>)

In the direction of institutional strengthening of LIO it is worth noting to mention that the institutional refinement/development of the agency, taking into account sensitive issues in labour relations or expanding its regional coverage, and along this path, by gradually increasing financial resources, in particular a 22% increase in the budget in 2024 compared to 2021 (the budget of LIO was determined at 6,000,000 GEL in 2021, 6,325,000 GEL in 2022, 6,965,000 GEL in 2024, and 7,300,000 GEL in 2024). As a result of the structural formation and regional coverage, 123 out of 167 staff units were designated for the implementation of labor inspection, 109 of them with the position of senior labor inspector/labor inspector. **The increase the number of labour inspectors, along with further formation of the structure and the financial resources, is planned for 2025**. As of now, the structure is determined in accordance with the legislation under the leadership of the Chief Labor Inspector, who, taking into account the specifics of the activities, has two deputies. Based on the specifics of the activity of LIO and the needs of the functioning of an independent structure, LIO operates with a centralized system and has Three-level structural system, which consists of 6 first level (Departments), 19 Second Level (Divisions) and 4 third Level (Units) structural units. Regional offices are subordinate to the thematically related Department for the purpose of supervising labor standards and effectively covering businesses operating in the country. (See the structure of LIO on the link: <https://lio.moh.gov.ge/structure1.php?lang=1>)

On the path to institutional strengthening of LIO, the activities implemented in the direction of professional training and retraining of employees play a significantly important role, which is planned continuously from year to year, as needed, and are implemented with local resources or by sharing international experience. In this regard, it is worth highlighting the 3-stage plan for internal training of the staff, which takes into account both components-newly employed person, as well as specialized retraining programs for labor inspectors in thematic and technical directions. It is also worth noting that during 2021 - 2024, 64 short-term and long-term training courses were conducted for the staff on various thematic issues. In addition, as a result of expert support 9 guidelines were prepared and published to improve the labor inspection process and improve the qualifications of the staff. Documents are available on LIO's website (see link: <https://lio.moh.gov.ge/publication.php?lang=1&id=1>).

In the light of the changes made to LIO's mandates and labor legislation, the office actively ensures public awareness raising through various channels, including the creation of the agency's website, social networks, and a consultation center/ hotline (1575), through which any interested person can obtain the necessary information related to labor

legislation and LIO's activities.

In order to effectively enforce labor standards in the country, prevent accidents, and bring it closer to international and European labor standards, a number of legislative and structural changes are planned from 2025, taking into account the increase of LIO's mandate, to strengthen and improve the labor inspection system, which will further facilitate the effective enforcement of the labour law.

Article 3§4

To promote the progressive development of occupational health services for all workers with essentially preventive and advisory functions.

The Organic Law of Georgia on Occupational Safety (which is mostly in line with the EU Framework Directive 89/391 /EEC) defines the basic requirements and general principles of preventive measures related to occupational safety issues at the workplace, existing and foreseeable hazards, prevention of accidents and occupational diseases, training of employees, provision of information and consultation to them, and equal participation of employees in matters of OSH protection. In this component, it is important to highlight the obligation to invite/appoint an occupational safety specialist at workplaces operating in the territory of Georgia in terms of organizing and managing labor safety. According to the Organic Law, Occupational safety specialist is a person with appropriate qualifications appointed/invited by the employer, who ensures the implementation and management of OSH measures in order to prevent violations of OSH norms. The qualification requirements for the specialist, the list of minimum modules of the accredited program, the rules and conditions for its implementation were determined by Order No. 01-25/N of the Minister of IDPs from the Occupied Territories of Georgia of October 31, 2018.

Based on the above, the occupational safety specialist, whose appointment/invitation is the responsibility of the entity carrying out economic activities in Georgia, has the role of an intermediary link at the organizational level in the implementation of obligations defined by OSH Organic Law.

Accordingly, the issues raised by the Council members, which is related to the risk assessment, implementation of preventive measures to protect the health of employees, and assessment of working conditions, are defined in the component of the occupational safety specialist profession.

In 2021-2024, as a result of the supervision carried out on the norms specified in the Organic Law of Georgia "On Occupational Safety", a total of 2,237 violations were identified by the LEPL Labor Inspection Office during the initial inspection due to the lack of a labor safety specialist , which has been increasing over the years as a result of increased inspections, namely, 363 instructions were issued in 2021, 349 instructions in 2022; 708 instructions in 2023, and 817 instructions in 2024. Warnings, as the administrative penalty were issued by LIO for the violations.

In addition, state health care programs are approved annually, including the “Program for Supporting Obligations in the Field of Public Health, Environmental and Occupational Health”, which aims to protect the health of the employed population through the prevention of occupational and profession-related diseases and promote a safe working environment. The program is intended for employed citizens of Georgia and is financed from the state budget.

The services provided by the Program include research on issues related to the occupational health of employees in various types of enterprises, namely:

- Survey of occupational health of employees according to target groups and aggregation of identified occupational disease diagnoses in a database;
- Inventory and assessment of occupational risks at workplaces;
- Development of a set of primary prevention measures for occupational risk factors and recommendations for reducing the level of exposure to harmful factors for a specific enterprise;
- Determination of the optimal scheme of monitoring the health of employees and the frequency of medical examinations according to target groups;

- Training of enterprise administration and employees on the issues of prevention of occupational diseases, assessment of occupational risks and control mechanisms;
- Formation/updating of an epidemiological map of occupational risks in specific enterprises across the country and the relevant database.

Article 4 – The right to a fair remuneration

Article 4§1

To recognize the right of workers to a remuneration such as will give them and their families a decent standard of living;

The Government continues to discuss the minimum wage with social partners within the framework of the “Decent Work Programme”. The “Decent Work Country Programme” of Georgia is the result of tripartite consultations on the support to Georgia by the International Labour Organization in 2024-2025. The draft programme was agreed during the tripartite drafting workshops held in November 2023 and February 2024 and was signed in a tripartite manner on 13 August 2024. For the period 2024-2025, it has two priorities: the development of social dialogue and a just transition to adapt to economic changes. These two priorities are expressed in nine outcomes, among which are activities related to the minimum wage.

In addition, a pilot project was launched on 1 January 2023, which established a minimum hourly wage for personnel employed in clinics involved in the universal healthcare program. Namely:

- For a doctor - not less than 7 GEL per hour;
- For a nurse - not less than 4.4 GEL per hour;
- For a junior doctor - not less than 5 GEL per hour;
- For a nurse's assistant - not less than 3.5 GEL per hour;
- For a midwife - not less than 4.4 GEL per hour;
- For a sanitation worker - not less than 3 GEL per hour.

Article 4§5

To permit deductions from wages only under conditions and to the extent prescribed by national laws or regulations or fixed by collective agreements or arbitration awards.

The legislation establishes the total amount of a one-time deduction from an employee's wages, which shall not exceed 50 percent of the employee's wages.

In its 2021 conclusions on this point, the Committee noted that deductions from wages shall be within reasonable limits and shall not, in themselves, deprive employees and their dependents of their means of livelihood.

According to the National Statistics Office, the average salary in Georgia in 2023 was **1,766** GEL, the median salary was **1,238** GEL. In addition, the subsistence minimum for a working-age man was **250** GEL on average⁴ (see Tables 1, 2 and 3). In the case of a 50% deduction from wages, the employee retains 3.5 times the subsistence minimum in the case of the average salary, and 2.4 times the subsistence minimum in the case of the median salary.

Table 1

Average monthly nominal earnings of employees (GEL)

	2021	2022	2023
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⁴ Source: <https://www.geostat.ge/en/modules/categories/39/wages>;
<https://www.geostat.ge/en/modules/categories/791/subsistence-minimum>

Total	1304.5	1543.0	1766.8
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Table 2

**Median earnings of employees by economic activity
(GEL)**

	2021	2022	2023
Total	900	1040	1238

Source: LEPL Revenue Service of the Ministry of Finance of Georgia;

Table 3

Subsistence minimum, Georgia (GEL)	Jan.	Feb.	Mar.	Ap.	May	Jun.	Ju.y	Aug.	Sep.	Oct.	Nov.	Dec.
2021												
For working age male	195.6	197.2	201.0	202.8	205.6	214.5	218.3	221.1	216.3	224.2	223.7	223.5
For average consumer	173.2	174.7	178.1	179.6	182.1	190.0	193.4	195.8	191.6	198.5	198.1	198.0
2022												
For working age male	226.2	231.3	238.2	241.0	245.1	255.3	245.3	246.8	247.3	253.9	255.1	253.5
For average consumer	200.4	204.9	211.0	213.5	217.0	226.1	217.3	218.6	219.1	224.9	226.0	224.5
2023												
For working age male	256.9	256.4	256.0	251.8	253.7	254.5	249.8	253.5	250.9	252.1	252.3	249.7
For average consumer	227.5	227.1	226.7	223.1	224.7	225.4	221.3	224.5	222.2	223.3	223.4	221.1

Note: Since 2004 Geostat has been calculating subsistence minimum indicators based on the minimum food basket defined and established according to the decree N 111/n of 2003 May 8 of the Minister of Georgian Labour, Health and Social Affairs on "Norms of determining the composition of minimum food basket for subsistence minimum regarding food substance and energy for physiology demand".

