



IMPACT OF COVID-19 PANDEMIC ON WOMEN'S LABOR RIGHTS IN GEORGIA



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SURVEY ANALYTICAL REPORT

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TERMS AND ACRONYMS

Labor Code	Organic Law of Georgia “The Labor Code of Georgia”
SPSS	Social Sciences’ Statistical program

INTRODUCTION

Freedom of Labor is one of the fundamental human rights guaranteed by the Constitution of Georgia. In turn, effective realization of this right, very much depends on the adequate implementation of many other rights. Absence of human rights-oriented working environment or limited Labor rights has a direct impact on unemployment, poverty, illegal Labor migration, inequality, etc.

Georgian legislation guarantees a number of basic Labor rights, although their practical enforcement is a much bigger challenge than their regulation at the normative level. Supporting the process aimed at eradicating the poverty and ensuring the social equality of the population is one of the key factors in achieving the goal of inclusive socio-economic development of the country. One of the most effective ways to study the practical status of the Labor environment is to survey employees and analyze the received information.

In the first and second quarters of 2022, with the support of the US Solidarity Center, the project Covid-19 Impact on Women's Labor Rights in Georgia was launched to plan further steps based on Labor environment monitoring and research. Within the frame of this project a comprehensive study of Labor and social status was conducted for target groups employed in textile, health and retail sectors. The study included components of quantitative and qualitative research. Total 518 interviews were conducted within the scope of quantitative study throughout Georgia. Within the frame of qualitative component, the researchers identified 5 focus groups and obtained the information through in-depth questions. The results of quantitative and qualitative research complemented each other, which allowed us to present key findings.

This report first presents the research methodology, its goals, objectives and practical importance, while the main part of the report provides the review of quantitative and qualitative research results, initially, presents the research methodology, goals, objectives and practical significance of the research. The main part of the report is devoted to the review of the results of quantitative and qualitative research, their social / legal analysis and the main trends identified in the course of the research.

RESEARCH METHODOLOGY, GOALS AND OBJECTIVES

Several sectors of the employees were selected to assess the impact of the pandemic on Labor rights and social status, access to vocational education and access to decent work, and observe the real working environment in the main / accessible places of employment. In particular, the research **aimed** at investigating the Labor and social rights in the textile, health and retail sectors, as well as the impact of COVID-19 pandemic on employees in these sectors through a survey.

Quantitative and qualitative research was conducted for the purpose of the research, the objectives of which are:

- Study of the possibility of exercising Labor rights enshrined in the Labor Code, such as the right to rest, break, vacation and maternity leave in the sectors subjects to the research.
- Study of the time period spent at workplace and payment of the overtime work.
- Collect the statistical data on the cases of discrimination, harassment and violence at workplace.
- Study the issues related to the remuneration and social-economic status of the employees.
- Identify the impact of COVID-19 pandemic on social status of the employees.

The research is focused on persons employed in the fields of health, retail trade and textile production in Georgia. In particular, the following professional groups have been interviewed: medical doctors, nurses, tailors, cashier-consultants, and street vendors (self-employed).

The snowball method was used for sampling. Respondents were interviewed in Tbilisi, Kutaisi and Rustavi. A total of 518 respondents were interviewed.

The profile of the respondents is demonstrated in the Chart below:

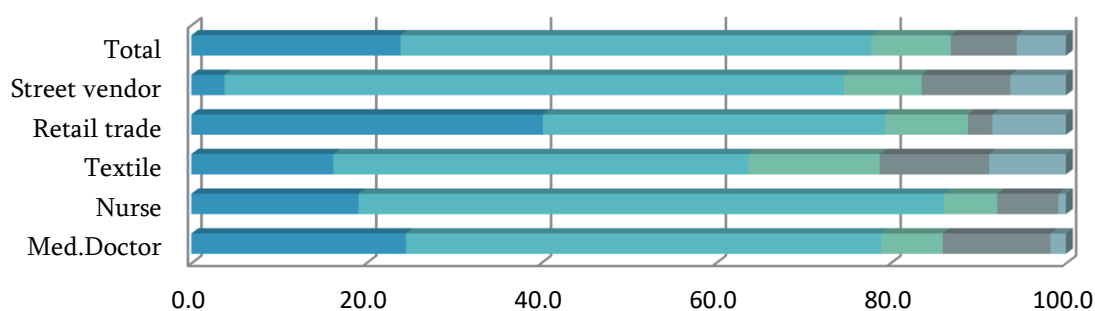
Chart №1

	Interview
Sector of employment	
Healthcare	173
Trade	265
Textile production	80
Professional group	
Medical doctor	56
Nurse	117

Tailor	80
Cashier-consultant	176
Street vendor	89
Age group	
18-24	81
25-34	104
35-44	144
45-54	104
55-64	62
65+	23
Salary / Income (GEL)	
Up to 400	71
From 400 to 600	172
From 601 to 800	131
From 801 to 1200	68
From 1201 to 2500	29
2501+	7
I don't know / No answer	40
Total	518

Table №2

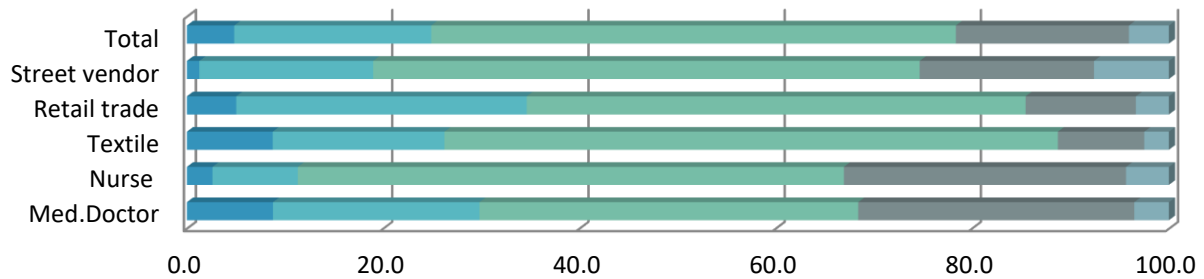
Marital status



	Med.Doctor	Nurse	Textile	Retail trade	Street vendor	Total
Single	24.6	19.1	16.3	40.2	3.8	23.9
Married	54.4	67.0	47.5	39.1	70.9	53.9
Divorced	7.0	6.1	15.0	9.5	8.9	9.1
Widow/widower	12.3	7.0	12.5	2.8	10.1	7.5
Single mother /parent	1.8	.9	8.8	8.4	6.3	5.6

Table №3

Household / family members



	Med.Doctor	Nurse	Textile	Retail trade	Street vendor	Total
■ One	8.8	2.6	8.8	5.0	1.3	4.8
■ Two	21.1	8.7	17.5	29.6	17.7	20.1
■ 3-4	38.6	55.7	62.5	50.8	55.7	53.5
■ 4-5	28.1	28.7	8.8	11.2	17.7	17.6
■ 7+	3.5	4.3	2.5	3.4	7.6	4.1

FIELD WORK

The field work was carried out by the Georgian Trade Union Confederation (GTUC). Sampling was specified during the preparatory phase of the fieldwork and the interviewers were selected. In the preparatory phase of the fieldwork, the project coordinators and consultants had a working meeting with the interviewers. In the course of the meeting, they had a comprehensive discussion of research objectives, selection process, content of the questionnaire and its specificities. During the detailed review of the questionnaire, interviewers were trained on specific Labor rights issues.

SURVEY TECHNOLOGY

The questionnaire with 38 questions was used during the interview (with closed and semi-open questions).

When answering the closed question, the respondent selected one (or more) versions from the proposed answers that best expressed his / her attitude with respect to a specific issue.

The interviewer offered possible options for answers to the respondent. In some cases, only one answer was suited for a closed question, without requiring special comment. During the semi-open questions, the respondent formulated the answer himself / herself. The interviewer only put

the question without commenting or offering any options for answers. He / she only ensured an accurate note-taking of their words.

The questionnaire was divided into 4 sections. Given the content of the questions, it was possible to assess its impact on the work environment and living conditions:

Section A: Labor rights

Section B. Social-economic rights and the impact of Pandemic

Section C. Discrimination, violence / harassment

Section D. Profile of participants

DATA PROCESSING AND ANALYSIS

The data were processed on the basis of Statistical Program for Social Sciences (SPSS). First the data cleaning and weighing was conducted, then the data were processed through such univariate and bivariate methods, as one-dimensional frequency distribution, central trend measurements, correlation analysis, etc. The obtained information was analyzed through the methods of systematic content analysis and interpretive analysis. After analyzing the data, a final analytical report was prepared.

RESEARCH OBJECTIVES AND PRACTICAL IMPORTANCE

The findings of the study will enable public institutions responsible for elaborating the Labor policy to take the necessary organizational measures aimed at effective protecting of workers' Labor rights. The same findings are equally important for sectorial organizations working to regulate the Labor environment, Labor rights protection, as well as social partners interested in establishing healthy Labor relations. In addition, the research report will contribute to the coherence of public policy in the field of employment and to the adjustment to the needs that exist in the relevant sectors of employment. The research will enable human rights organizations to focus their work on advocating for Labor law issues, the change of which will encourage the healthier working environment.

KEY FINDINGS:

Education, Age

- ✓ The level of education varies by sectors subject to the research. The Most of medical doctors (87.7%) have higher education. Vocational education is dominant among the textile workers (35%) and nurses (41.7%). In the retail trade the secondary education (41.9%) is dominant. **And the majority of street vendors (48.1%) have higher education.**
- ✓ The age of employees is the lowest among retailers - 66% of them are below 35. The oldest employees are among the street vendors, with 79.7% over 45; among them 44% are over 55.

Social Status

- ✓ Textile workers find themselves in the most severe social conditions, with 70% of them saying that their income only covers the expenses for food and clothing, while they need to borrow money to buy household appliances and other items. A similar answer was observed by 64.4% of nurses.
- ✓ The pandemic had the most severe impact on street vendors, 97.4% of whom either completely lost or witnessed a considerable cut of their income. Those employed in retail and textile production also suffered significantly, for who this figure is 50.3% and 60.9%, respectively.
- ✓ Income reduction in the textile and trade sectors was more likely to affect employees who had an oral employment contract (62%) than those who had a written Labor contract (48%).
- ✓ Although the state additionally subsidized the salaries of health care workers during the pandemic, only 36.5% of nurses reported about increased remuneration. This figure is almost twice as high for medical doctors/physicians - 63.2%, although it is clear that the program covered not all physicians.
- ✓ 59.8% of respondents reported that they had to borrow money to buy basic necessities during the pandemic. Such an answer was most often recorded by employees in the retail trade - 72.1%. Responses by street vendors are quite close to them (68.4%). As for nurses and textile workers, 57.4% and 52.5% of them had to borrow money, respectively.
- ✓ Due to the pandemic, most textile workers (85%) and street vendors (70.9%) had to suspend their activities. Retailers were relatively less likely to suspend the work (29.1%), while outage in the healthcare sector was relatively rare, presumably due to restrictions on the activities of dentists and some restrictions on the work of profile physicians after conversion to the COVID-clinics.
- ✓ Most of the street vendors (85.7%) got the compensation provided by the state since they had to stop their activities due to the pandemic. This figure was much lower in the retail (58.8%) and the textile (55.9%) sectors.

Labor Rights, Discriminatory Environment

- ✓ Almost all labor rights of employees with a verbal agreement are protected with a lesser degree than the rights of persons with a written Labor contract. The same applies to the

Labor remuneration. The share of verbal contracts among cashier-consultants and textile workers is high, amounting to 17.3% and 23.3%, respectively, which is also reflected in the quality of protection of their Labor rights.

- ✓ As reported by the focus groups of the survey the rights of medical doctors and nurses are relatively better protected than those of cashier-consultants and textile workers.
- ✓ Although there are detailed labor law regulations, employers seem to prefer to avoid explicit recognition of the fact of perpetual relationships and to limit contracts to specific deadlines, which they might also use to simply terminate employment.
- ✓ Although the employer enjoys the relevant authority, the organizations find irrelevant to determine a person's compliance to the job based on trial contracts. This is one of the reasons of increased number of short-term contracts - almost 24% of respondents referred to the contracts with 1-year term of validity. Using short-term contracts to observe performance compliance is a solution that goes beyond of legal requirements. It should be noted that the fact of concluding a contract for the trial period was mainly observed in relation to tailors (8.2%).
- ✓ The survey found a fairly low rate of union membership, which may be due to many factors, and one of the leading reasons may be the fear of harassment / discrimination expected on the basis of trade union membership or low awareness of employees about trade union opportunities.
- ✓ The rate recorded by the survey, according to which 50.5% of the employees never use the sick leave, is doubtful. The highest rate with this regard was observed in the textile and retail sector (76.2% and 60.3%, respectively). One of the possible reasons for not using the sick leave, considering the sectors where this circumstance was revealed, is the fear of losing a job, the fear of unequal treatment of employees under these circumstances, discrimination on the grounds of health, and other similar reasons.
- ✓ Research clearly indicates that one of the most difficult Labor rights to be respected by the employers is the adequate payment for maternity leave. This trend was also observed in the employment sectors, where the situation is relatively better in terms of the realization of Labor rights (health sector). In the field of textiles and retail trade, the fact of violation of the mentioned right is alarmingly high. Among respondents with the need to take maternity leave, 41.9% of tailors failed to enjoy this right. The same situation prevails among the retailers (63.2%).
- ✓ As the survey results show, the right to take a break for a childcare is more relevant and applicable among the benefits granted on the maternity basis. At the same time, conducting medical examinations in the case of physicians, for the most part, perhaps did not require additional effort - like leaving the workplace, and because of this they did not show a positive trend in the exercise of this right. In addition, the use of sick-leave document due to childcare may not have been relevant given the 2020-2022 pandemic and quarantine regime, although most focus groups, given their job specifics, probably did not have to work in distance.
- ✓ The data observed in terms of overtime payment indicates that despite the established standard for working hours, the legislative provisions are practically ineffective and fail to

limit the excessive use of workers' resources by the employer. Overtime work is most often performed by medical doctors (73.7%) and textile workers (84.4%). Also, 68.6% of cashier-consultants and 58.3% of nurses work overtime. Overtime work (always or seldom) is done by more than 70% of respondents. Among those who work overtime, more than 80% are not remunerated, or receive such a miserable payment that they hardly demonstrate the positive answer.

