

Online conference: Legislative Amendments to the Labor Code of Georgia to Combat Discrimination and Strengthen Women's Labor Rights

The United States Agency for International Development (USAID) funded program Promoting Rule of Law in Georgia (PROLoG), which is implemented by the East-West Management Institute (EWMI), annually contributes the Human Rights Week. This year, USAID/PROLoG plans to conduct a number of online events together with its partner institutions, academic partners and Non-Governmental organizations.

The Parliament of Georgia passed amendments to the labor legislation in Georgia on September 29, after 18 months of discussions with different social partners. The reform greatly expands women's labor rights and includes significant contributions from USAID/PROLoG experts. Highlights of the changes, which are detailed on the following pages, include:

- Prohibition of discrimination on the grounds of health condition
- Expanded protections for employees, pregnant women and mothers
- Support for professional development of women
- Effective enforcement mechanism of the law

The amendments expand protections for pregnant women and mothers, who could be denied the right to return to the same job and working conditions after maternity leave, child care leave, or leave due to adoption of a newborn under the previous version of the law. The amendments further support the professional development of women by requiring employers to consider participation in professional trainings. Under the amendments, the scope of prohibition of discrimination in employment and professional activities within labor and pre-contractual relations has been expanded. Protections for all workers are further strengthened by requiring written employment agreements for all employment relationships exceeding one month. Most significantly, the amendments have established an effective enforcement mechanism to ensure compliance to the code.

The aim of the conference is to discuss the adopted legislative changes and perspectives of its effective implementation, to introduce the positions of both the state and the civil society representatives and discuss opportunities for cooperation and assistance.

14:00, December 9, 2020

AGENDA

14:00 - 14:20	<p>Welcome speech/Opening</p> <ul style="list-style-type: none"> - Dimitri Tskitishvili, the co-author of the amendments to the Labor Code of Georgia - Laura B. Berger, Deputy Director of Democracy, Governance and Social Development Office USAID/Georgia - Tamila Barkalaia, Deputy Minister of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs of Georgia
14:20 - 14:50	<p>Thematic Discussion: Key Aspects of Labor Reform in the framework of Gender Equality and Women's Empowerment, Perspectives for its effective enforcement</p> <ul style="list-style-type: none"> - Dimitri Tskitishvili, the co-author of the amendments to the Labor Code of Georgia - Lejo Sibbel, Senior International Labor Standards and Labor Law Specialist, ILO - Beka Peradze, the Head of Labor Inspection at the Ministry of Labor, Health and Social Affairs of Georgia
14:50 - 15:20	<p>Thematic Discussion: Issues left beyond the legislative changes in the context of gender equality and protection of women's labor rights, advocacy and future perspectives of the reform</p> <ul style="list-style-type: none"> - Eka Skhiladze, Deputy Public Defender - Nino Tsukhishvili, Representative of the Georgian Young Lawyers' Association - Raisa Liparteliani, Deputy Chairman of Georgian Trade Unions Confederation
15:20 - 16:00	<p>Discussion Moderator - Dimitri Tskitishvili/ USAID/PROLoG</p>
	<p>Summing up</p>