Article 8 – The right of employed women to protection of maternity

Article 8§1

To provide either by paid leave, by adequate social security benefits or by benefits from public funds for employed women to take leave before and after childbirth up to a total of at least fourteen weeks;

As a result of the legislative changes in 2022 in the Labour Code and the Resolution of the Government of Georgia N33, adopted on 24.01.2023, the amount of allowance from the state budget provided to employees of the private sector during pregnancy and childbirth, as well as during the child care leave, increased from 1,000 GEL to 2,000 GEL.

The same resolution established an exception for public school teachers, who keep the full salary (inclusive of above mentioned 2000 GEL) during the 6 months of above-mentioned leave period.

In 2021-2024, within the framework of the initial inspection conducted by LIO under the supervision on the labour rights, the following violations of the "Labor Code of Georgia" were identified:

Violation of Article	Total cases	Warning as administrative penalty	Administrative Fine
Article 37 (Maternity leave and parental leave)	13	11	2
Article 38 (Newborn adoption leave)	2	2	N/A
Article 39 (Payment of maternity leave, parental leave and newborn adoption leave)	1	1	N/A
Article 40 (Additional parental leave)	N/A	N/A	N/A

Article 8§2

To consider it as unlawful for an employer to give a woman notice of dismissal during the period from the time she notifies her employer that she is pregnant until the end of her maternity leave, or to give her notice of dismissal at such a time that the notice would expire during such a period.

No legislative amendments were made regarding this provision during the reporting period. As for the case law regarding the illegal dismissals, see in the commentary to Article 24.

Article 9 – The right to vocational guidance

With a view to ensuring the effective exercise of the right to vocational guidance, the Parties undertake to provide or promote, as necessary, a service which will assist all persons, including the handicapped, to solve problems related to occupational choice and progress, with due regard to the individual's characteristics and their relation to occupational opportunity: this assistance should be available free of charge, both to young persons, including schoolchildren, and to adults.

The Ministry of Education, Science and Youth of Georgia (MoESY) is implementing the "Program for Supporting Special Institutions for Children with Special Educational Needs (SEN)", within the framework of which additional services are provided for students with sensory and/or severe/profound intellectual and/or multiple sensory impairments and/or multiple sensory impairments (deaf and blind) and/or behavioral and emotional disorders. The goal of the program is to promote the integration in the society and prepare a SEN student for a dignified life, as well as to promote the growth of the degree of independence through education and development. The program provides for:

- a) Development of pre-professional skills - offering vocational activities appropriate to the interests and capabilities of students;
- b) Offering diverse strategies and adapted programs through non-formal education, where targeted programs, projects, and activities are implemented to ensure socialization with their peers, which is one of the ways to promote education, development, integration into the society as full-fledged citizens, and increasing the level of independence of a student with special needs.

To support policy development, in accordance with the Law on Vocational Education (2018), a Strategy for professional orientation, counseling and career guidance in formal education (2024-2030) was approved by the order 139/N of the Minister of Education, Science and Youth of Georgia on August 27, 2024. The strategy covers all levels of education and ensures equal access to career management services for all individuals, enabling them to make informed decisions and realize their opportunities in a rapidly changing social and economic environment.

As mentioned previously, persons with disabilities and special educational needs undergo different procedures for enrollment in VET program - after selection of a program through an online registration platform, applicants are

assessed by a multidisciplinary team and then undergo alternative selection procedures. Alternative admission processes include practical testing of various elements of desired professions and specific accommodations - such as increased font sizes, extended examination time, and adapted testing environments. In order to further support vocational guidance of persons with disabilities and special educational needs work on the regulation for inclusive vocational education continued. The regulation, along with main principles of inclusive vocational education, includes provision of orientation service for persons with special educational needs, which will support individuals in making informed career decisions and support their transition to vocational education. During the reporting period, the regulation was revised accordingly and once approved the orientation service will be gradually implemented in educational institutions (see Article 15 § 1).

In 2021, Skills Agency was founded jointly by Georgian Chamber of Commerce and Industry and MoESY, which provides various supporting services to vocational educational institutions, including the capacity building of career guidance specialists at the vocational education level. For instance, 12 career guidance professionals from VET institutions were retrained to implement the career education course within vocational education. The retraining followed a developed training module, and participants were provided with resources to support course management and administration. As a result, the implementation of a career management course is planned for the relevant VET institutions.

Currently, all vocational education institutions in Georgia have career guidance specialists whose goal is to support students and future students. Additionally, colleges actively organize days for anyone interested and specifically for school students. Despite the available resources, the Skills Agency is actively working on assessing and improving them.

To support career guidance services at the vocational education level, a survey was conducted to assess the needs of career guidance professionals. Career guidance managers from 28 public and 20 private VET institutions participated in the survey. The survey identified areas that require additional interventions. As a result, based on the information collected, appropriate measures will be implemented in 2025.

Moreover, it should be noted that that “Work Skills Development Program” which is one of the effective tools of the career management service is ongoing. Through this program, school students have the opportunity to explore various professions, test their skills and make well-informed career decisions. Since 2017, more than 27 300 school students have participated in the “Work Skills Development Program”.

Skills Agency launched the project "Quality Assurance for Career Guidance Services through Continuous Professional Development (CPD) of Career Guidance Specialists in the TVET Ecosystem of Georgia." The project aims to establish quality assurance mechanisms for career guidance services, develop a continuous professional development model for relevant specialists, and create an in-service training program for them. Through the implementation of this project, Georgia became a member of the EuroGuidance network, which unites the career counseling systems of European countries.

Article 10 – The right to vocational training

Article 10§1

To provide or promote, as necessary, the technical and vocational training of all persons, including the handicapped, in consultation with employers' and workers' organisations, and to grant facilities for access to higher technical and university education, based solely on individual aptitude;

Universal accessibility of VET is one of the main priorities. All interested individuals have the right to pursue vocational education upon completing the basic (10th grade) level of general education and fulfilling the admission prerequisites set by the specific program. Vocational education in public institutions is fully financed by the state and in private institutions in accordance with the defined priorities. State funding for studying in VET institutions is available for Georgian citizens, foreign citizens with the status of compatriot living abroad, asylum seekers, persons with refugee or humanitarian status, person who has the status of stateless person in Georgia and who is or was under state care (in foster care, small family-type homes, shelters, etc.). Moreover, funding is available in terms of vocational training and retraining programs, in accordance with the defined priorities. In terms of priority programs funding is granted to vocational training and retraining programs' providers (educational institutions, private companies, NGOs, etc.) under the coordination of the Skills Agency. In addition to the Skills Agency, funding for the vocational training and retraining programs is provided by SESA for individuals registered in the job seekers' portal.

Additionally, candidates wishing to enroll in vocational educational programs are able to undertake selection procedure in Armenian, Russian and Azerbaijani languages. After passing the selection procedure, they are offered a Georgian language module, after completion of which they are able continue their studies at the desired vocational educational program.

In response to the emerging needs of the labor market, different types of VET programs are available in the vocational educational system, including dual programs where more than 50% of learning outcomes are achieved in a real working environment - at the teaching enterprise (employer) and by these rising chances for employment. In terms of dual programs VET students receive relevant remuneration at enterprises. Additionally, since 2020 integrated vocational educational programs have been implemented which ensure transition of school students in vocational education. After completion of integrated programs graduates receive a diploma equivalent to a full general education certificate, which enables them to pursue higher education or get decent employment opportunities in their profession. Since 2024 integrated vocational educational programs have been implemented in general educational institutions as well, after completion of which students will receive VET diploma along with the full general education certificate.

Furthermore, in accordance with the Law on Vocational Education (2018), recognition of learning outcomes achieved within the framework of formal education for vocational education purposes and the recognition of learning outcomes achieved through non-formal education for vocational education purposes are established. It enables anyone, including vulnerable groups such as refugees, to recognize learning outcomes achieved through formal or non-formal education, for educational or employment purposes.

LEPL State Employment Support Agency (SESA) within the framework of the active labor market policy of the Ministry ensures the implementation of state programs developed and approved by the Government of Georgia, which serve to promote employment of the population throughout the country.

SESA is represented by 195 staff units and the service centers operate in Tbilisi and the following regions of Georgia: Kakheti, Kvemo Kartli, Shida Kartli, Samtskhe-Javakheti, Guria, Imereti, Samegrelo-Zemo Svaneti, Racha-Lechkhumi Kvemo Svaneti, and Adjara. In 2022, the coverage of regions in terms of service provision was significantly expanded. In order to fulfill the supporting tasks, the Agency signed the employment contracts with 325 individuals throughout the country, at 11 regional and 53 municipal levels.

Totally, the employment support programs constitute:

Years	Budget
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2022	42 632 700
2023	100 300 000
2024	109 000 000

Since 2022 the “Sub-program for Promoting and the target group programme has the possibility be engaged in the VET programmes funded through the state employment promotion programme and implemented by SESA Employment in Public Works” has been added to the current state programs for employment support (See also **Article 10§3**)

The sub-program for promoting employment in public works for socially vulnerable persons has allowed the Agency to be represented at the municipal level and proactively work with target groups to include them in the program. This program has also played a major role in activating economically inactive persons receiving social benefits.