- ✓ Research has demonstrated that a significant proportion of workers have low awareness of violence in Labor relations; they find it difficult to identify physical or psychological coercion, which obviously significantly hinders the protection of their rights against violent acts. Almost 20% of the respondents reported the facts of violent treatment, thus indicating that violence in the workplace is not a single case, according to the survey results. The working environment in this area requires in-depth investigation. Among others, it is important to identify: how the victims of violence managed to protect their rights against abusive employers; what procedures the institution's internal rules offer them for this; and how effective is the performance of the national supervisory bodies in identifying and responding to such facts.
- ✓ 18.1% of respondents stated that they had experienced discrimination at the workplace. In this regard the worst situation is in the textile sector, where 39.3% of workers have been discriminated. This figure is high also among retailers, amounting 22.8%. A fairly large proportion of respondents (18.8%) indicated that they had experienced violence at the workplace by a supervisor, or other employees. 17.6% of them indicate psychological and 1.2% physical violence. Humiliating, hostile and degrading (harassment) treatment is the most common in the textile sector, where 32.5% of workers say that they have been treated in this way.
- ✓ The Labor Code guarantees the right to 24-hour rest; however, according to the statements made by the respondents the situation with this regard varies by professions. In the health sector, this right, as well as other labor rights, is relatively strictly protected. The worst is found in the textile sector, where 79.2% of employees have limitation in enjoyment of this right, and 23.4% of them even have no single day-off per week.
- ✓ The right to a 1-hour break is not fully enjoyed by healthcare professionals, and the similar situation prevails in other sectors too. 35.1% of them do not enjoy the break at all, while 21.1% enjoy it rarely. The most difficult situation is still in the textile industry, where only 19.5% of workers have the opportunity to fully use most of the breaks. 58.4% hardly use this right. 38.3% of the total respondents have the possibility for a full enjoyment of the right to break, while 22% fail to exercise this right at all.
- ✓ The use of paid leave is also problematic issue. 59.2% of textile workers and 62.6% of retailers have opportunity to enjoy the paid leave. 51.5% of the respondents who work overtime also do not have the right to leave.
- ✓ **The retail sector is characterized by particularly high staff turnover, where 51.9% of workers have spent less than 1 year in their position.**

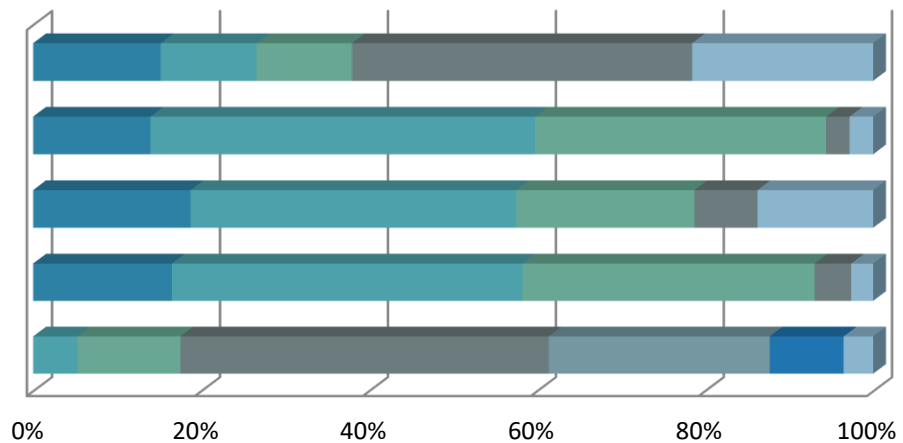
- ✓ More than half of cashier-consultants, tailors and nurses (58.3%, 57.5% and 59.8%, respectively) are paid less than 600 GEL, which is 44.2% of the average salary in the country.

SOCIAL SITUATION

Cashier-consultants, tailors and nurses have a similar situation in terms of remuneration, with 58.3%, 57.5% and 59.8%, respectively, having less than GEL 600 net salary. In this regard the medical doctors are in the best situation - 35.1% of them have more than 1200 GEL. The situation is relatively better among street vendors, 40.5% of whom earn more than 800 GEL. It should also be noted that street vendors found most difficult (21.5%) to answer this question, which is quite normal, given that their income heavily depends on the volume of trade, which is rather unstable.

Diagram №1

How much is your salary in GEL per month (net)?



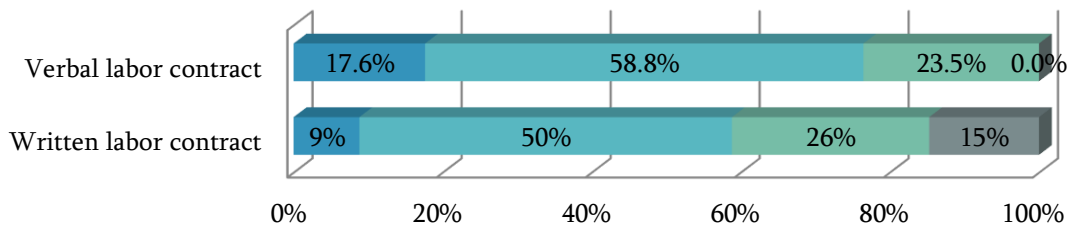
	Med.Doctor	Nurse	Textile	Retail trade	Street vendor
■ Up to 400		16.5	18.8	14.0	15.2
■ From 401 to 600	5.3	41.7	38.8	45.8	11.4
■ From 601 to 800	12.3	34.8	21.3	34.6	11.4
■ From 801 to 1200	43.9	4.3	7.5	2.8	40.5
■ From 1201 to 2500	26.3				
■ 2501+	8.8				
■ I don't know / Refuse to answer	3.5	2.6	13.8	2.8	21.5

In terms of remuneration, there are clear differences in the cases of verbal and written contracts. Since verbal contracts are only common in the textile and trade sectors, these two sectors are relevant when estimating wages. If in the textile sector 59% of workers with a written contract

have a salary less than 600 GEL, the same indicator is 76.4% for those with a verbal contract. At the same time, among those who have a verbal contract, no more than 800 GEL is paid as a salary.

Diagram №2

Dependence of wages on the type of labor contract in the textile sector

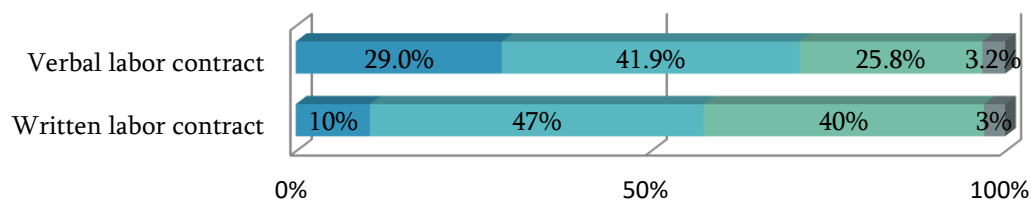


	Written labor contract	Verbal labor contract
■ Up to 400	9%	17.6%
■ 401-600	50%	58.8%
■ 601 - 800	26%	23.5%
■ 801-1200	15%	0.0%

A similar situation is found in the retail sector where 57% of workers with a written contract have a salary of up to 600 GEL; while among those who have a verbal contract the same salary receives 70.9%.

Diagram №3

Dependence of wages on the type of labor contract in the retail sector

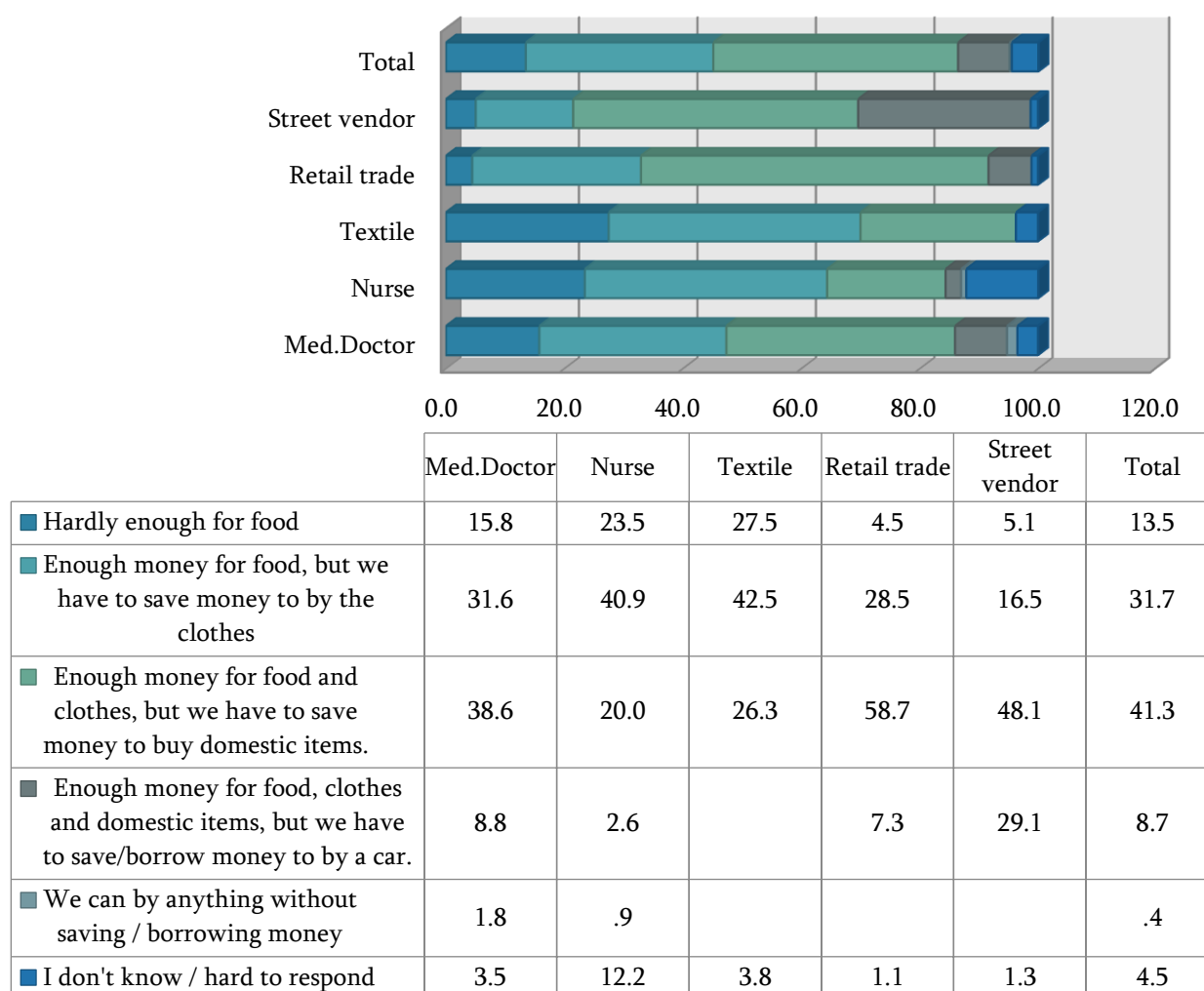


	Written labor contract	Verbal labor contract
■ Below 400	10%	29.0%
■ 401-600	47%	41.9%
■ 601 - 800	40%	25.8%
■ 801-1200	3%	3.2%

When assessing their own social status, the textile workers described the most difficult social situation: 70% of them have sufficient money only to buy food and / or food and clothes, and they need a loan to buy household appliances and other items. The situation is similar among the nurses, where this share reaches 64.4%. Relatively fewer workers have the same situation in retail sector (33%). It should be noted that this is a subjective assessment of the respondents, and it also closely depends on how many dependents the worker has in the household. Therefore, the lack of this indicator in the retail trade may be due to the fact that most of the workers here are young people still having no spouses.

Diagram №4

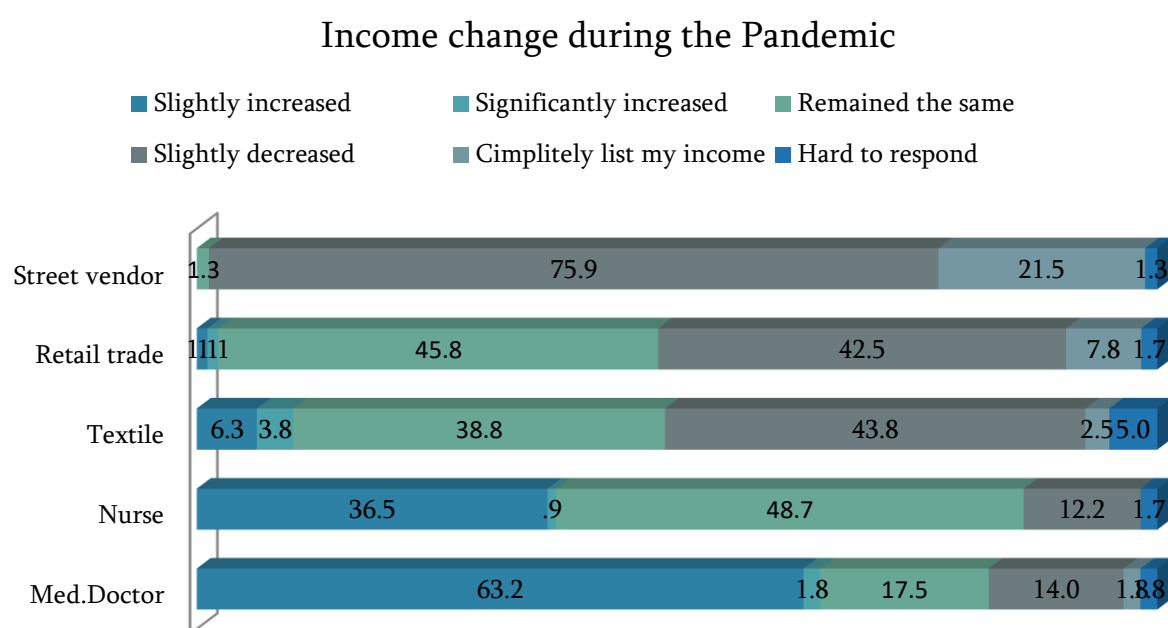
Please mark which of the statements describe best the economic status of your family



When it comes to estimating income change during the COVID-19 pandemic, the vast majority (97.4%) of street vendors indicated to the reduced or completely lost income. About half of respondents in the retail and textile industries reported that their income had been reduced or

lost completely. As for the health sector, most of the respondents here say that their incomes have not changed or even increased slightly. The increase in the incomes of the health workers is rather normal, since the state during the pandemic period increased the salaries of the health workers as a supplement to their salaries. However, the extent to which this supplement has reached all recipients is unknown, as the survey shows that only 65% of physicians and 37.4% of nurses had increased incomes.

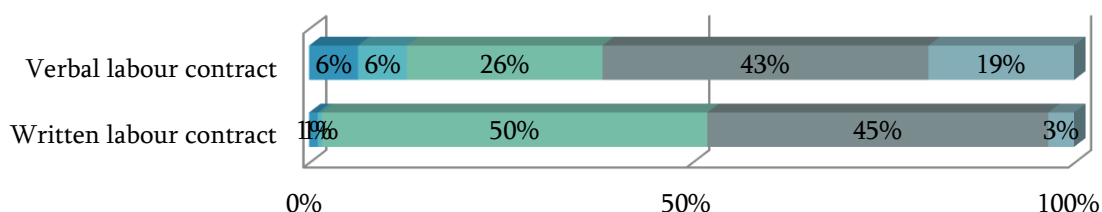
Diagram №5



Workers with a verbal Labor contract are more likely to have lost or reduced income during a pandemic. In the textile and retail sectors, 19% of those with verbal contracts lost their jobs, while a similar figure is 3% for those with written contracts. This suggests that employer is more likely to lay off worker if he / she has no written contract with the former.

Diagram №6

Dependence of income change on the type of contracts in the textile and trade sectors during the pandemic

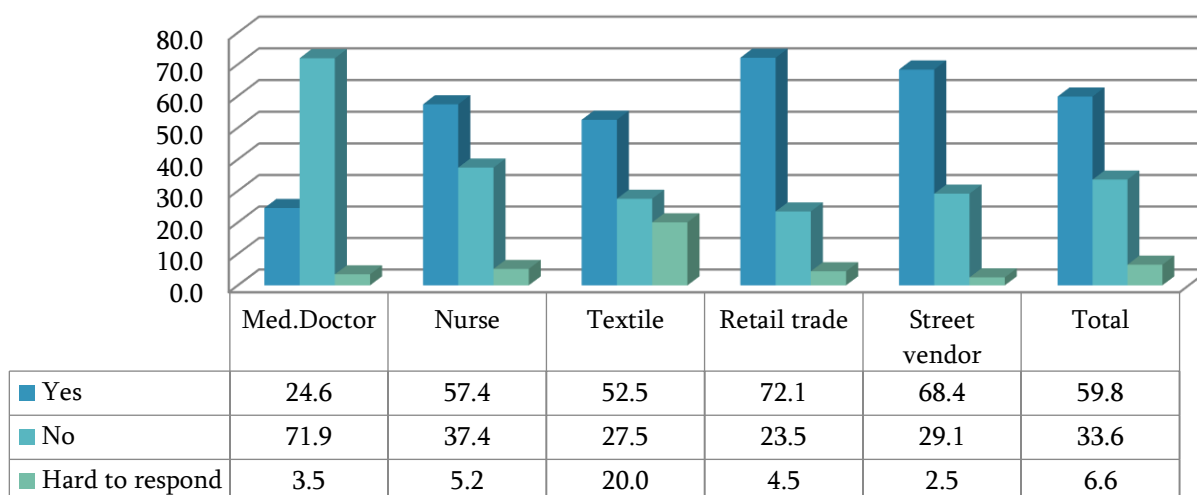


	Written labour contract	Verbal labour contract
■ Slightly increased	1%	6%
■ Significantly increased	1%	6%
■ Remained the same	50%	26%
■ Slightly decreased	45%	43%
■ I completely lost income	3%	19%

59.8% of respondents had to borrow money to buy basic necessities during the pandemic. The need for this was met by the least number of medical doctors, as their pay increased during this period. However, employees of all other surveyed professions had to borrow money more frequently, including nurses, who are also healthcare workers but with insufficiently protected social rights. If nurses and medical doctors have a more or less similar situation in terms of Labor rights protection, the obvious differences are clearly visible in social issues. Overcoming the economic consequences of the pandemic was most difficult for the trade sector, where 72.1% of retailers and 68.4% of street vendors had to borrow money.

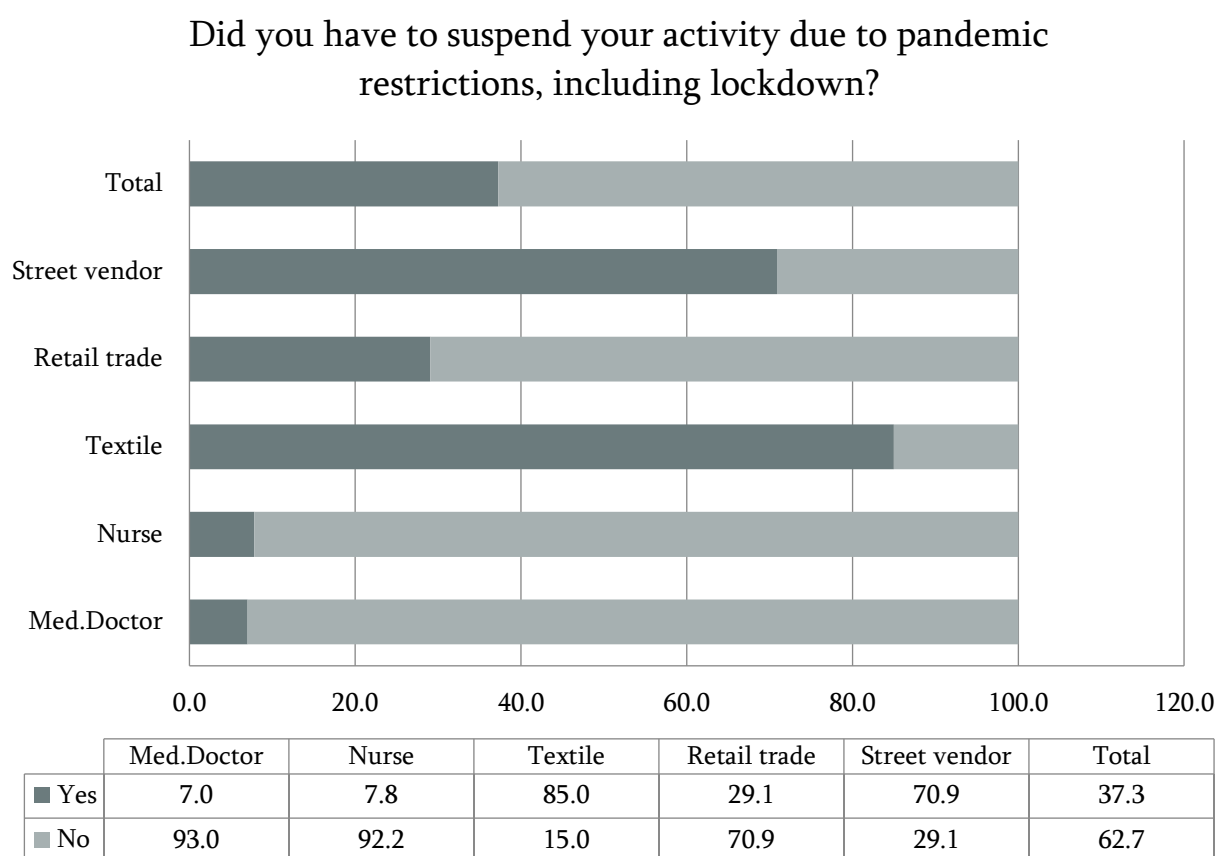
Diagram №7

Did you have to borrow money during pandemic to buy food / necessities?



According to the survey results, due to pandemic-related restrictions the largest number of textile workers and street vendors had to suspend their economic activities, 85% and 70.9%, respectively. There are few cases of suspension of activities in the medical sector, however, the existence of such cases - despite the fact that the healthcare workers are among the most demanded professions in recent times - can be explained by the fact that many hospitals were converted into the Covid-hospitals. It should also be noted that the activities allowed for dentists were limited to emergency treatment only.

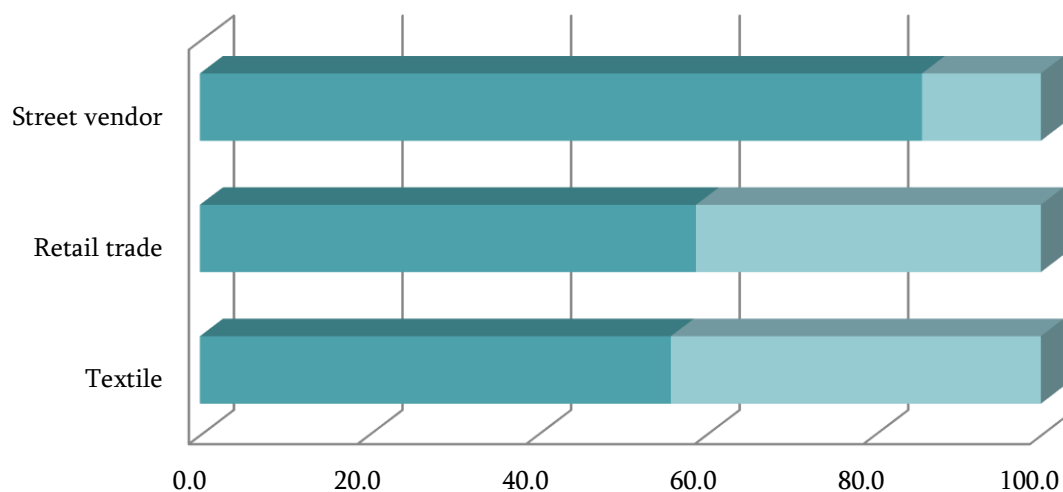
Diagram №8



Among those affected by the state restriction, more than half benefited from state-assigned compensation. Such were 85.7% of street vendors, 58.8% of retailers and 55.9% of textile workers. These data show that the use of such programs by the self-employed was significantly higher than the coverage of workers recruited in the surveyed sectors.

Diagram №9

Benefiting from state compensation do to the pandemics



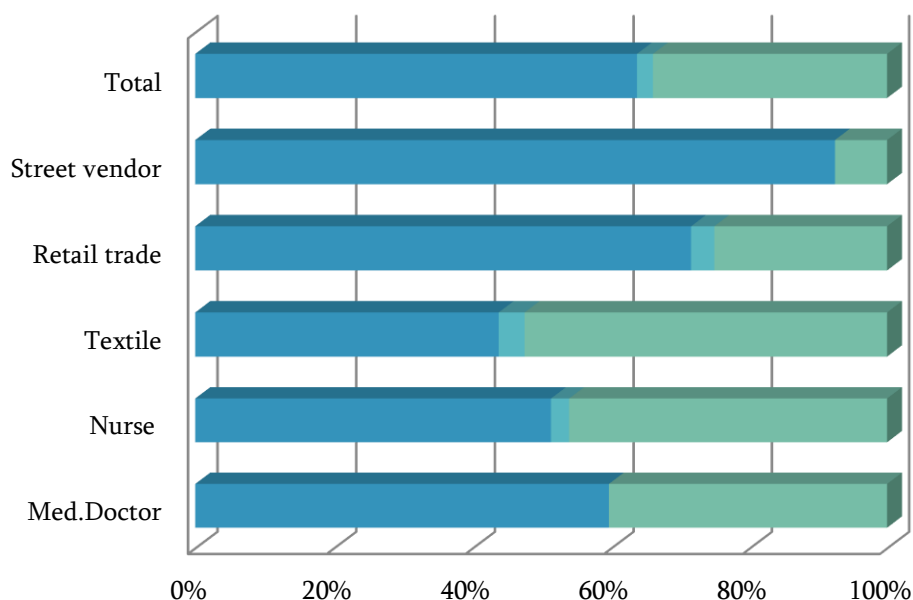
	Textile	Retail trade	Street vendor
■ I benefited	55.9	58.8	85.7
■ I did not benefit	44.1	41.2	14.3

63.7% of respondents say that the pandemic caused them great psycho-emotional stress and worsened their health condition, and 2.3% state that they have experienced domestic violence during the pandemic. Cases of domestic violence were most frequent in the sectors with the lowest wages, namely, 3.4% in the retail sector and 3.8% in the textile sector.

In addition, in the families where domestic violence took place, 41.6% of the workers had their activities suspended during the pandemic.

Diagram №10

Impact of pandemic on your family



	Med.Doctor	Nurse	Textile	Retail trade	Street vendor	Total
■ Caused a great psycho-emotional stress and worsened my health condition	59.6	51.3	43.8	71.5	92.4	63.7
■ I have experienced domestic violence		2.6	3.8	3.4		2.3
■ No impact	40.4	46.1	52.5	25.1	7.6	34.0

LABOR RIGHTS

Since the respondents are employed in the private sector, their Labor relations are regulated by the Labor Code of Georgia and related legal acts. Legislative provisions enshrine clear instructions on the rights of workers and the realization of most of them is an imperative obligation of employers. The questionnaire allowed obtaining all the necessary information to assess the situation with regard of realization of the right to a decent work.¹

Respondents talked about the forms of Labor contract; term of employment; working hours; rights to break / rest, paid leave / maternity leave and childcare benefits; sick-leave and its adequate remuneration; discrimination and harassment at the workplace and other related issues.

¹ Organic Law of Georgia of 17 December 2010

The survey showed that the process of realization of labor rights varies according to the workplaces of employees. For example, the rate of realization of these rights is much higher in the case of medical doctors and nurses, while the self-employed workers do not actually enjoy Labor rights. The situation is almost similar in the textile and trade sectors.

FORM AND TERM OF LABOR AGREEMENT, COLLECTIVE LABOR AGREEMENT

The Labor Code provides for clear regulations on the forms and terms of the contract and their interdependence. According to the Code, if the duration of the employment relationship exceeds 1 month, it is necessary to conclude a written Labor agreement. The existence of short-term (up to 1 year) Labor agreement is limited and only a few such specific cases are allowed by law.² In addition, if the fixed-term employment relationship lasts for more than 30 months, it is assumed that a permanent Labor agreement has been concluded.

According to the law, a workers' union can be just as much a subject of the agreement as an individual worker. At the same time, the provisions of collective agreements even have precedence over individual Labor agreements, if their provisions are controversial.

The right to create a trade union and to join it is guaranteed by the Constitution. A trade union can be established at any enterprise, institution, organization and other workplaces. Establishment of the union / association can be initiated by 25 or more people. It is a voluntary public association (organization) of persons with common industrial, professional interests (workers), with the aim to protect and represent the union members' Labor, socio-economic and legal rights and interests.