Public works are one of the most widespread measures of the active labor market policy, the main function of which is to activate individuals who have had a long break in their work experience and do not have the qualifications and skills required for the labor market. Public works should play a kind of bridge role from unemployment to employment in the open labor market.

The program is designed to implement various measures for socially vulnerable persons, according to which if one of these measures is chosen, beneficiaries will maintain their subsistence allowance for four years, besides the case, when re-checking of their socio-economic situation is directly requested by the family.

For participation in sub-program, consultants provide the users with detailed information about each alternative and the options offered by the sub-program. In particular, beneficiaries can obtain the so-called four-year reservation by participating in public works, being employed in the open labor market, or formalizing their own economic activity.

Within the framework of 2022-2024, up to 40,000 beneficiaries were involved in public works program. Up to 32,000 other socially vulnerable persons were employed in the open labor market. And 2,761 persons formalized their economic activity.

In 2023, the mobile groups were created at the regional level in the agency and “Rules of Activity of the Mobile Group” were approved.

Main task of the mobile groups is to proactively work with the population living in region, to familiarize them with state employment promotion programs and ensure their inclusion in the programs. The goal of the mobile groups is to increase the access of job seekers living in rural areas to employment promotion programs and services.

Totally 452 information meetings were held, with a total of 7,220 people attending the meetings.

Article 10§3

To provide or promote, as necessary:

- a. adequate and readily available training facilities for adult workers;
- b. special facilities for the retraining of adult workers needed as a result of technological development or new trends in employment;

To ensure lifelong learning opportunities and to prepare work force in accordance with the labor market demands in a short period of time, since 2019 short term vocational training and retraining programs have become part of formal education. During the reporting period, the scale of vocational training and retraining programs was significantly expanded. The number of enrolled persons in vocational training and retraining programs increases year by year, along with the number of available programs and the providers. Since 2019, more than 29 000 persons enrolled in vocational training and retraining programs. It should be mentioned that vocational training and retraining programs are available for everyone, including migrants.

Moreover, in order to increase access to vocational education and to include even more interested persons, the rules and conditions for implementing distance learning in vocational education was approved in 2024. As a result, already several programs in ICT sector have been granted the right to implement vocational training and retraining programs in a completely remote form.

The Law of Georgia on Employment Support foresees the professional training and retraining of job seekers. It is one of the important and main instruments through which the job seeker will be able to adapt to the changing demands of the labor market, improve their qualifications in a short time and successfully find employment in their profession. One of the goals of the program is to train the job seekers with appropriate qualifications in professions on demand in the labor market.

In 2021-2024 years 12,200 job seekers were involved in program, out of which 10,024 completed their studies. Another tool of active labor market policy is internship - development/training of the practical skills in vacant and/or promising job(s) presented by employers for the purpose of further employment.

The amount of internship has been doubled since 2025. The amount of state scholarship per beneficiary is set at 400 GEL per month.

Totally, 665 beneficiaries were involved in the internship component in 2021-2024 years out of which 356 beneficiaries are employed.

The wage subsidy program is being implemented with the purpose to employ the vulnerable groups, Since 2025 the wage subsidy has been increased. The agency provides 50 percent financing of an employee's wage, not exceeding 893 GEL.

Totally, 31 beneficiaries were included in the subsidy component in 2021-2024 years, out of which 23 are disabled people and 12 are young people. 28 beneficiaries are employed.

Employment index according to programs:

List of programs	2021	2022	2023	2024
Training-Retraining	1373	718	2399	2898
Salary subsidy	79	151	88	38
Internship	5	6	14	3

Article 10§5

To encourage the full utilisation of the facilities provided by appropriate measures such as:
a reducing or abolishing any fees or charges;
b granting financial assistance in appropriate cases;
c including in the normal working hours time spent on supplementary training taken by the worker, at the request of his employer, during employment;
d ensuring, through adequate supervision, in consultation with the employers' and workers' organisations, the efficiency of apprenticeship and other training arrangements for young workers, and the adequate protection of young workers generally.

In accordance with the Law on Vocational Education (2018), Rules and conditions for the implementation of the vocational educational program/vocational training program/vocational retraining program in the form of work-based learning was approved by the decree N416 of the Government of Georgia dated 09 August 2022. Decree N 416 provides a clear definition of the roles and responsibilities of various stakeholders involved in work-based learning. In case of dual education, the decree regulates rights and responsibilities of training enterprises, VET students and

VET institutions, including requirement for labor contract (paid) between the VET student and the training enterprise. Moreover, the Rules and conditions for granting a company the status of a training enterprise was approved by the Decree N451 of the Government of Georgia dated 05 September 2022. As of today, more than 60 dual programs are implemented and 13 companies have the status of teaching enterprise.

It should be highlighted that private providers can develop retraining programs gain the right to implement such program and issue a state recognized certificate for their own employees as well. Meaning that apart from developing the capacities of their own employees they assure their right to continuous professional development by creating lifelong learning opportunities. As the issued certificate is state-recognized and can be used for recognition of learning outcomes for further educational paths as well.

Article 12§2

To maintain the social security system at a satisfactory level at least equal to that necessary for the ratification of the European Code of Social Security;

To ensure the realization of citizens rights, mitigate the social risks caused by poverty, and enhance the well-being of the population, targeted groups are provided with old-age pensions, also, financial assistances are given to persons with disabilities (including children), survivors, displaced persons, refugees, persons with humanitarian status, residents of mountainous regions, war veterans, individuals living below the poverty line, and other eligible categories. In addition, significant attention is given to promoting the improvement of the demographic situation and providing a variety of social rehabilitation and child care services to the population. Social programs and services play a crucial role in support vulnerable families, promote job creation, combat unemployment, and social exclusion. These efforts are essential to achieve of the Sustainable Development Goals, ensuring that no one is left behind. Based on the gaps identified during the implementation process of social programs and services, these programs and services are subject to comprehensive review and refinement to ensure they effectively meet their objectives and address the needs of beneficiaries. From 2024, the ministry launched the new system of programme impact evaluation of social services using pre-defined and approved key performance indicators with the purpose to ensure evidence based policy making and continuous improvement of the service quality. This evaluation will serve as a tool to analyze the impact and outcomes of the current program and guide its future updates and modernization.

Article 12§4

To take steps, by the conclusion of appropriate bilateral and multilateral agreements or by other means, and subject to the conditions laid down in such agreements, in order to ensure:

- a. equal treatment with their own nationals of the nationals of other Parties in respect of social security rights, including the retention of benefits arising out of social security legislation, whatever movements the persons protected may undertake between the territories of the Parties;
- b. the granting, maintenance and resumption of social security rights by such means as the accumulation of insurance or employment periods completed under the legislation of each of the Parties

a) According to the Law of Georgia on the Legal Status of Aliens and Stateless Persons, an alien permanently residing in Georgia has the same right to assistance, pension and other social security as a citizen of Georgia. Accordingly, the programs implemented in the field of social protection in the country, like Georgian citizens, apply equally to stateless persons with status in Georgia, asylum seekers in Georgia, persons with refugee or humanitarian status, persons with a neutral travel document and others.

The goal of the Georgian government is not to ignore foreign citizens legally residing on its territory. Therefore, the current normative acts are revised / amended periodically. The regulatory framework for the targeted social assistance

system was similarly revised. It should be noted that the Law of Georgia on Social Assistance applies to persons permanently residing in Georgia legally in need of special care, poor families and the homeless.

Due to the fact that stateless persons, refugees, person with a neutral certificate and persons with humanitarian status living in Georgia, as persons with temporary residence, could not benefit from the targeted social assistance program. The issue of social security of a foreigner temporarily staying in Georgia is resolved in accordance with the legislation of Georgia and the international agreement of Georgia, in order to bring it in compliance with international acts, in 2022 the amendment was made to the Order of the Minister of Labour, Health and Social Affairs of Georgia on the Approval of the Rules for Assessing the Socio-Economic Status of Socially Vulnerable Families, according to which, stateless persons, refugees and persons with humanitarian status in Georgia, on the basis of a temporary residence permit, gained the right to participate in the targeted social assistance program equally to the citizens of Georgia.

b) In the Georgian social security system, cash benefits are not allocated based on insurance or length of working periods. At this stage there are several ongoing negotiations to conclude the agreements on the social security system (e.g. pension scheme) with several countries, including Czech Republic and Lietuva. The final agreements have not been reached due to the differences in the security systems of the countries.

Article 13 – The right to social and medical assistance

Article 13§1

To ensure that any person who is without adequate resources and who is unable to secure such resources either by his own efforts or from other sources, in particular by benefits under a social security scheme, be granted adequate assistance, and, in case of sickness, the care necessitated by his condition;

Since 2013, the state's universal health care programme has been enacted, creating a protection mechanism against disastrous health expenses for every citizen. The beneficiaries of the program are persons holding a document proving Georgian citizenship, a neutral identity card, a neutral travel document, or individuals legally residing in the territories of the Autonomous Republic of Abkhazia and the Tskhinvali region (the former South Ossetian Autonomous Oblast), who are registered in accordance with the procedure established by the legislation of Georgia and who have been assigned a personal number; as well as stateless persons with status in Georgia, persons seeking asylum in Georgia, persons with refugee or humanitarian status. The universal health care programme has increased access to medical services, increased the use of medical services, reduced financial barriers and improved service coverage.