SURVEY FINDINGS

- ✓ Only 7.7% of the surveyed employees work in the existing service for a period of up to 6 months, and from 6 months to 1 year - 16.2%. The highest rate of short-term contract was observed in the retail sector (more than 51% are employed for a period of up to one year),

² According to Article 12(3) of the Labor Code such cases are:

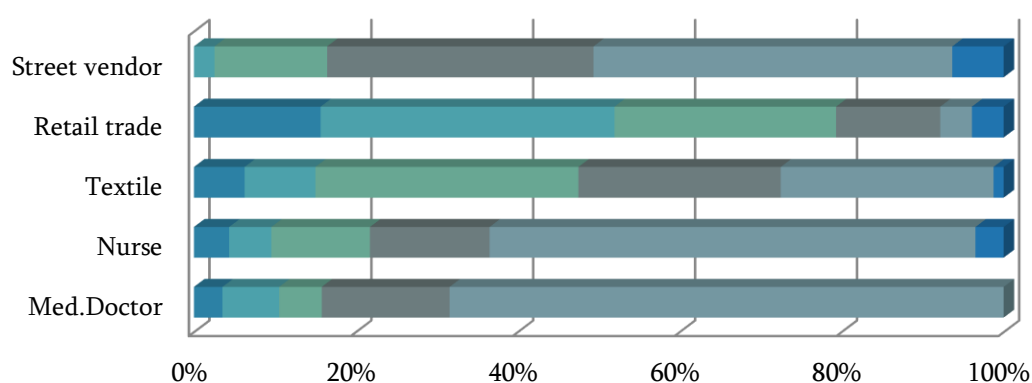
- a) a specific amount of work is to be performed;
- b) seasonal work is to be performed;
- c) the amount of work has temporarily increased;
- d) an employee being temporarily absent from work due to suspended labor relations is being replaced;
- e) the employment agreement provides for the subsidising of wages as defined in the Law of Georgia on Facilitating Employment;
- f) other objective circumstances justifying the conclusion of an employment agreement for a fixed term.

more than 1 year of employment was indicated by more than 72% of respondents (33.4% have worked for more than 4 years). Medical doctors (68.4%) and nurses (60%) work at the same workplace for the longest time (4 years or more). Textile workers are mainly employed for a period of more than 1 year. Consequently, the tendency for short-term employment is most visible in the retail sector;

- ✓ The duration of employment in the workplace is interesting insofar as this data reflects the turnover of workers by sectors. Therefore, the retail sector is characterized by the shortest duration of employment and, consequently, high turnover; Medical doctors and nurses enjoy the most sustainable employment, while the turnover in the textile industry is close to the average, since 47.6% are those who have up to 3 years of experience in the current workplace.

Diagram №11

How long you have been employed at the current workplace?

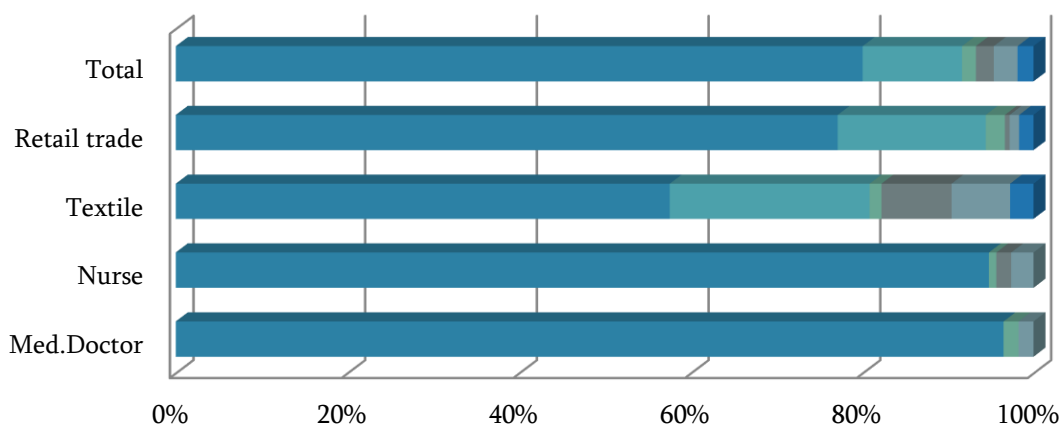


	Med.Doctor	Nurse	Textile	Retail trade	Street vendor
Up to 6 months	3.5	4.3	6.3	15.6	
From 6 to 12 months	7.0	5.2	8.8	36.3	2.5
From 1 to 3 years	5.3	12.2	32.5	27.4	13.9
From 3 to 4 years	15.8	14.8	25.0	12.8	32.9
4+ years	68.4	60.0	26.3	3.9	44.3
Hard to respond		3.5	1.3	3.9	6.3

- ✓ More than 11% of the respondents state that they have a verbal Labor contract, while the majority (more than 80%) has formal written Labor relations. Most of medical doctors and nurses were tended to be employed (more than 94% of the surveyed doctors / nurses indicated this) on the basis of written Labor contracts, while the verbal Labor contracts were in practice mainly with the textile workers and retailers (23.3% in the textile sector and 17.3% in the retail trade).

Diagram №12

What type of contract you currently have with your employer?



	Med.Doctor	Nurse	Textile	Retail trade	Total
Written labor contract	96.5	94.8	57.5	77.1	80.0
Verbal labor contracts			23.3	17.3	11.6
Intern	1.8	.9	1.4	2.2	1.6
Intern for trial period		1.7	8.2	.6	2.1
I don't know	1.8	2.6	6.8	1.1	2.8
Hard to answer			2.7	1.7	1.9

- ✓ More than half of the respondents (58%) have a fixed-term Labor contract, while 27% indicates to the employment with open-ended term; up to 15% has no information about the term of their contract, which is quite high, as the contract term is directly related to employment benefits and stability. It is noteworthy that 52.5% of the respondents identified more than 3 years as the current employment period, therefore, in practice, the number of workers for an open-ended period may be higher than 27%.³ More than 66% of medical doctors are contracted for an indefinite period of time, and 28% of medical doctors have fixed-term Labor contracts. In the case of nurses the corresponding figures are actually reversed, they are mostly recruited for a fixed period of time (61%). The same is relevant also for the textile sector (51% is employed for a fixed term), and the highest rate of fixed-term contracts was observed among retailers - 70%. Although the labor-legal regulations are clearly defined, employers seem to prefer to avoid firm recognition of the fact of constant relationships and to limit contracts for certain periods of time. Given the case of nurses, 60% of whom have been engaged in the existing service for more than 4 years, all of them should have open-ended contracts; however, 60% of the nurses stated the opposite. The situation is similar in the textile sector - more than

³ Giving that the labor relation longer than 30 months is generally and automatically considered as a permanent labor relation (open contract).

51% of workers here have a long-term contract with an employer, but during the survey they indicated a fixed-term employment rather than a permanent one.

- ✓ The fact of employment for a trial period was mainly mentioned in the textile sector (8.2%), while in total only 2.1% of the respondents indicated trial period contracts. As it turned out, although the employer is properly authorized,⁴ it is not relevant for the organizations to establish the person's suitability for the work to be performed under the trial contracts. The reason for this may be many and may require further in-depth studies in the future, although one of the probable reasons will be the great number of fixed-term contracts - almost 24% of respondents indicated up to 1-year contracts. Quite possible that employers use short-term contracts to monitor worker's suitability, which is a solution in violation of the law;
- ✓ The survey showed a rather low rate of trade union membership - more than 83% of respondents were not union members. According to focus groups, the highest rate of union membership was observed among medical doctors (more than 50%), and more than 74% of nurses and 96% of workers in retail sector were not members; at the same time, based on knowledge and experience, for the realization of their Labor rights joining a professional union is a very effective tool. The analysis of indicators may depend on many factors, and one of the key reasons could be the fear of harassment / discrimination expected on the basis of trade union membership or the low awareness of employees about the opportunities of trade unions.

USE OF SICK-LEAVE AND ANNUAL LEAVE

According to the Labor law, temporary incapacity for work, if its term does not exceed 40 consecutive calendar days or does not exceed 60 calendar days within the total period of 6 months, is the basis for suspension of employment, with the specified period being remunerated. This means that if there is a hospital certificate on sickness, the employer shall consider it as a good reason and provide the employee with a full remuneration. ⁵

As for leave - the employee has the right to enjoy paid leave - at least 24 working days annually, also, to take unpaid leave of at least 15 calendar days annually. Restriction of the right mentioned in the employment contract is not allowed. Moreover, in case of termination of the employment contract on the initiative of an employer, he / she is obliged to compensate the employee for the unused leave in proportion to the duration of the Labor relations. ⁶

⁴ Labor Code, Article 17

⁵ Labor Code, Article 46 (2)(i)

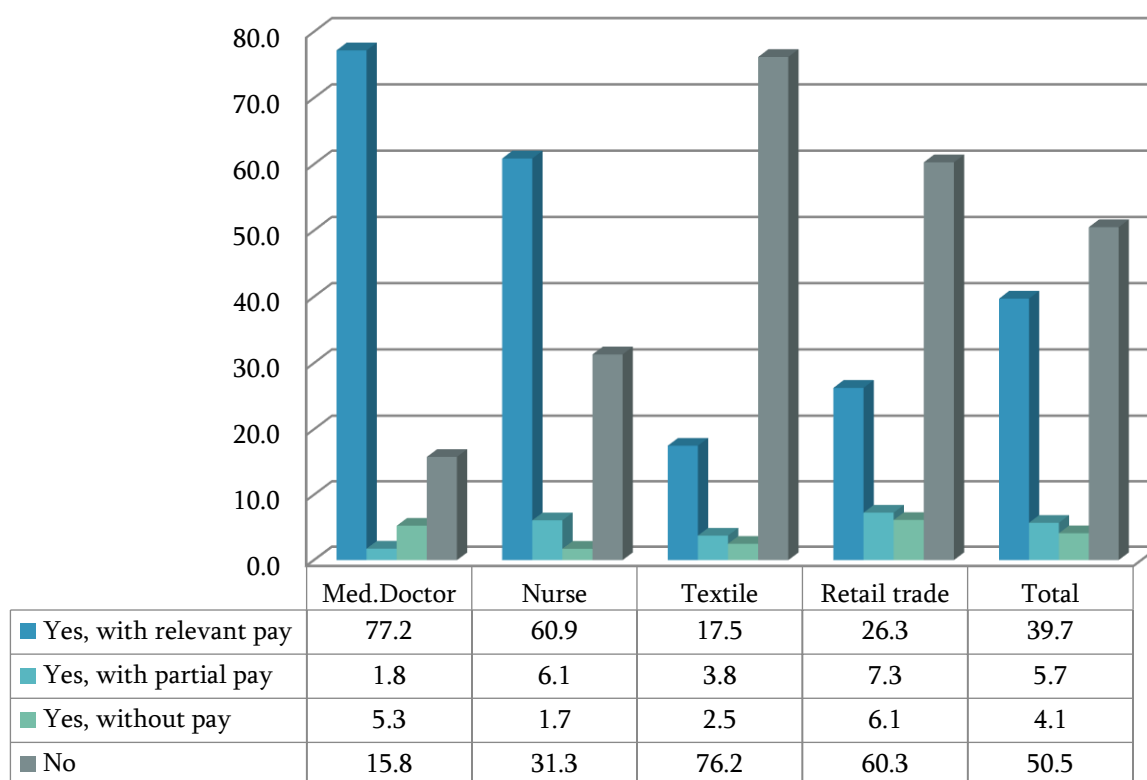
⁶ Labor Code, Article 31

SURVEY FINDINGS

- ✓ Only 39.7% of respondents use the sick-leave certificate and related remuneration. In the case of 4.1% of the respondents, the above-mentioned Labor right is violated, however, the fact of violation of this right is higher in the retail sector and among medical doctors than among the nurses and textile workers. In the health sector, most respondents say they can use a sickness certificate. However, unlike medical doctors, 15.8% of whom are unable to exercise this right, this figure is higher among nurses and makes 31.3%. The negative rate is particularly high (76.2%) among tailors. The negative rate is also high in the case of cashier - consultants - 60.3%.

Diagram №13

Do you use a sick-leave certificate?

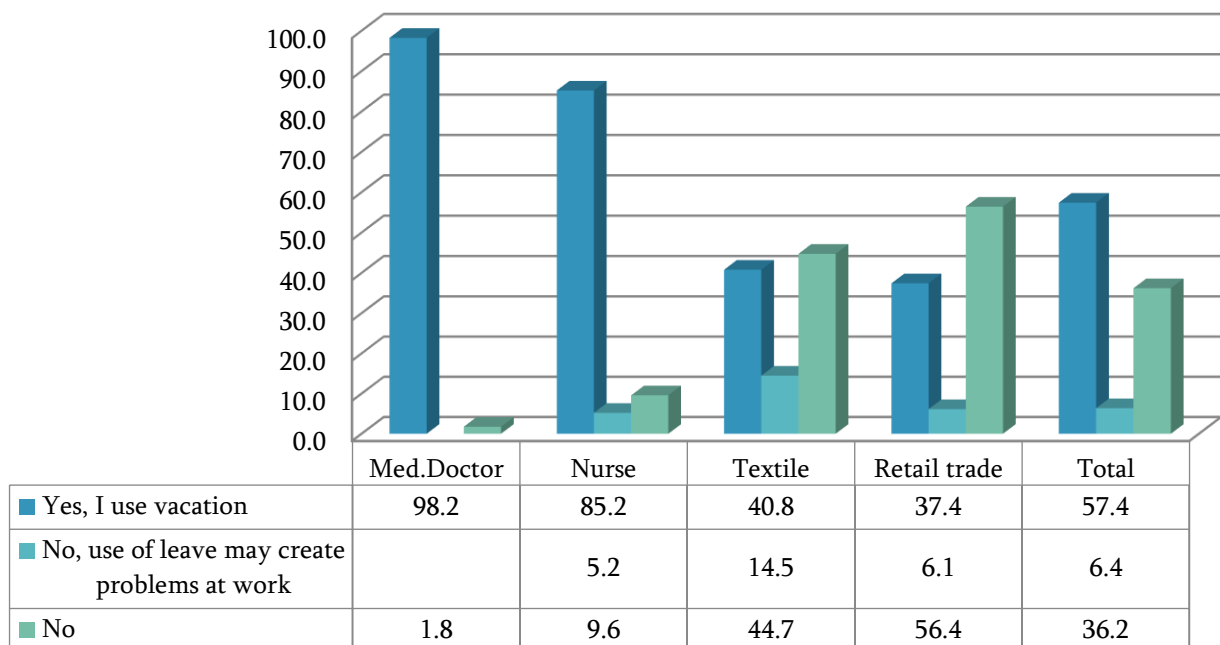


- ✓ The data recorded by the survey, according to which 50.5% of the workers do not use the sick-leave certificate, is rather doubtful. Particularly high rate was observed in the textile and retail sectors (76.2%, 60.3%). The reasons for not using the sick-leave certificate may be different, however, one of the possible circumstances - given the sectors where it was identified - may be the fear of losing a job, as well as the fear of unequal treatment of employees due to health-related information;