The beneficiary of the programme has the right to choose a health care facility throughout Georgia. In addition to universal health care coverage, various targeted programmes (public health and disease-specific) are applicable.

In order to increase the effectiveness of the universal healthcare program, a new mechanism for reimbursement of services, the Diagnosis-Related Group (DRG) system, was introduced in November 2022. As a result, by the end of 2024, patient co-payment for medical services decreased from an average of 27% to 12%.

To ensure access to high-quality medicines, a system of reference prices for medicines was introduced in 2023, which had an unconditionally positive impact on both reducing the population's costs and balancing competition in the pharmaceutical sector. As of today, prices have been set for 7,091 medicines of 297 substances, which has led to an average 40% reduction in the prices of these medicines.

Starting from 2024, all citizens of Georgia will be able to receive medicines for the treatment of oncological diseases (chemotherapy, hormone therapy and immunotherapy) in full - without limits, with a doctor's prescription. In 2024, the number of people receiving oncology medications was 25,203 patients, and 28,724 patients received full services (including chemotherapy and radiation therapy).

See also article 12.4.

Article 13§2

To ensure that persons receiving such assistance shall not, for that reason, suffer from a diminution of their political or social rights;

According to the Article 6 of the Law on “Health Care”: “It shall be prohibited to discriminate against a patient due to his/her race, skin colour, language, sex, religion, political and other beliefs, national, ethnic and social affiliation, origin, property status and title, place of residence, disease, sexual orientation, or a personal negative attitude”.

In the country, 86% of healthcare providers are privately owned, although state and private law entities are subject to the same legislation, where the protection of the right to health care of the population is mandatory for all.

Resolutions N385 and N359 of the Government of Georgia of 2010 provide for the creation of an adapted environment for persons with disabilities by outpatient and inpatient institutions to ensure their access to services. Additional requirements were reflected in the Order of the Minister of Labor, Health and Social Protection of Georgia of January 15, 2015 N01-2/N on the approval of the regionalization levels of antenatal and perinatal services and patient referral criteria. Monitoring of the fulfillment of the above conditions is carried out by the LEPL - Agency for the Regulation of Medical and Pharmaceutical Activities.

Article 13§3

To provide that everyone may receive by appropriate public or private services such advice and personal help as may be required to prevent, to remove, or to alleviate personal or family want;

Beneficiaries of the UHC program are divided into the following groups:

- group I (12.2% of the population): households below the poverty line (< 70 000 points on the social assistance scale), teachers, public artists, children in foster care, settled internally displaced people – (copayment 0%)
- group II (25.2% of the population): pensioners, children < 5, students and people registered as disabled - copayment 10-20%
- group III (0.5% of the population): veterans - copayment 0%
- group IV (12.7% of the population): low-income households (70 000–100 000 points on the social assistance scale) and children 6–18 years (copayment 30%)
- group V: people below retirement pension age but scoring > 100 000 points on the social assistance scale (copayment 30%)
- group V(a) (36.9% of the population): monthly income < GEL 1000 (copayment 30%) group V(b) (6.2% of the population): monthly income > GEL 1000 and annual income < GEL 40 000; and (copayment 30%).

Article 13§4

To apply the provisions referred to in paragraphs 1, 2 and 3 of this article on an equal footing with their nationals to nationals of other Parties lawfully within their territories, in accordance with their obligations under the European Convention on Social and Medical Assistance, signed at Paris on 11 December 1953.

Foreign citizens who are in the territory of Georgia are provided, if necessary, with the same quality of medical services as Georgian citizens under their own medical insurance. State Health programmes cover ambulance care, tuberculosis, HIV/AIDS, mental health, epidemiological surveillance and safe blood services.

Article 15 – The right of persons with disabilities to independence, social integration and participation in the life of the community

Article 15§1

To take the necessary measures to provide persons with disabilities with guidance, education and vocational training in the framework of general schemes wherever possible or, where this is not possible, through specialized bodies, public or private;

According as of February 2025 data, 14,306 students with special educational needs (SSEN) have been identified in public schools. 2532 special teachers are employed in public schools for supporting SEN students at general education level.

Since 2013, the school funding model has changed and those schools that enroll SSEN receive additional funding to support their education. In 2013, the amount of funding was 350 GEL per month for every five SSENs, and in 2022, this funding will be 700 GEL per month.

The Ministry develops many support resources, guides, manuals, which serve to support the teaching of SSEN and are intended for specialists in the field, teachers and parents.

Braille, Sign language and other communication means became the basis of teaching and learning processes and is being taught from the very first Grade in schools for Blind and Low Vision students and for Deaf and Hard of Hearing students. Teaching methods as well as curricula have been brought into compliance with acknowledged child development and national curricula requirements.

Textbooks for students with visual impairments are printed in Braille, and audio versions of textbooks are produced. The Ministry purchases technical aids such as a broiler, CCTV and others to support the education of visually impaired students. Infrastructure projects are underway, within the framework of which educational institutions are being adapted for pupils and students with different needs. SEN student transportation service is provided.

In order to support inclusive education, LEPL - National Center for Teacher Professional Development provides a variety of training modules, which aim to strengthen the school administration, special teachers, teachers, parents in the field of inclusive education.

Part of the National Curriculum is an alternative curriculum for students with severe and multiple mental disorders and autism spectrum disorders; Sensory curriculum for students with severe and multiple mental and physical development disorders; Advanced curriculum for students with visual impairments; Mobility-Orientation Standard. A standard for teaching Georgian sign language at the elementary level, a curriculum for lowering and accelerated learning for those who are left out of compulsory education have been prepared.

The authorization standards defined by the "Regulation on Authorization of Educational Institutions" approved by the Order of the Minister of Education and Science of Georgia №99 / N of October 1, 2010 oblige the school to create an appropriate educational environment for students with special educational needs.

In order to support the professional development of a special teacher, in 2021, the sectoral benchmark of higher education in the teacher preparation educational program for special education teacher was prepared and approved by the Order of the Director of the National Center for Educational Quality Enhancement, NMES 4 21 0001398735 of December 21, 2021.

In 2021, the senior special education teacher exam in professional skills was held for the first time. The senior special education teacher test covered issues related to creating a positive, student-centered safe environment, planning the teaching-learning process, using different teaching strategies and educational resources, assessment, and teacher professional responsibility.

In 2022, changes were made to the teacher's professional development and career advancement scheme, and the status of a mentor special education teacher was added to the status of a special education teacher.

One of the priority directions of the Unified National Strategy of Education and Science of Georgia for 2022-2030 is to ensure the equity, inclusion and quality in education and science sector through use of child/pupil/student-centered approach for governance of the sector. Every person, regardless of their socio-economic status, place of residence, ethnicity/language, special educational needs or disabilities should have access to high-quality educational services throughout the country.

The Ministry of Education and Science of Georgia has created electronic support tool for the Georgian Braille font in order to foster access to education for blind pupils/students. Electronic braille support tool is integrated into the open-source, free software "liblui", which is built into various screen readers such as NVDA, JAWS, and others.

As a result, blind people can read information displayed on a computer screen using an electronic braille display. It has also become possible to type text using the Braille keyboard, which allows blind people to fully use computers both in study and working environments, as well as in everyday life.

In December 2022, the Law of Georgia "On General Education" was amended, the term "transition" was defined, the measures supporting the transition were defined as part of the school curriculum, and the duties of the teacher and the general educational institution in relation to the support of the transitional process were defined as well.

Starting from the 2024-2025 academic year, a 60-credit special education teacher training program will be implemented at three higher education institutions. At the same time, in December, 2022 an amendment was introduced to the Law of Georgia on Higher Education, on the basis of which it is mandatory to integrate a special teacher training module in the integrated undergraduate and graduate teacher training program. Which will enable higher education institutions to train teachers who will at the same time have the right to special education and under the higher education program will pass appropriate teaching-learning strategies for students with diverse needs.

To strengthen the quality and inclusiveness of the educational system, since 2021, the Ministry of Education and Science of Georgia in cooperation with the Government of Norway, and the United Nations Children's Fund has been implementing a joint three-year program called "No Child Without Education". Within the framework of the program, with the involvement of the stakeholders and foreign and Georgian experts, a new model of inclusive education support system has been developed. It entails the mobilization of various responsibilities and services in a single space, which will greatly contribute to the coordinated management of existing resources, their efficient usage, and strengthening of required competencies. In addition, the new system ensures the strengthening of resource schools, the improvement of the counseling and transition components of public schools, the formation of effective operational teams, and the development of new support services, upon the needs. The new system envisages consistent, multitiered educational support, tailored to the individual needs and abilities of each child, which on its own helps to improve the quality of inclusive educational practices in the learning environment.