- ✓ Almost 40% of respondents do not enjoy paid leave, which is a serious violation of Labor rights. It also should be taken into account that only 25% of workers indicated a period of up to 1 year of work in the current job. According to the Labor law, the worker has the right to request leave after 11 months of work. Therefore, at least 15% of respondents are entitled to paid leave but fail to use it. In addition, 6.4% of workers refuse to take leave for fear of creating problems at work. As in the case of other Labor rights, compared to other sectors, the health sector is in a better position in terms of paid leave.⁷ Almost the entire majority of medical doctors (98.2%) enjoy this right; while among nurses the share of those using the paid leave is 13% less and amounts to 85.2%. The situation is quite different in the trade and textile sectors, where 59.2% of tailors and 62.5% of cashier-consultants fail to enjoy the paid leave. It is worth to mention that from 6 to 14 percent of workers from these sectors may not use this right due to the fear of possible problems at the workplace. According to the information obtained from the survey, a direct connection was detected between the realization of the right to leave and the form of Labor contract, in particular, as it turned out, 65.7% of the workers with a written Labor contract enjoy the right to paid leave, while this rate is 20% among the workers with a verbal contract;

Diagram №14

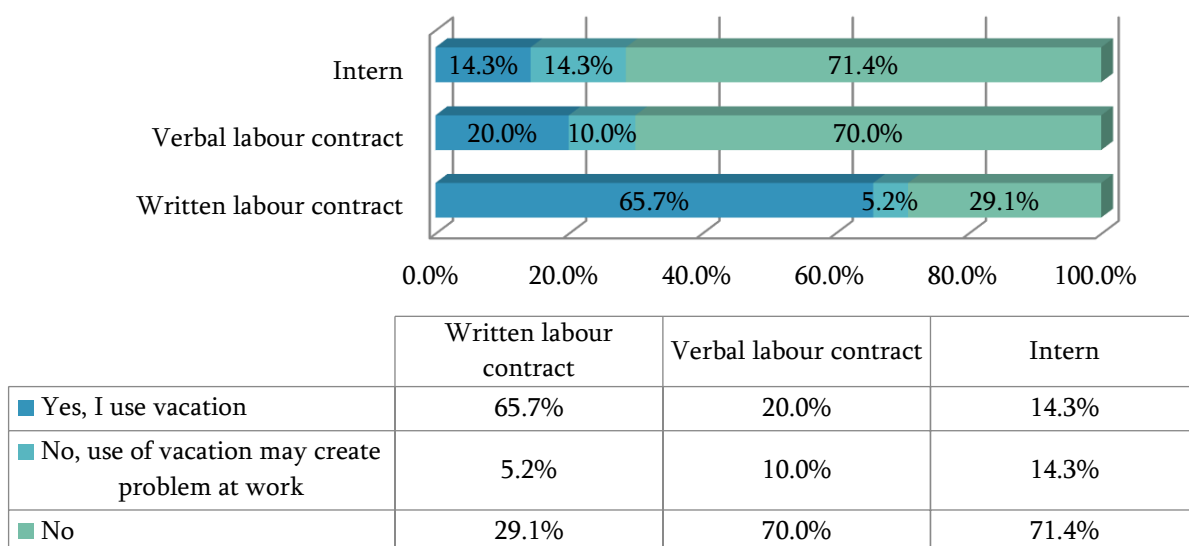
Do you use a paid leave (vacation)?



⁷ Labor Code, Article 32(1)

Diagram №15

Relation between the labor contract type and the use of the right to vacation



- ✓ The survey also showed the rate of internship Labor use. As the results demonstrate, only 1.6% of the respondents are interns and 71.4% of them fail to enjoy the leave. Internship-related legal relationships have not been regulated by law at all until recently, although the September 2020 amendments to the Labor Code created a framework⁸ for regulating their legal relationship and made clear regulation that interns are subject to the minimum standards of protection under the Code, including the right to leave. The realization of the rights of interns in practice needs to be observed, taking into account the recent changes. At the same time, the indicators identified in relation to leave may demonstrate the inconsistent implementation of the law by employers, as well as the interns' desire to spend their vacation time on developing their professional and practical skills, given the short-term (for example, 3-month) contracts.

MATERNITY BENEFITS

According to the Labor Code⁹, an employee shall, upon her request, be granted paid maternity leave of 126 calendar days, and in the case of complications during childbirth or birth of twins, a parental leave of 587 calendar days.

⁸ Labor Code, Article 18

⁹ Labor Code, Article 37

Under one of the maternity benefits, an employee who is breastfeeding infant under the age of 12 months may request an additional break of a least 1 hour a day. A break for breastfeeding shall be included in working time and shall be reimbursed¹⁰ In addition, a pregnant woman shall be granted additional time for a medical examination upon her request if this examination is to be performed during working time. Upon the submission of documents evidencing the medical examination, the hours of absence of a pregnant woman from work shall be considered as a good reason and he shall retain her remuneration.¹¹

In addition, the Labor Code provides for other benefits. For example: banning the employment of a pregnant, newborn or breastfeeding woman at night work;¹² additional unpaid parental leave for a childcare of 12 weeks until the child turns 5; ¹³ and others.

Aforementioned approach with regard of maternity benefits is similarly employed by the sectors.

SURVEY FINDINGS

- ✓ Among the respondents who needed this, 30.4% failed to use maternity leave, and 11.2% were provided with unpaid leave. By focus groups: 95.8% of medical doctors received leave with adequate or partial remuneration. In the case of nurses, almost 40% (37.5%) are unable to take maternity leave or take it without pay, while 62.6% received full or partial remuneration. The situation is different in the textile and trade sectors. 41.9% of respondents in the textile industry say that they could not take maternity leave, while in the field of trade, 63.2% provided negative answer to the same question. Research has clearly shown that one of the most difficult Labor rights to be respected by employers is adequate payment of maternity leave. This circumstance was revealed even in the case of medical doctors. Even in the textile and retail sector, the fact of violation of this right is alarmingly high.

¹⁰ Labor Code, Article 24(6)

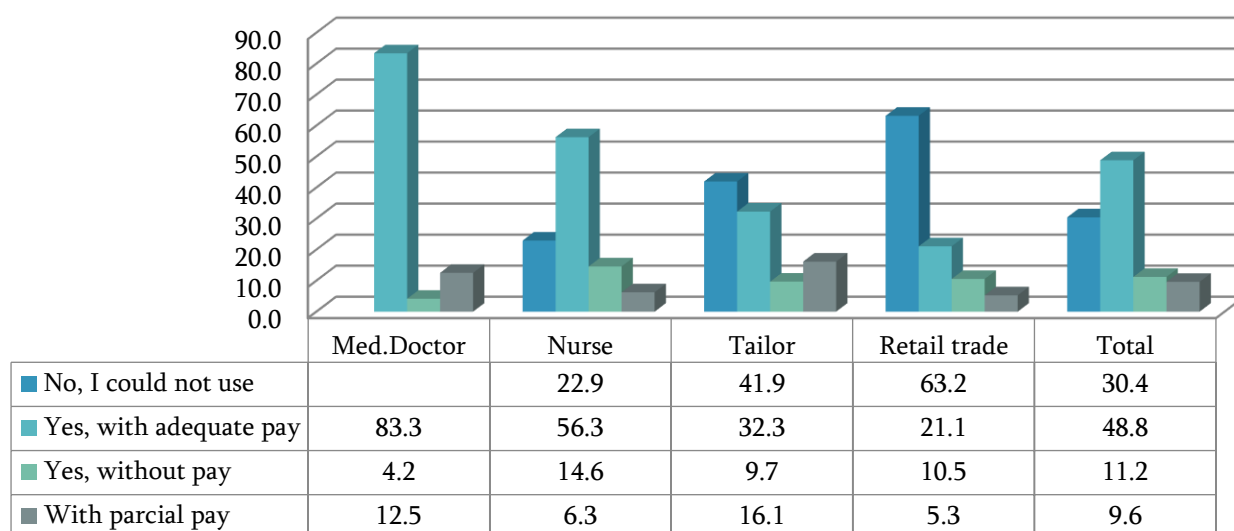
¹¹ Labor Code, Article 29

¹² Labor Code, Article 28(3)

¹³ Labor Code, Article 40

Diagram №16

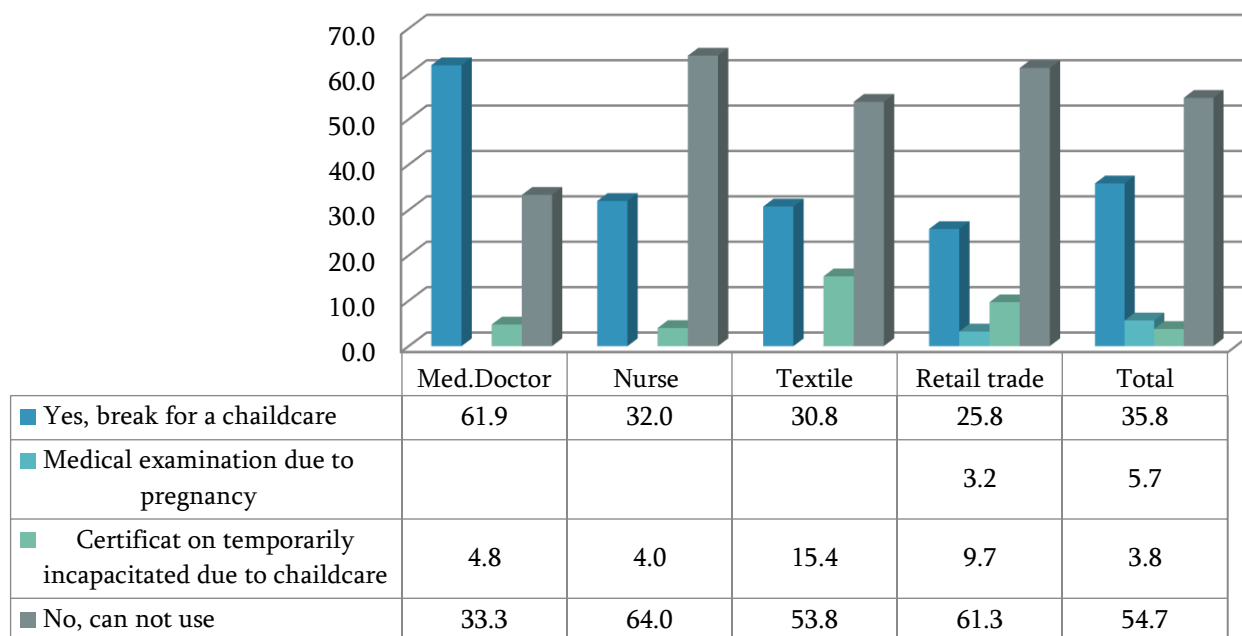
Have you used maternity leave ?(for the respondents who have had such need)



- ✓ More than 54% of the employees with such a need failed to enjoy other benefits related to motherhood. 35.8% of the respondents reported the use of leave for childcare, while 5.7% and 3.8% of the respondents, respectively, recorded a positive answer about the use of the sick leave for medical examination purposes during pregnancy and childcare. The highest rate of the use of break for childcare was observed among medical doctors (61.9%). In the case of nurses and orderlies, the figure amounts 32%. In the textile and retail sector 25-30% enjoy this right. Medical doctors, nurses and tailors have not exercised their right to medical examinations related to pregnancy. Maternity benefits were not used by 33.3% of medical doctors, 64% of nurses, and 53.8% and 61.3% of those employed in the textile and retail sectors, respectively. As observed, the right to take a break for childcare is more relevant and applied in practice than the other maternity benefits. At the same time, conducting medical examinations in the case of physicians, for the most part, may not have required additional effort, including leaving the workplace, and that's why they provided no positive information about the exercise of the relevant right. It should also be noted that despite the 2020-2022 pandemic and quarantine regime, given the specifics of the work of focus groups, most of them did not have to in distance, therefore, failure in using the right to sick leave for childcare may not be justified by these circumstances.

Diagram №17

Have you used maternity benefits?



- ✓ Among those who needed maternity benefits but refrained from using them, 54.7% indicates that they'd better give up some benefits related to the birth-giving and childcare to maintain a job, employment, and employment status and carrier development prospects.

OVERTIME WORK; RIGHT TO BREAK AND TO LEAVE

Labor law focuses on regulating working hours, overtime work restrictions, and adequate pay guarantees as clearly as possible, without allowing the employer to make deviations to the detriment of workers' interests. For this purpose, the law states that the standard working time shall not exceed 40 hours per week. At the same time, in enterprises with specific operating conditions requiring more than 8 hours of uninterrupted production/work process the duration of standard working time shall not exceed 48 hours per week. ¹⁴

Employees are also entitled to a break; in particular, such a right arises for an employee if the working day is longer than 6 hours. At the same time, the duration of a break shall be

¹⁴ Labor Code, Article 24 (2) and (3)

determined by agreement between parties. However, if the working day is no longer than 6 hours, the duration of a break shall be at least 60 minutes.¹⁵

In addition to the break, the right to rest and its duration is also guaranteed – employers shall ensure, per each seven-day period, a minimum uninterrupted rest period of 24 hours for each employee.¹⁶

Overtime work is work performed by an employee for a period of time longer than the standard working time, which shall be paid for at an increased hourly rate of remuneration. The amount of such remuneration shall be determined by agreement between the parties.¹⁷

SURVEY FINDINGS

Working time / Overtime work

- ✓ Almost 27% of respondents spend more than 48 hours a week in the workplace, while 44.8% of respondents work from 41 to 48 hours per week. Only 21.4% of respondents have a 40-hour or less than 40-hour work per week. The highest rate of working hours - more than 48 - was observed among medical doctors and nurses (38.6% and 45.2%, respectively), while the highest rate of working hours of 41-48 hours was observed among the workers of textile sector (48.8%), the retail sector (67.1%) and street vendors (39.2%). It should be mentioned that the number of workers with a verbal contract who have to work 41-48 hours a week is 12% higher than a similar number of employees with a written contract. Standard working hours (40-hour per week) are 13% higher among workers with a written contract in comparison with those with a verbal contract. It is a noteworthy that for abovementioned 27% of cases (those who work more than 48 hours a week and therefore work overtime) form of employment contract makes no difference.