From June 1, 2024, a new system supporting inclusive education was launched at the LEPL - Office of Resource Officers of Educational Institutions.

In order to support persons with disabilities and special educational needs efforts have been ongoing to revise the regulation for inclusive vocational education. The regulation aims to support principles of inclusiveness and ensures involvement of persons with disabilities and special education needs in VET. It also considers provision of career orientation service for persons with SEN and disabilities, which will help beneficiaries to make informed decision regarding future career pathway through practical testing of different elements of profession, throughout the year. Currently, resources supporting the orientation service are developed, including a guide to the orientation service and a toolkit. Once regulation is approved the orientation service will be gradually implemented in educational institutions.

The abovementioned career orientation service was developed and piloted in 2023. Service takes into account participants' individual needs, abilities and interests and offers various activities, such as, for example, information about the profession and labor market, meetings with employers and graduates, visits to practice sites and of course, practical testing of the profession, which promotes the profession directly on the spot, in a real environment.

To ensure quality educational conditions for students with SEN and disabilities, Skills Agency has been providing continuous counseling and support to specialists working in the field of inclusive development in vocational education institutions and for that purpose the Agency has also developed a continuous professional development model and established inclusive vocational education support network. The main goal of the network is to connect specialists involved in the inclusive education of vocational education institutions, enabling them to collaborate (through peer support) and share accumulated knowledge, experience, and resources.

In 2024, the Agency, in collaboration with the MoESY and with the involvement of experts in the field, prepared a vocational training program for assistants of persons with disabilities. The aim of the program is to prepare individuals interested in providing personal services to children and persons with disabilities, enabling them to deliver high-quality support services. This will improve the independence of VET students with disabilities and increase access to vocational education.

Article 15§2

To promote their access to employment through all measures tending to encourage employers to hire and keep in employment persons with disabilities in the ordinary working environment and to adjust the working conditions to the needs of the disabled or, where this is not possible by reason of the disability, by arranging for or creating sheltered employment according to the level of disability. In certain cases, such measures may require recourse to specialized placement and support services;

Active labor market policy plays an important role in promoting the qualification of job seekers, through the short-term vocational training/retraining and internships, career guidance, mediation and their key competencies. Within the framework of active labor market policy, special attention is paid to employment support services for persons with disabilities.

Within the framework of the State Program for Development of Employment Support Services, mechanisms for promoting the employment of vulnerable, low-competitive groups are being developed and implemented. Goal of the activity is to promote the employment of vulnerable, low-competitive persons.

Within the framework of the activity, supported employment consultant provides services to promote employment, which includes consulting job-seeking beneficiaries, including persons with disabilities and persons with special educational needs, finding/offering appropriate work based on collecting information about skills, abilities, support needs, and motivation.

As result, in 2021-2024 years, 930 people were provided with supportive consultations and 653 people with disabilities were employed within the framework of employment promotion programs.

Number of job seekers involved in the program

	2021-2024	Including people with disabilities
Promoting employment for vulnerable and low-skilled job seekers	930	653
Training-Retraining	12200	242
Salary subsidy	31	23
Employment index according to programs	18740	653

In 2021-2024, within the framework of the initial inspection conducted by LIO under the supervision on the labour rights, no violations of the requirements related to the principles of equal treatment of persons with disabilities as defined in Article 9 (Reasonable accommodation) of the Organic Law of Georgia "Labor Code of Georgia" were identified.

Article 16 – The right of the family to social, legal and economic protection

With a view to ensuring the necessary conditions for the full development of the family, which is a fundamental unit of society, the Parties undertake to promote the economic, legal and social protection of family life by such means as social and family benefits, fiscal arrangements, provision of family housing, benefits for the newly married and other appropriate means.

One of the most important priorities of the Government of Georgia is to improve social – economic conditions of citizens. The Governmental policy is directed to create a social protection system that will reduce social risks caused

by poverty. **The Targeted Social Assistance Program** is the main tool for poverty reduction/prevention, which has been operating in the country since 2005 and provides assessment of the socio-economic status of families based on a special (PMT) methodology.. Enhancing the accuracy of this process remains a key focus for improving the effectiveness of the program. Currently, the Ministry of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Protection is in the process of revising the PMT model within the framework of the World Bank Human Capital Program in order to minimize the shortcomings of the inclusion and exclusion of beneficiaries in the program. The need to adjust the model was due to the need to improve the design and implementation characteristics of the TSA and to better target the needs of the population.

In addition, since 2022 the recipients families of social assistance have an opportunity to be employed through the “Public Works Employment Promotion Sub-Program” with the purpose to shift to active labour market, The beneficiaries of this programme are entitled to receive a subsistence allowance for a period of 4 years.

Moreover, by the resolution №262, on March 31, 2014, Government of Georgia approved “Demographic situation promotion program”. The aim of the program is to improve the demographic situation in Georgia, especially in rural areas. Beneficiaries of the program are third or next children born after June 1, 2014, whose biological mother/family lives in the region, where annual average natural growth indicator is negative (mortality rate exceeds the birth rate). Amount of the benefit is 200 Gel in mountainous regions and 150 Gel in non-mountainous regions. According to the law on “Development of Mountainous Regions”, children born after January 1, 2016 whose one of the parents permanently resides in a mountainous region gained the right to receive the monetary social assistance. Amount of the assistance for the first and second child equals to 100 Gel per month and 200 Gel for the third and following child, until the child reaches 2 years old.

Also, since 2019 the families with multiple parental status (four or more children under 18), with rating score below 300 000, will receive monthly allowance for electricity in the amount of 20 GEL, and 10 GEL, for every following child.

In 2024, the state purchased housing for 106 families living in homeless or inadequate housing conditions as part of the resettlement program for socially vulnerable families with three or more children.

Article 17 – The right of children and young persons to social, legal and economic protection

Article 17§2

To provide to children and young persons a free primary and secondary education as well as to encourage regular attendance at schools.

Law of Georgia on General Education provides for the right to education for all and equal access to education for all. Elementary and basic education shall be compulsory. General education shall be fully funded by the State. Overall, there are 2,292 general education institutions in Georgia, out of which 2086 are public schools, 206 are private authorized schools. **General education is free of charge for every child in Georgia:** citizens of Georgia, the persons having neutral ID cards, neutral travel documents or temporary ID cards, aliens (including the citizens of foreign countries with the status of compatriot living abroad), stateless persons and persons with refugee or humanitarian status. School students affected by the ongoing war in Ukraine are enrolled in Georgian public and private schools in a simplified manner. The Ministry of Education, Science and Youth of Georgia (MoESY) and its subordinate agencies are implementing various programs and activities, including free textbooks program, notebook as a gift for every first grader in public school, free transportation for those who live remote from the school, teachers training, quality assurance- and school safety-related programs, in order to ensure access to quality and accessible education for all.

In order to support the education of street children and/or working children, the Ministry of Education, Science and Youth of Georgia has been implementing a special service - the Transit Education Program (Bridge program) since 2015, which is focused on the re/integration of out-of-school adolescents into the general education system, as well as on the prevention of early school leaving by street children and/or working children before the completion of

compulsory general education. It also provides access to psychological or emotional support, career management counseling.

Juvenile convicts in penitentiary establishments have the opportunity to study the subjects as provided in the national curriculum in a specific environment, in conjunction with enabling them to graduate school and to participate in national admittance examinations.

Article 21 – The right to information and consultation

With a view to ensuring the effective exercise of the right of workers to be informed and consulted within the undertaking, the Parties undertake to adopt or encourage measures enabling workers or their representatives, in accordance with national legislation and practice:

a to be informed regularly or at the appropriate time and in a comprehensible way about the economic and financial situation of the undertaking employing them, on the understanding that the disclosure of certain information which could be prejudicial to the undertaking may be refused or subject to confidentiality; and

b to be consulted in good time on proposed decisions which could substantially affect the interests of workers, particularly on those decisions which could have an important impact on the employment situation in the undertaking.

No new legislative regulations have been adopted regarding employees' rights to information and consultation, except for what has already been presented in the 2021 report. As for the case law, during the reporting period, the Supreme Court of Georgia did not consider any claims related to Articles 70-73 of the Labor Code of Georgia, which regulate employees' rights to information and consultation.

In 2021-2024, within the framework of the initial inspection conducted by LIO under the supervision on the labour rights, a total of 11 cases of violation of Article 70 of the Organic Law of Georgia "Labor Code of Georgia" were identified. In relation to all identified cases LIO applied a warning as an administrative penalty.

Article 22 – The right to take part in the determination and improvement of the working conditions and working environment

With a view to ensuring the effective exercise of the right of workers to take part in the determination and improvement of the working conditions and working environment in the undertaking, the Parties undertake to adopt or encourage measures enabling workers or their representatives, in accordance with national legislation and practice, to contribute:

- a. to the determination and the improvement of the working conditions, work organisation and working environment;
- b. to the protection of health and safety within the undertaking;
- c. to the organisation of social and socio-cultural services and facilities within the undertaking;
- d. to the supervision of the observance of regulations on these matters

No legislative amendments were made regarding this Article during the reporting period.