¹⁵ Labor Code, Article 24 (5)

¹⁶ Labor Code, Article 24 (7)

¹⁷ Labor Code, Article 27

Diagram №18

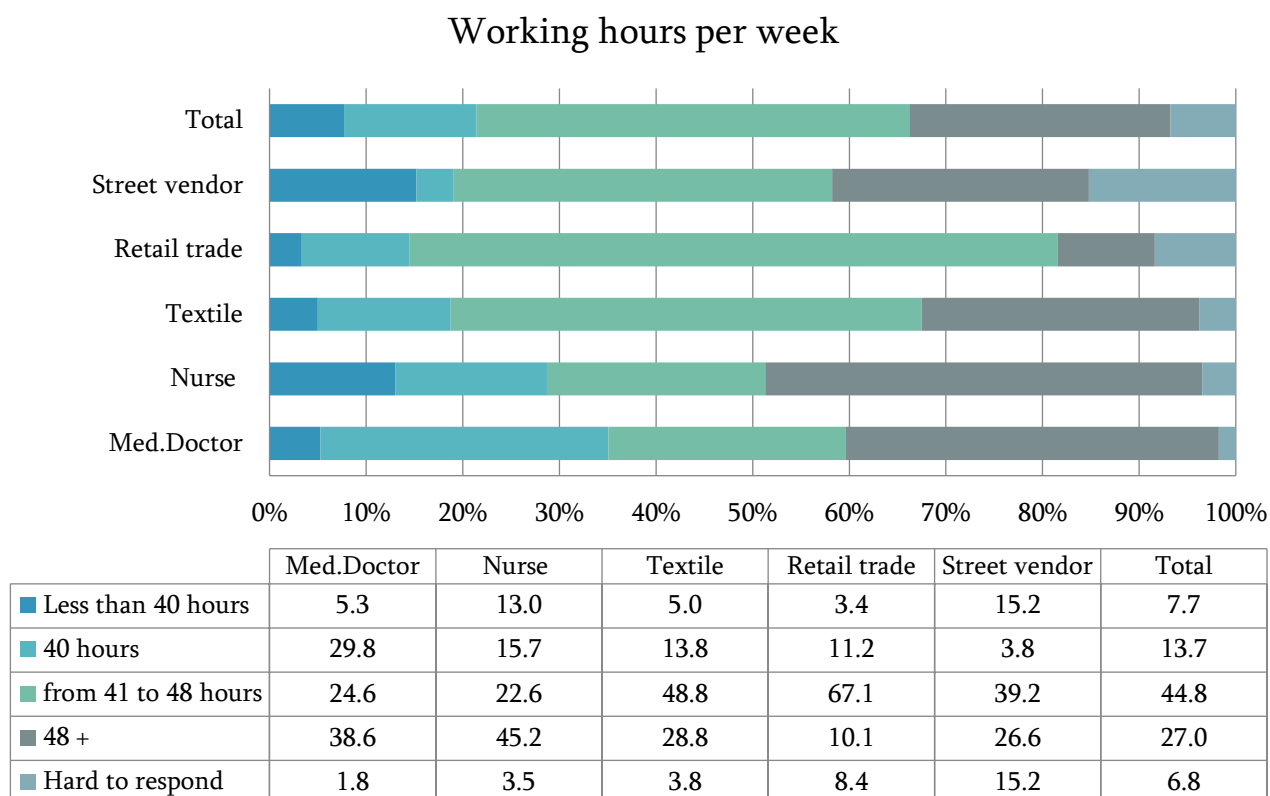
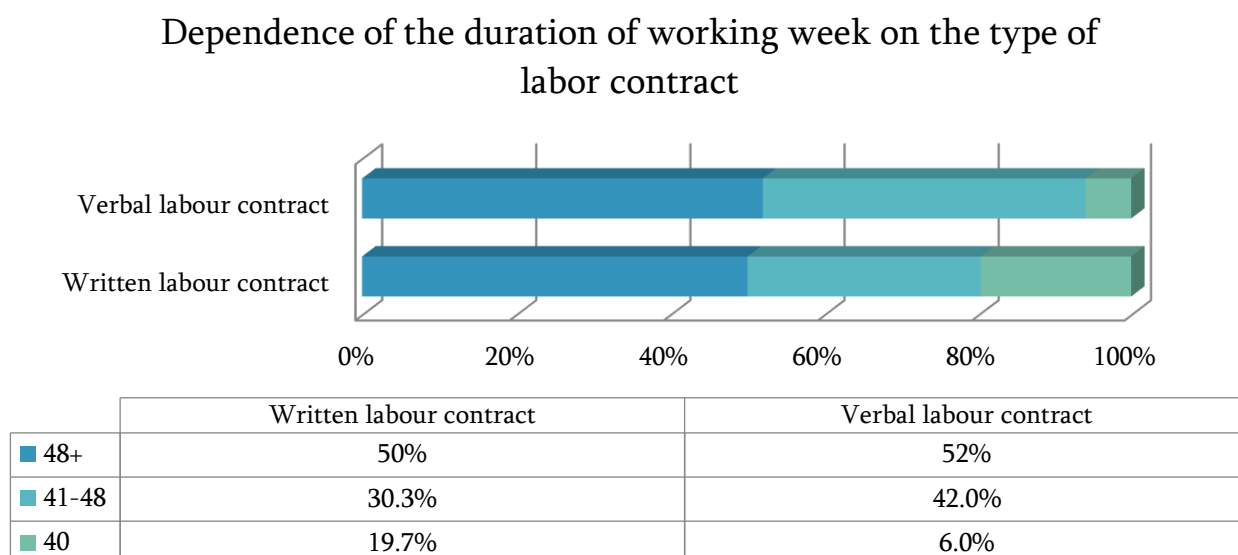


Diagram №19



- ✓ The research showed a positive correlation between time spent at the workplace and remuneration. It should be noted, however, that a fairly large proportion of low-wage

(less than 400 GEL) employees - 27.9% - work more than 48 hours a week . In this respect, they have a worse situation compared to the upper salary interval (400-600 GEL). It demonstrates that the lowest paid employees, in some cases, are even in the worse situation in terms of long working weeks, than that of relatively high paid employees.

Diagram №20

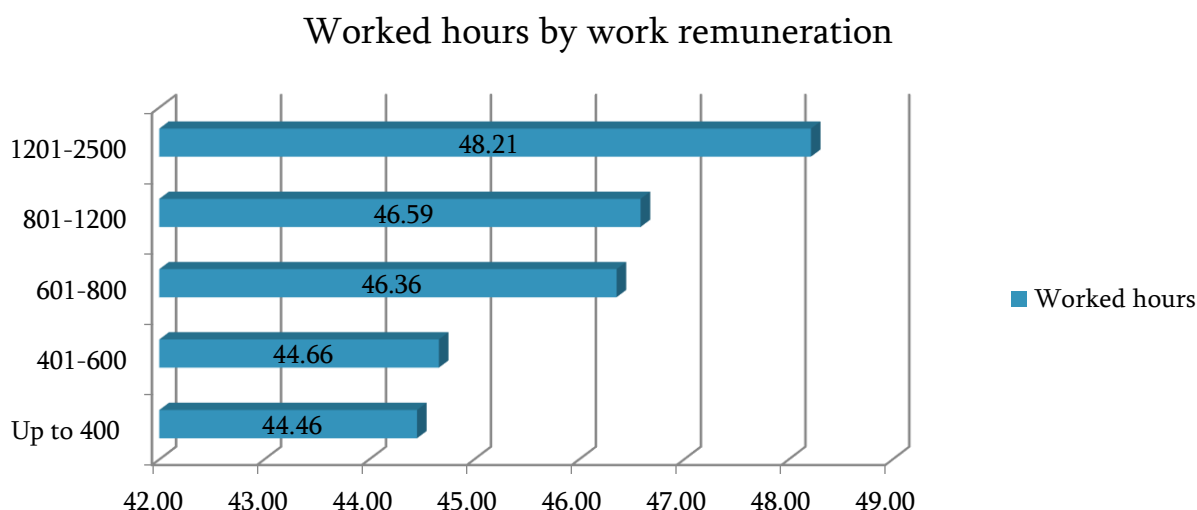
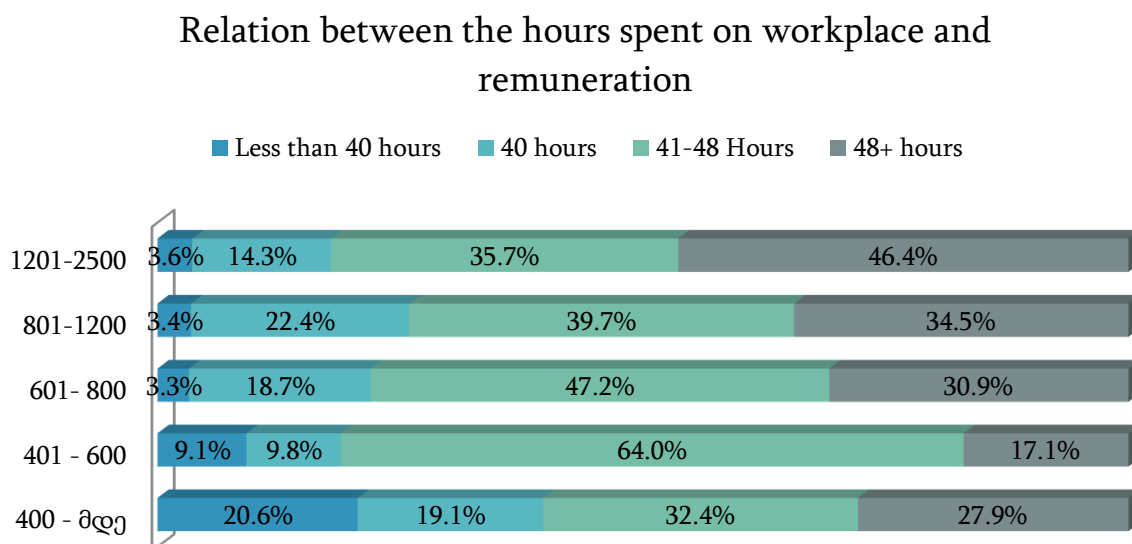


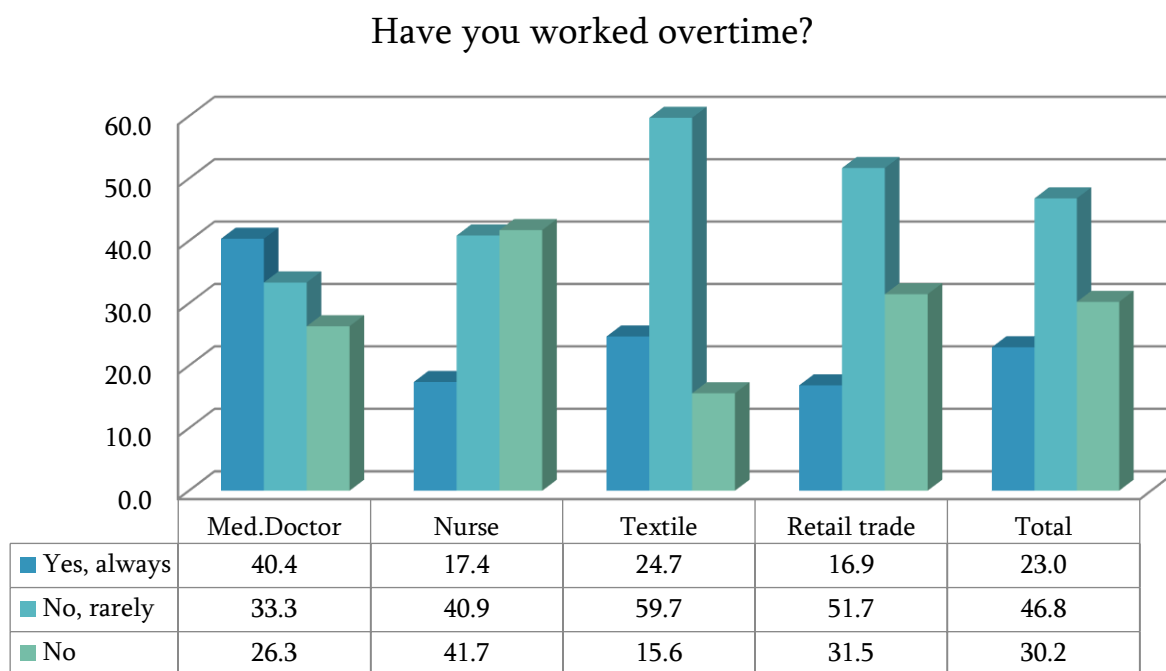
Diagram №21



- ✓ Overtime work (always or rarely) is provided by more than 70% of respondents, which is not paid for more than 33% of them, and this is a serious violation of Labor rights. It should be mentioned that the rate of overtime work is highest among medical doctors and in the textile sector - 40.4% of medical doctors always work overtime, while 33.3% - only rarely. Among nurses only 17.4% always have to work overtime. Employees in the

textile and retail trade recorded a higher rate in response to a question about rare overtime work, namely 59.7% and 51.7% [respectively] of them rarely work overtime, while [respectively] 24.7% and 16.9% - always;

Diagram №22



- ✓ Nearly 60% of medical doctors reported not being paid for overtime work, while 12.3% of them were reimbursed for it. It is noteworthy that nurses have a higher rate of overtime pay than medical doctors - almost 40% (39.1%) of nurses report that they have got overtime remuneration. Vast majority of respondents do not know whether overtime work is remunerated: 47.1% declared about it (including 45.2%, 42.91% and 55.3% of nurses, tailors, cashier-consultants, respectively). It should be taken into account that among those who experience overtime, 33.3% are not paid for the overtime and 47.1% do not know whether they are paid or not. The data related to the overtime payment indicate that, despite the legal provisions on working hours, this legislative norm is practically ineffective and fails to achieve real control over the excessive use of time by the employer. Among those who work overtime, more than 80% are not remunerated, or the payment is so insignificant that they hardly provide a positive response