The rights of Employees' participation in work conditions and work environment definition and improvement is protected by Article 9 of the Organic Law of Georgia on Occupational Safety. Since 2021 under the supervision of OSH norms the violation of this article has not occurred.

Article 23 – The right of elderly persons to social protection

With a view to ensuring the effective exercise of the right of elderly persons to social protection, the Parties undertake to adopt or encourage, either directly or in co-operation with public or private organizations, appropriate measures designed in particular:

- to enable elderly persons to remain full members of society for as long as possible, by means of:
 - a. adequate resources enabling them to lead a decent life and play an active part in public, social and cultural life;
 - b. provision of information about services and facilities available for elderly persons and their opportunities to make use of them;
- to enable elderly persons to choose their lifestyle freely and to lead independent lives in their familiar surroundings for as long as they wish and are able, by means of:
 - a. provision of housing suited to their needs and their state of health or of adequate support for adapting their housing;
 - b. the health care and the services necessitated by their state;
- to guarantee elderly persons living in institutions appropriate support, while respecting their privacy, and participation in decisions concerning living conditions in the institution.

In order to ensure social right and prevention of poverty among older persons, state provides universal old age persons to all citizens of Georgia, social package and carries out variety of social programs. The only condition for eligibility to the pension is age, for women - 60 and for men - 65.

According to the amendment to the Law of Georgia on State Pension, from 2021 the rule of pension indexation was set: the pension of all pensioners will increase not less than the inflation rate and in the case of retirees aged 70 and over, inflation will add up to 80% of real economic growth. At the same time, despite inflation and economic growth, the increase in pensions will not be less than 20 GEL, and for pensioners aged 70 and over - less than 25 GEL. At the current stage, the state pension of pensioners, aged 70 and above consists to 450 GEL, and for other pensioners - 350 GEL.

In order to improve the economic situation of persons with disabilities, the indexation rule of the social package (cash assistance) was established at the legislative level. According to this rule, the social packages will increase annually, taking into account the factors of economic growth and inflation rate in the country. In 2025 the amount of social package for persons with profound disabilities /children with disabilities was defined with 425 GEL, social package for persons with significant disabilities raised from 195 gel to 230 gel. Persons permanently living in the mountainous regions and having state pension/social package, get supplementary benefit which is 20% of the amount of the state pension/social package.

For elimination of the worst forms of poverty and social risks government implements Targeted Social Assistance (TSA) program. The family can get a subsistence allowance if it does not have any income or any income-generating property. Recognizing that older individuals are among the most vulnerable members of society, with heightened needs, the equivalence ratio (needs index) in the methodology is set at a high level, this ensures that the eligibility of this target group for the subsistence allowance is significantly increased.

The state implements the state program "Social Rehabilitation and Child Care", within the framework of which various measures are envisaged. In order to support social integration and promote independent living for elder people, community-based services program is financed. The program implies accommodation, daily services, food, primary medical assistance, outpatient and inpatient medical care as well as Individual service program implementation according to their preference and individual capacities; provision of clothes and personal hygiene products. Also, to improve functional independence and social integration of people with disabilities and older people, government funds assistive devices program, that includes provision of: wheelchairs, prosthetic and orthopedic products, canes, hearing aids, crutches.), In frame of "subprogram of long term care services" –is providing family-type independent lifestyle services for persons with disabilities. The quality and efficiency of sub-program activities for target groups enhanced and increased and consequently the participation of disabled people in public life has increased. The development of social services is based on the principle of availability of qualitative service adapted to the individual needs of the

beneficiaries, which is strengthened by the proven and identified needs and the existing priorities. From 2023, to prevent the institutionalization of elderly and disabled individuals, support families, and promote independent living, personal assistant and home care services have been developed in the country. These services help to reduce the risk of rehospitalization and contribute to enhancing the independent living of the beneficiary groups.

A systematic improvement of social service systems is being carried out, aimed at increasing the diversity and geographical accessibility of social services. Each year, the expanded budget of the "State Program of Social Rehabilitation and Child Care" is approved, and the services financed within the framework of the program become a greater variety.

An active process of deinstitutionalization for large-scale institutions for people with disabilities is underway, as part of reforming the strengthening of social security systems in the country. As part of this deinstitutionalization initiative for adults, beneficiaries are being gradually transitioned to alternative services. In this year, the deinstitutionalization of one of the major institutions—the boarding house for people with disabilities in Martkhopi—was successfully completed, and the beneficiaries were relocated to alternative housing.

From 2025, in alignment with the policy of decentralizing social services, the provision of personal assistant services has been delegated to municipalities. This transfer will set a precedent for the delegation of social service authority to local self-government bodies, fostering the institutional and financial strengthening of municipalities and enhancing the effectiveness of social service delivery at the local level. To support persons with disabilities, six municipalities have established "Information-Consulting Service Centers for Supporting the Independent Living of People with Disabilities." These centers are designed to provide consulting and information support to individuals with disabilities, guide them to the necessary services, and advocate their rights.

With the support of partner organizations, the methodology for determining the status of a disabled person is being systematically revised. The current medical model, which is in use in the country, will be replaced by a biopsychosocial model. This transition will help ensure the accurate identification of the needs of disabled individuals and facilitate the development of evidence-based policies. An action plan for the transition to this new model has already been established.

A unified coordination council has been established to oversee the implementation of the Law of Georgia "On the Rights of Persons with Disabilities." , which unites together governmental agencies, non-governmental organizations, donor and international organizations, as well as representatives from the community of persons with disabilities and their families.

2025, an evaluation of social services will be carried out using established indicators. This evaluation will serve as a tool to analyze the outcomes of the current program and guide its future updates and modernization. It is during the evaluation process that challenges, which were revealed as shortcomings and could not have been foreseen during the initial program planning. In alignment with the identified needs, procedures for improving the service should be implemented in the future. The assessment encompasses a series of sequential, methodological stages aimed at forming a comprehensive final vision.

Article 24 – The right to protection in cases of termination of employment

With a view to ensuring the effective exercise of the right of workers to protection in cases of termination of employment, the Parties undertake to recognise:

- a. the right of all workers not to have their employment terminated without valid reasons for such termination connected with their capacity or conduct or based on the operational requirements of the undertaking, establishment or service;
- b. the right of workers whose employment is terminated without a valid reason to adequate compensation or other appropriate relief.

To this end, the Parties undertake to ensure that a worker who considers that his employment has been terminated without a valid reason shall have the right to appeal to an impartial body

In 2024-2025 amendments were made to the Law of Georgia on Public Service. According to the amendment, in the event of the cancellation of the decision to dismiss an official by a superior body or court, the public institution is obliged to immediately reinstate the official to the same position, and in the absence of such a position - to an equivalent position in the same public institution system. If it is impossible to reinstate an unlawfully dismissed civil servant due to the absence of an equivalent vacant position in the same public institution, the public institution is obliged to immediately apply to the Administration of the Government of Georgia with a request to find an equivalent vacant position in the public service system. Reinstatement of an unlawfully dismissed civil servant to an equivalent position in another public institution is permitted with the consent of the unlawfully dismissed civil servant and that public institution. This paragraph does not apply to the case of annulment of the decision to dismiss a civil servant as a result of the reorganization of a public institution (Article 118 (3)).

The full or partial satisfaction of the complaint/claim of a person dismissed from service as a result of the reorganization of a public institution does not result in his/her reinstatement in service. In this case, he/she shall be granted the lost wages and compensation in the amount of 3 months' official salary. In addition, the said person is enrolled in the civil service reserve with his/her consent (Article 118 (6)).

As for the case law, below are the approaches of the Supreme Court of Georgia in determining the amount of compensation in cases of unlawful dismissal:

The Labor Code obliges the employer to reinstate a person whose employment contract was unlawfully terminated to their original workplace, or to provide them with equivalent work, or to pay them compensation in an amount determined by the court.⁵ If this is not possible, then it is important to provide compensation to the employee.⁶ The determination of compensation as a means of restitution of the employee's rights^{7 8} and its amount⁹ is at the discretion of the court and depends on the individual factual circumstances of the case.¹⁰ It should be taken into account that this type of compensation simultaneously covers the material loss that the party suffered due to the unlawful dismissal and what he or she would normally experience before finding a suitable job,¹¹ as well as the moral damage caused to him/her by the unlawful dismissal.¹² The age,¹³ competence,¹⁴ job prospects,¹⁵ family¹⁶ and social¹⁷ conditions of the illegally dismissed person, as well as the employer's financial situation,¹⁸ the company's liquidity¹⁹ and/or solvency²⁰ person must be taken into account. It shall also be taken into account that this is a measure of liability²¹ that is imposed on the employer for the unlawful dismissal of an employee.²² The amount of compensation awarded by the court must

⁵ See Decision of the Supreme Court of Georgia, civil case N სბ-1420-2023, 28.03.2024, para. 13.3.

⁶ See Decision of the Supreme Court of Georgia, civil case N სბ-589-2023, 20.06.2023, para. 10.

⁷ See Decision of the Supreme Court of Georgia, civil case N სბ-232-2023, 23.12.2024, para. 45.

⁸ See Decision of the Supreme Court of Georgia, civil case N სბ-1589-2023, 12.12.2024, para. 22.4.

⁹ See Decision of the Supreme Court of Georgia, civil case N სბ-175-2022, 28.06.2024, para. 44.

¹⁰ See Decision of the Supreme Court of Georgia, civil case N სბ-1612-2023, 18.04.2024, para. 9.1.

¹¹ See Decision of the Supreme Court of Georgia, civil case N სბ-942-2022, 28.09.2023, para. 26.

¹² See Decision of the Supreme Court of Georgia, civil case N სბ-1428-2023, 05.04.2024, para. 14.2.

¹³ See Decision of the Supreme Court of Georgia, civil case N სბ-916-2023, 22.03.2024, para. 54.

¹⁴ See Decision of the Supreme Court of Georgia, civil case N სბ-42-2021, 29.02.2024, para. 23.

¹⁵ See Decision of the Supreme Court of Georgia, civil case N სბ-984-2022, 26.02.2024, para. 19.

¹⁶ See Decision of the Supreme Court of Georgia, civil case N სბ-1-2024, 18.10.2024, para. 25.

¹⁷ See Decision of the Supreme Court of Georgia, civil case N სბ-157-2024, 22.07.2024, para. 78.

¹⁸ See Decision of the Supreme Court of Georgia, N სბ-42-2021, 29.02.2024, para. 23.

¹⁹ See Decision of the Supreme Court of Georgia, N სბ-984-2022, 26.02.2024, para. 19.

²⁰ See Decision of the Supreme Court of Georgia, N სბ-1-2024, 18.10.2024, para. 25.

²¹ See Decision of the Supreme Court of Georgia, N სბ-975-2023, 10.10.2023, para. 71.

²² See Decision of the Supreme Court of Georgia, N სბ-100-2022, 26.01.2023, para. 30.

ensure the minimum social guarantee for the employee.²³ Its amount must be reasonable.²⁴ At the same time, objective conditions for unjust enrichment must not be created.²⁵

The above approach ensures that the amount of compensation awarded fully reflects and adequately responds to the individual factual circumstances of the case and its specific features.

In conclusion, it may be noted that the uniform case law established by the Supreme Court of Georgia in cases of unlawful dismissal of an employee fully satisfies the idea of the right to freedom of labor as a directly applicable law, the spirit of which is also imbued with the European Social Charter.

Article 25 – The right of workers to the protection of their claims in the event of the insolvency of their employer

With a view to ensuring the effective exercise of the right of workers to the protection of their claims in the event of the insolvency of their employer, the Parties undertake to provide that workers' claims arising from contracts of employment or employment relationships be guaranteed by a guarantee institution or by any other effective form of protection.

Pursuant to the **Law of Georgia on Rehabilitation and the Collective Satisfaction of Creditors' Claims** (hereinafter referred as – Law), the National Bureau of Enforcement (hereinafter referred as – NBE) has the following responsibilities in the insolvency process:

a. Granting Authorization to Insolvency Practitioners:

The NBE is responsible agency for granting authorization to insolvency practitioners. These practitioners are individuals whose engagement in insolvency proceedings is mandatory. The NBE, operating under the Ministry of Justice of Georgia, grants authorization to these practitioners. The procedure and conditions for granting authorization, as well as the process for maintaining a unified registry of insolvency practitioners, are approved by the Minister of Justice (Article 11 of the Law).

b. Receiving Court Rulings and Enforcing the Moratorium:

Once a court declares an application for insolvency admissible and opens a rehabilitation or bankruptcy regime, the court is required to immediately send a ruling to the NBE and NAPR (LEPL National Agency of Public Registry). This ruling allows the NBE to enforce, within its competence, the restrictions imposed under the moratorium (Article 49 of the Law).

c. Moratorium Measures:

The NBE is responsible for implementing one of the moratorium measures provided by the Article 55 of the Law (Art. 55 of the Law outlines several moratorium measures, which are conducted by the various agencies). Specifically, when a court issues a ruling declaring an insolvency application admissible and opens a rehabilitation or bankruptcy regime, any existing compulsory enforcement measures against the debtor's property shall be suspended, and no new enforcement measures shall be initiated.

d. Cancellation of Restrictions:

The NBE is also involved in cancellation of restriction measures. If the court declares an application for insolvency admissible and opens a rehabilitation or bankruptcy regime, any restrictions imposed on the debtor as a compulsory

²³ See Decision of the Supreme Court of Georgia, N sb-288-2021, 08.12.2022, para. 26.

²⁴ See Decision of the Supreme Court of Georgia, N sb-968-2023, 15.09.2023, para. 15.

²⁵ See Decision of the Supreme Court of Georgia, N sb-1469-2023, 29.03.2024, para. 27.

enforcement measure or procedural security measure prior to the declaration of insolvency shall be canceled (Article 56 of the Law).

e. Auction of Property in Insolvency Estates

According to Article 102 of the Law, property included in an insolvency estate should be sold through an auction which is conducted by the National Bureau of Enforcement.

Regarding the legislative and practical application of Article 25 of the European Social Charter (the right of workers to the protection of their claims in the event of the insolvency of their employer), the following legislative provisions serve to protect employees' claims during insolvency proceedings:

Preferential Claims for Employees - In the event of insolvency, workers' claims for unpaid salaries and leave are given preferential status under the legislation of Georgia. Specifically, amounts covering up to three months' worth of salaries and leave are considered preferential claims. These amounts are payable before a court declares an application for insolvency admissible. However, it is important to note that this does not extend to the salaries and leave of the debtor's directors, supervisory board members, or their family members. Additionally, the law ensures that claims due to occupational injury are also considered preferential, up to a limit of GEL 1,000 per creditor.

Additional guaranties - Article 25.3 of the Law stipulates that the liabilities of a debtor must include various creditor-related information, specifically the list of creditors along with their claims. Among these, preferential creditors must be clearly identified.

Article 35.7 (b,c) restricts the ability of a creditors' meeting to approve agreements that unfairly prioritize non-secured creditors over preferential creditors, unless the preferential creditors consent. Similarly, preferential creditors must be treated proportionally to other preferential creditors in any such agreements.

Rehabilitation Manager's Role in Distributing Claims - The Rehabilitation Manager plays a pivotal role in ensuring the proper distribution of assets. According to Article 75, the manager is empowered to distribute the proceeds from the sale of the debtor's property. In doing so, the manager is required to prioritize preferential claims as outlined by the law. Article 81 reinforces the principle that preferential claims are to be ranked equally according to their order of priority. These claims must be paid in full unless the debtor's assets are insufficient, in which case the debts will be abated equally among the creditors. Article 83 requires courts to ensure that rehabilitation plans are compliant with these principles, specifically prohibiting plans that do not prioritize preferential debts over non-preferential debts or that violate the proportionality principle between preferential creditors.

Distribution of the Insolvency Estate - In the case of bankruptcy, the distribution of the insolvency estate follows a specific order, as outlined in Article 104:

- ✓ First, the expenses of the bankruptcy procedure, including the remuneration of the bankruptcy manager and expenses related to labor relations during the bankruptcy process, are covered.
- ✓ Second, preferential claims are paid before any other debts, including preferential tax claims and non-secured claims.
- ✓ Third, non-preferential claims, including unpaid wages, are settled once the preferential claims have been satisfied.

Bankruptcy Manager's Duties - A Bankruptcy Manager, under Article 100 of the Law, is responsible for managing the debtor's insolvency estate. The manager must identify, sell, and distribute the property among creditors. While performing these tasks, the bankruptcy manager acts in the best interests of all creditors and adhere to the principle of fairness, ensuring the protection of preferential claims, including those of workers. Bankruptcy proceedings are

considered complete once the proceeds from the sale of assets have been distributed according to the prescribed priorities.

Practical Application of Workers' Rights During Insolvency - In practice, employees' preferential claims are protected by strictly adhering to the law's provisions on the prioritization of claims. This is done through the following steps:

- ✓ Insolvency practitioners (e.g., rehabilitation managers) and the bankruptcy manager are tasked with ensuring that workers' unpaid wages, leave, and compensation due to occupational injury are prioritized and distributed according to the established legal framework.
- ✓ The NBE is responsible for enforcing the moratorium on debt collection actions and ensuring that no new claims against the debtor's property are initiated once insolvency proceedings begin. This helps preserve the debtor's assets for the benefit of the preferential creditors, including employees.
- ✓ The court's role in approving the rehabilitation or bankruptcy plan ensures that no agreements are made that unfairly favor non-preferential creditors over preferential creditors (such as employees), in accordance with Article 35 of the law.

Completion of bankruptcy proceedings and termination of a bankruptcy regime - Bankruptcy proceedings should be effectively completed once the proceeds from the sale of property included in an insolvency estate are distributed in accordance with the Law.

Since the NBE does not handle the distribution of funds from insolvency cases, it does not process data on the satisfaction of employees' preferential claims. Instead, under the Regulation on Authorizing Insolvency Practitioners and the Unified Registry of Insolvency Practitioners, insolvency practitioners have established the Business Rehabilitation and Insolvency Practitioners Association (BRIPA), which maintains insolvency case data.