Diagram №23

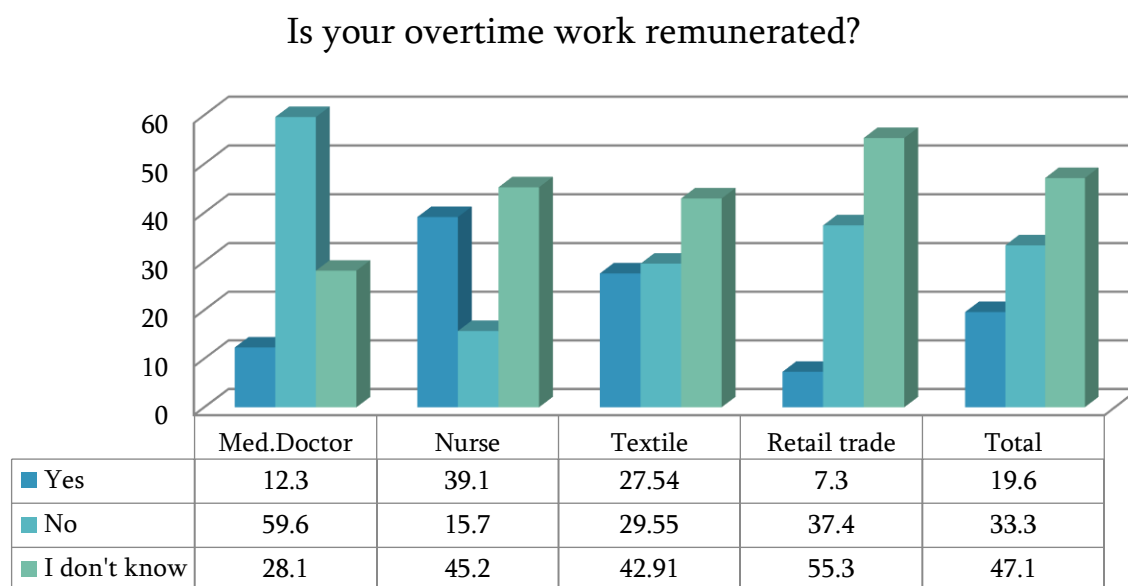
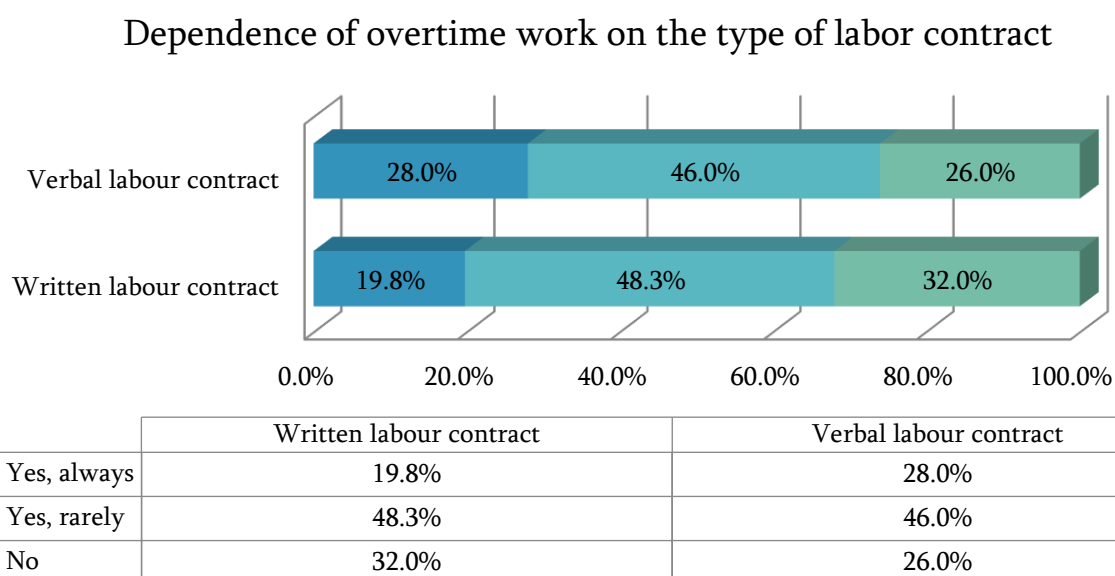


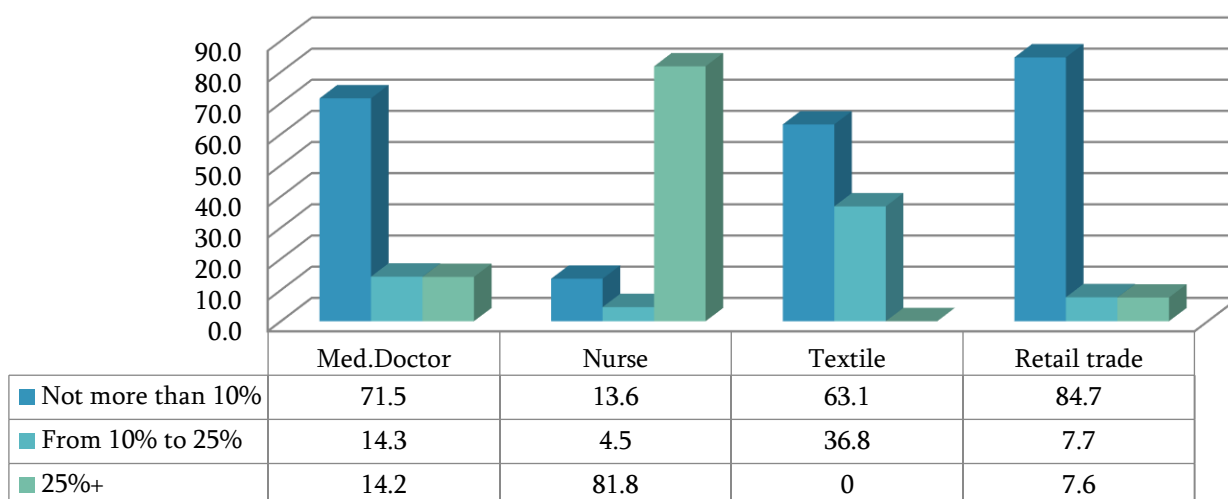
Diagram №24



- ✓ The survey also depicted the situation regarding the amount of overtime pay - including those who are remunerated for overtime work. It was found that mostly employers either pay up to 10% (41.2%) or above 25% (44.7%). Medical doctors who have the highest rate of overtime work are mostly reimbursed for overtime hours at an increased rate of up to 10%. The similar situation is among the workers from textile and trade sectors (63.1% and 84.7%, respectively). It is interesting that nurses reported an overtime pay of more than 25% - 81.8 %.

Diagram №25

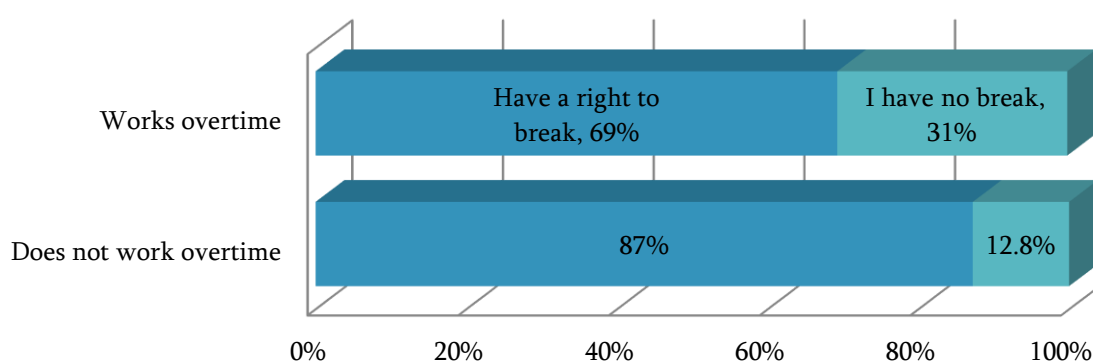
Overtime pay (among those respondents who have remunerated their overtime work)



- ✓ Given the form of the employment contract, the survey, in terms of overtime pay or pay rate, also demonstrated some details. Overtime workers with verbal contracts and interns are almost always 10% more likely to work overtime than those with a written contract. Number of employees with a written contract who will be paid for overtime work is 15% higher than the number of employees with a verbal contract.
- ✓ Research has demonstrated a negative correlation between overtime work and the right to break. 31% of employees working overtime are not entitled to a break. The same rate among employees who do not work overtime amounts to 12.8%.

Diagram №26

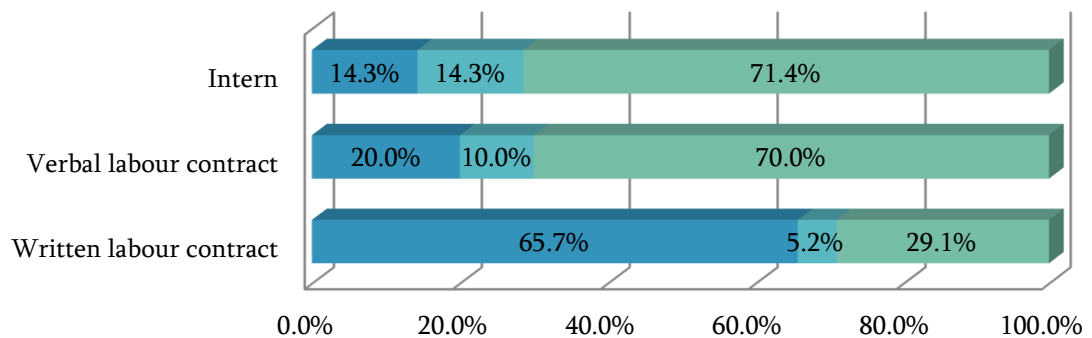
Relations between the Right to 1-hour break and overtime work



- ✓ The picture is similar with regard to the right to leave (vacation) - 30% more employees enjoy vacation among those who do not work overtime, compared to overtime workers.

Diagram №27

Relation between the labor contract type and the use of the right to vacation



	Written labour contract	Verbal labour contract	Intern
■ Yes, I use vacation	65.7%	20.0%	14.3%
■ No, use of vacation may create problem at work	5.2%	10.0%	14.3%
■ No	29.1%	70.0%	71.4%

- ✓ It should be mentioned that the list of specific occupations was approved by the Government of Georgia in 2013, which was declared null and void on the basis of amendments to the Labor Code of 2020. According to the new legal regulations, the Government of Georgia, after consulting with the social partners, will determine the list of areas with a specific work regime. Such a list is not approved at this stage. At the same time, it should be noted that according to the 2013 Decree, working in the healthcare sector, as well as in the textile and trade sectors, was considered a specific job and therefore 48 hours of standard working time applied there.
- ✓ As the research revealed 71.8% of medical doctors work more than 40 hours a week. 77.2% of workers from retail sector spend more than 40 hours a week at the workplace. This rate is 77.6% in the textile sector, and 67.7% - in the case of nurses. These figures almost coincide with the subjective perception by employees as to whether they work overtime. The data shows that employees believe that they work overtime if they spend more than 40 hours a week in the workplace.

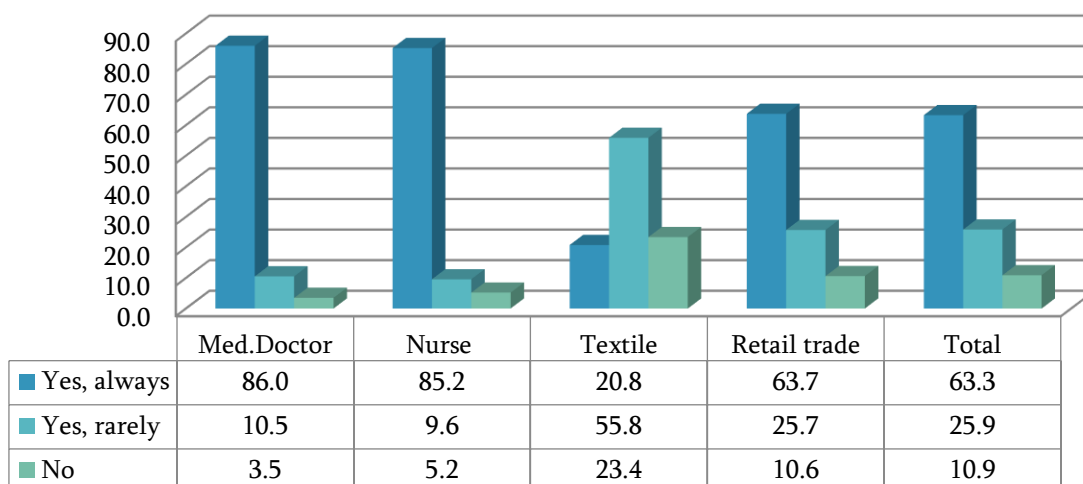
Right to break / Leave

The survey displays different pictures with regard to enjoyment of the right of an employee to 24-hour leave per week that is provided by the law.

- ✓ More than 25% of respondents rarely enjoy at least one full (24-hour) day-off per week, while more than 10% fail to enjoy it at all, which is an indicator of tendency towards violation of this right. At the same time, according to the survey, more than 85% of medical doctors and nurses and 63.7% of employees in the retail sector regularly enjoy 24-hour day-offs per week. The highest rate of restriction of this right was found in the textile sector -- 55.8% of employees rarely have the right to rest, while 23.4% fail to enjoy it at all. In the case of medical doctors, only 3.5% reported the positive answer regarding enjoying the right to a 1-day rest.

Diagram №28

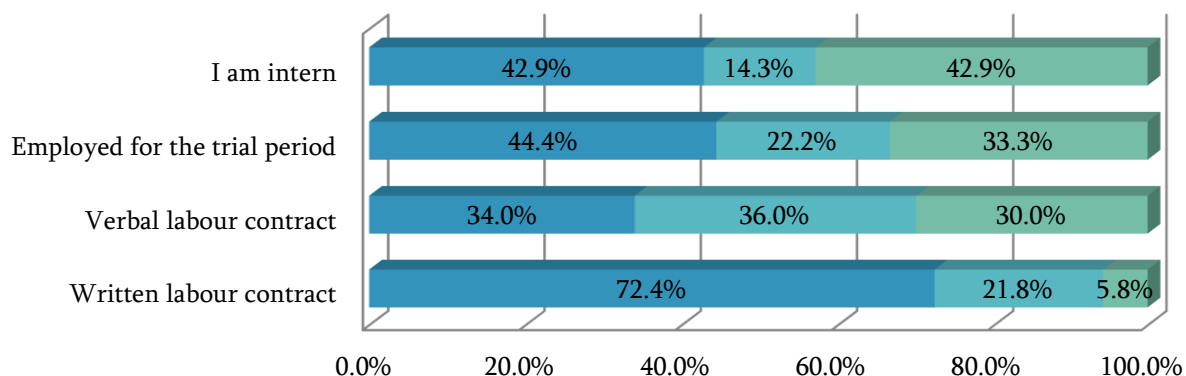
Do you use one full day (24-hour) day-off per week?



- ✓ It should be noted that the restriction on one full day-off work for employees under a written employment contract is significantly lower, in particular, more than 72% of them always enjoy this right, and 5.8% - do not; while 30% of those with a verbal contract fail to make an use of the right to 1full day-off, and 34% can always use it.

Diagram №29

Relation between the labor contract type and 24-hour rest per week



	Written labour contract	Verbal labour contract	Employed for the trial period	I am intern
■ Yes, always use	72.4%	34.0%	44.4%	42.9%
■ Yes, rarely use	21.8%	36.0%	22.2%	14.3%
■ No, cannot use	5.8%	30.0%	33.3%	42.9%

- ✓ The survey demonstrates that the right to a break is often violated in practice. The rate of restriction of this right is significantly higher than the rate of restriction of the right to full-time rest. 22% of respondents do not enjoy the break, and almost 40% rarely use this right. According to the results by the focus groups, the situation is also unfavorable in the healthcare, where 51.4% of nurses and 56.1% of medical doctors are not able to fully enjoy the break. 35.1% of medical doctors do not have the opportunity to take a break at all. Only 19.5% of the textile workers have the opportunity to enjoy a standard break. Most of the rest of the employees in this sector can only rarely enjoy a one-hour break. Only 38.3% of the total number of respondents is employees who fully enjoy the right to a break. It should be noted that up to 60% of employees with a written contract do not enjoy or rarely enjoy the right to a break, while this figure is 78% in the case of employees with a verbal Labor contract. Consequently, the situation with employees with verbal contracts is worse in this regard.