Statistical Data

Based on the statistics, provided by the Business Rehabilitation and Insolvency Practitioners Association (BRIPA):

- ✓ The total amount of recognized preferential claims in ongoing bankruptcy cases is 336,717.39 GEL.
- ✓ The total amount of satisfied preferential claims in concluded bankruptcy cases is 338,687.00 GEL.

Furthermore, the **Law of Georgia on Enforcement Proceedings** establishes the order of priority for satisfying claims, including those arising from labor relations (Article 82³ of the Law):

- a) for recovery of alimony;
- b) arising from labor relations;
- c) for damages resulting from maiming or other health injury as well as from the loss of a breadwinner;
- d) for damages resulting from a crime or administrative offence;
- e) payment of money to the State Budget, the republican budget of an autonomous republic and/or the municipality budget and to non-budget funds;
- f) arising from cheques and bills of exchange.

Functions of the National Agency of Public Registry in the process

When it comes to the initiation or termination of insolvency proceedings, bankruptcy, or rehabilitation regime, as well as the appointment of a rehabilitation supervisor or bankruptcy manager, the process is subject to registration in the Registry of Entrepreneurs and Non-Entrepreneurial (Non-Commercial) Legal Entities based on the relevant court

decision. Registration is carried out at the request of the court or an interested party. Registration is completed free of charge within 1 working day. Information about initiating insolvency proceedings, bankruptcy or rehabilitation regime, as well as data on the rehabilitation supervisor or bankruptcy manager is reflected in the extract issued by the Registry of Entrepreneurs and Non-entrepreneurial (Non-commercial) Legal Entities.

According to the records in the Registry of Entrepreneurs and Non-entrepreneurial (Non-commercial) Legal Entities over the last 5 years (from January 1, 2019, to the present), insolvency proceedings are ongoing for 38 entities, and rehabilitation is ongoing for 15 entities. The registration of 207 entities has been canceled based on court decisions.

According to Article 49, Paragraph 4 of the Law of Georgia “On Rehabilitation and Collective Satisfaction of Creditors’ Claims”, "A court immediately sends a ruling declaring an application for insolvency admissible and opening a rehabilitation or bankruptcy regime to the National Bureau of Enforcement and the Legal Entity under Public Law called the National Agency of Public Registry operating within the governance of the Ministry of Justice of Georgia in order to enforce, within its competence, the restrictions imposed under a moratorium." Paragraph 5 of the same article states: "The National Agency of Public Registry immediately provides the National Bank of Georgia with information that a ruling declaring an application for insolvency admissible and opening a rehabilitation or bankruptcy regime has been delivered in respect of the undertaking participating in the payment system operating in accordance with the Law of Georgia on Payment Systems and Payment Services."

According to Article 78, Paragraph 5 of the Law of Georgia “On Entrepreneurs”, the registration authority must immediately notify the National Bank of Georgia when an enterprise participating in the payment system, as defined by the Law of Georgia “On Payment Systems and Payment Services”, begins the dissolution process (If Available).

The National Bank of Georgia has provided the National Agency of Public Registry with a list of monitored payment system participants in accordance with legal requirements. However, no such cases have been recorded in the past five years.

Article 28 – The right of workers’ representatives to protection in the undertaking and facilities to be accorded to them

With a view to ensuring the effective exercise of the right of workers’ representatives to carry out their functions, the Parties undertake to ensure that in the undertaking:

- a. they enjoy effective protection against acts prejudicial to them, including dismissal, based on their status or activities as workers’ representatives within the undertaking;
- b. they are afforded such facilities as may be appropriate in order to enable them to carry out their functions promptly and efficiently, account being taken of the industrial relations system of the country and the needs, size and capabilities of the undertaking concerned.

In addition to the legislative amendments implemented in 2020, which included the prohibition of discrimination on the basis of trade union membership, the Organic Law of Georgia on Trade Unions also provides guarantees for the protection of trade union workers elected to a trade union body and employed in their main job. Namely:

- An employee who is elected to a trade union body and is not exempted from his/her main job may be granted time off from job activities for the performance of trade union duties and for short-term training (qualification improvement) in accordance with the conditions specified in the collective agreement (agreement).
- An employee elected as a delegate to a trades union body or to a trade union conference or congress shall be exempted from job activities in order to participate in the work of this body in accordance with the conditions specified in the collective agreement (agreement).
- At the initiative of employers, it is not permissible to dismiss, transfer to another job, or to initiate disciplinary proceedings against a chairperson or member of an elective trade union body, trade union organizer (trade union group organizer) employed at their main job, without the prior consent of the trade union body, except for cases provided for by the legislation of Georgia (Article 23).

In addition, Article 24 of the same Law defines the guarantees for the protection of a trade union worker elected to a trade union body and dismissed from his/her main job:

- A worker who was released from his/her main job due to being elected to a trade union body is granted the preferential right to return to his/her previous job (position) or to receive an equivalent job (position) after the expiration of his/her term of office in the elected position.
- An employee elected to a trade union body may not be dismissed from an elected position at the initiative of the employer within 1 year of the end of the term of office, except in cases provided for by Georgian legislation.
- An employee elected to the trade union committee (trade union committee) of an enterprise, institution, or organization who has been released from his/her main job shall, in accordance with the conditions specified in the collective agreement (agreement), enjoy the social and labor rights established for the relevant employees of that enterprise, institution, or organization.

The law also establishes the employer's obligations to create the necessary conditions for the activities of the trade union. Namely:

The employer is obliged, within the framework of existing material and financial capabilities, to create the necessary conditions for the activities of the trade union, and to transfer premises, equipment, and communication facilities to the trade union organization for official use at the expense of the enterprise, institution, or organization.

The creation of other, additional material conditions for the activities of a trade union operating in an enterprise, institution, or organization shall be regulated by a collective agreement (agreement).

Article 30 – The right to protection against poverty and social exclusion

With a view to ensuring the effective exercise of the right to protection against poverty and social exclusion, the Parties undertake:

- a. to take measures within the framework of an overall and co-ordinated approach to promote the effective access of persons who live or risk living in a situation of social exclusion or poverty, as well as their families, to, in particular, employment, housing, training, education, culture and social and medical assistance;
- b. to review these measures with a view to their adaptation if necessary.

To ensure the realization of citizens' rights, mitigate the social risks caused by poverty, and enhance the well-being of the population, targeted groups are provided with old-age pensions, also, financial assistances are given to persons with disabilities (including children), survivors, displaced persons, refugees, persons with humanitarian status, residents of mountainous regions, war veterans, individuals living below the poverty line, and other eligible categories and non-financial social assistance -the social services are provided for elderly people, vulnerable children, including children lacking parental care, persons with disabilities / children, victims of domestic violence and abuse.

One of the most important measure to fight against poverty is to provide the population with a subsistence allowance through targeted social assistance programme (See respective Article).

The priority of the state is to raise the child in a family environment, where their rights and the best interests of the child are protected. Under this programme was established a child benefit, which is given to all children under the age of 16 living in families with a rating score of 120001. From June 2023 the child benefit increased from 150 GEL to 200 GEL

Article 31 – The right to housing

With a view to ensuring the effective exercise of the right to housing, the Parties undertake to take measures designed:

1. to promote access to housing of an adequate standard;
2. to prevent and reduce homelessness with a view to its gradual elimination;
3. to make the price of housing accessible to those without adequate resources.

At the legislative level, the Georgian Law on Social Assistance regulates a number of issues related to housing policy. According to which, the competencies and rights and responsibilities of the local self-government bodies include, among other things, the provision of shelter for the homeless and the registration of persons in the shelter. The same law defines a "homeless person" as a person without a permanent, defined place of residence, who is registered with the local self-government body as homeless. In addition, in accordance with the Local Self-Government Code, the local self-government responsibilities include the registration of homeless people and the provision of shelter.

The scope of housing for Georgia is specific due to the number of IDPs in the country. Georgia has one of the highest per capita IDP populations in the world, as a result of an occupation of 20% of Georgia's territory by the Russian Federation. As a result, up to 300,000 IDPs (approx. 95,000 families) are registered. In recent years, accommodation remains the main challenge, and to deal with these, the government is implementing several state programs. According to the different needs, there are a number of ongoing programs that are aimed at providing durable housing solutions for IDP families. The houses, which are purchased under the above-mentioned programs, are transferred to private co-ownership of all members of the internally displaced family, meaning that family members can fully enjoy the property-related rights. It should be noted that the needs of persons with disabilities are also considered under the accommodation programs. More than 2000 IDP families were accommodated during last year within different accommodation programs.

Starting in 2024, a resettlement program was launched for homeless or socially vulnerable large families living in inadequate housing conditions. The program aims to support these families by providing them with dignified living conditions. Eligible beneficiaries include families with three or more underage children, where all members are registered in the Unified Database of Socially Vulnerable Families maintained by the Social Services Agency.

Through this targeted state program up to 1,000 large families experiencing homelessness or severe housing conditions will receive new residential spaces from the government. As of today, housing has been purchased for 106 beneficiaries. The program will continue until the end of 2025, with a total budget of 50,000,000 GEL.