Diagram №30

Are you able to use 1-hour break at the workplace?

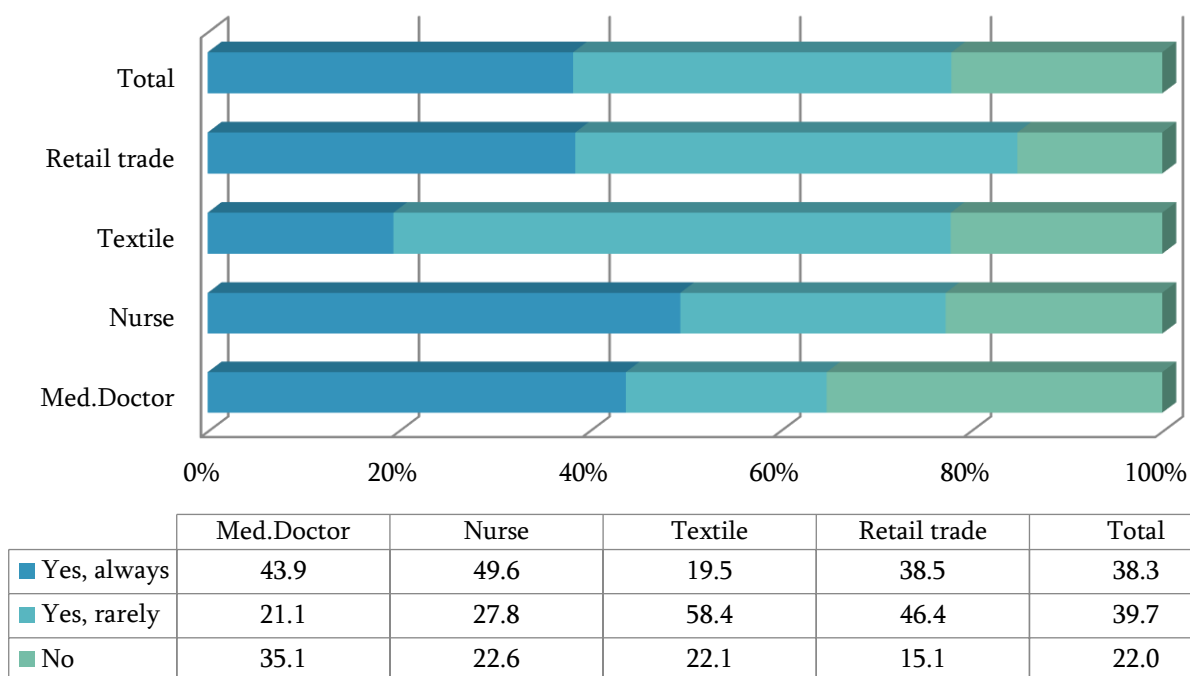
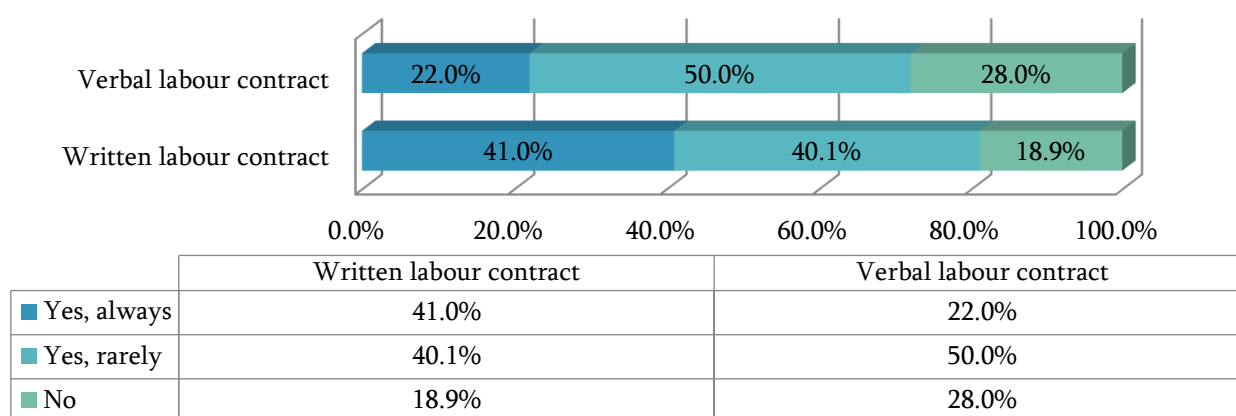


Diagram №31

Relation between the right to 1-hour break and the labor contract



- ✓ In the case of interns, the same rate was observed for the right to rest and break. The same number of them (42.9% - 42.9%) either use or fail to exercise this right.

DISCRIMINATION, VIOLENCE / HARASSMENT

Significant changes have been made in the Labor Code for the last 5 years to eliminate the problem of unequal working environment. Legislative changes result in relatively clearer and more detailed terms and prohibitions. According to those regulation, for the purposes of Labor-legal purposes, discrimination is the intentional or negligent discrimination or exclusion of a person, or the giving to him/her a preference, on the grounds of race, skin color, language, ethnic or social affiliation, nationality, origin, property or titular status, employment status, place of residence, age, gender, sexual orientation, disability, health status, religious, public, political or other affiliation (including affiliation to trade unions), marital status, political or other opinions, or on any other grounds, with the purpose or effect of denying or breaching equal opportunities or treatment in employment and occupation. ¹⁸

The Code also provides specific definitions of harassment and sexual harassment, according to which harassment in the workplace (including sexual harassment) is a form of discrimination, in particular, unwanted behavior towards a person on any of the grounds referred to in paragraph 1 of this article, with the purpose or effect of violating the dignity of the person concerned, and creating an intimidating, hostile, degrading, humiliating or offensive environment for him / her. The sexual harassment is manifested in such conduct, and the conduct of a sexual nature includes uttering and/addressing a person with phrases of a sexual nature, displaying genitals, and/or other non-verbal physical conduct of a sexual nature.¹⁹

Discriminatory treatment or harassment against an employee in any form leads to the administrative liability of the employer under the Labor Code, which is imposed on him by the Labor Inspection.²⁰

SURVEY FINDINGS

- ✓ The majority of respondents deny unequal treatment - 81.3%. And 14.5% of the rest mainly name the following cases of unequal treatment:
 - "I was not promoted completely unfairly"
 - "I was unfairly denied in getting bonus (gift, additional payment, etc.)"
 - "It was unfair to impose disciplinary sanction on me."
- ✓ The biggest number of the respondents reported unequal treatment was from the textile sector - more than 30% of the respondents stated that due to the unfair treatment they had not been promoted or subjected to the disciplinary sanctions. It is interesting to note that most of the cases of unequal treatment were named as unfair restrictions on

¹⁸ Labor Code, Article 4(1)

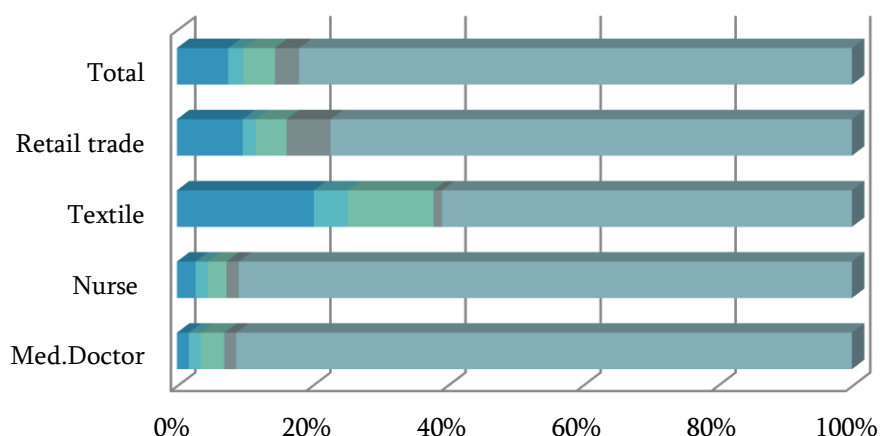
¹⁹ Labor Code, Articles 5 and 6

²⁰ Labor Code, Articles 76 and 78

promotion (7.6% of respondents) - which was mainly indicated by the workers from textile and retail sectors. From the focus groups the fact of unequal treatment was mostly denied by medical doctors and nurses (90% -91%).

Diagram №32

Have you experienced unequal treatment from the side of employer / superior official?



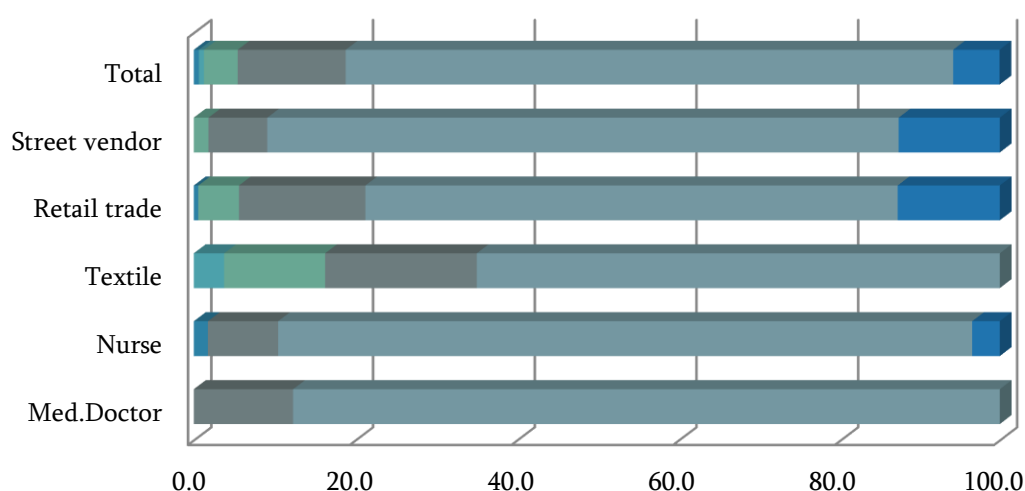
	Med.Doctor	Nurse	Textile	Retail trade	Total
■ I was not promoted completely unfairly	1.8	2.8	20.2	9.7	7.6
■ I was unfairly denied in getting bonus (gift, additional payment, etc.)	1.8	1.8	5.1	1.9	2.2
■ It was unfair to impose disciplinary sanction on me	3.5	2.8	12.7	4.5	4.7
■ Others	1.8	1.8	1.3	6.5	3.6
■ No	91.2	90.8	60.7	77.2	81.9

- ✓ In order to identify cases of violence and evaluate its quantitative indicator, the respondents were asked to answer the question about systematic / rare physical violence and systematic / rare psychological violence. 75.3% of employees denied the fact of violence, while 5.8% found it difficult to identify the violence. Totally, 18.8% of employees were able to identify violence, among them, 12.5% of textile workers reported about systematic psychological violence and more than 18% -- rare psychological violence. Research has shown that a significant proportion of employees have low awareness of violence in Labor relations; they find it difficult to identify physical or psychological coercion, which obviously hinders them significantly in defending their rights against violent acts; based on the 20% of respondents who were able to identify the fact of violence, it is obvious that violence in the workplace is not a single case according

to the survey results. In this regard, the working environment requires in-depth research, including the importance of identifying victims of violence who have been able to protect their rights against abusive employers, what the institution's internal rules offer them, and how effective the supervisory bodies are in identifying and responding to such facts;

Diagram №33

Have you been subjected to the violence from the side of employer / superior official / colleague? (more than 1 can be marked)



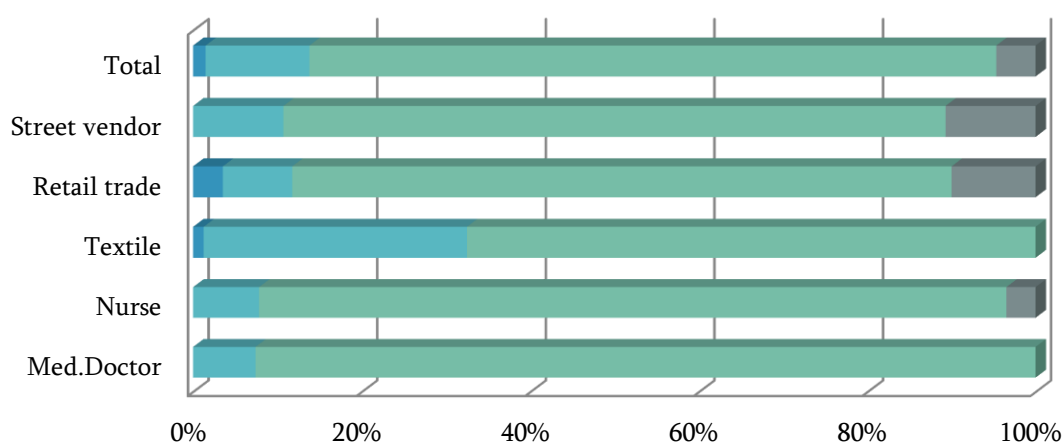
	Med.Doctor	Nurse	Textile	Retail trade	Street vendor	Total
■ Yes, systematic physical violence		1.7		.6		.6
■ Yes, rare physical violence			3.8			.6
■ Yes, systematic psychological violence			12.5	5.0	1.8	4.2
■ Yes, rare psychological violence	12.3	8.7	18.8	15.6	7.3	13.4
■ No	87.7	86.1	65.0	65.9	78.2	75.3
■ Hard to respond		3.5		12.8	12.7	5.8

- ✓ 8% of respondents were able to identify facts of harassment, while 4.7% found it difficult to identify the facts. Generally, the harassment was reported by workers from the textile sector (32.6%), as well as by street vendors, medical doctors and nurses (7% -10%). Those who were able to identify the harassment were asked in-depth questions, which showed that the highest rate was recorded in relation to the harassment on the ground of health and family obligations (60.5% in total). Discrimination on the grounds of sex was pointed out by nurses, as well as by textile workers, retailers and street vendors. Discrimination on the ground of age was reported by workers of every sector, except street vendors (it should be noted that according to the survey results, the main age of street vendors is over 35, while retailers mainly belong to the age group of 18-34). Medical doctors indicated a

particularly high rate of discrimination on the ground of health - 73.7%. At the same time, discrimination on the grounds of pregnancy was detected only among medical doctors - 5.5%.

Diagram №34

Have you been subjected to humiliating, hostile, degrading treatment, harassment by your employer / supervisor / colleague?

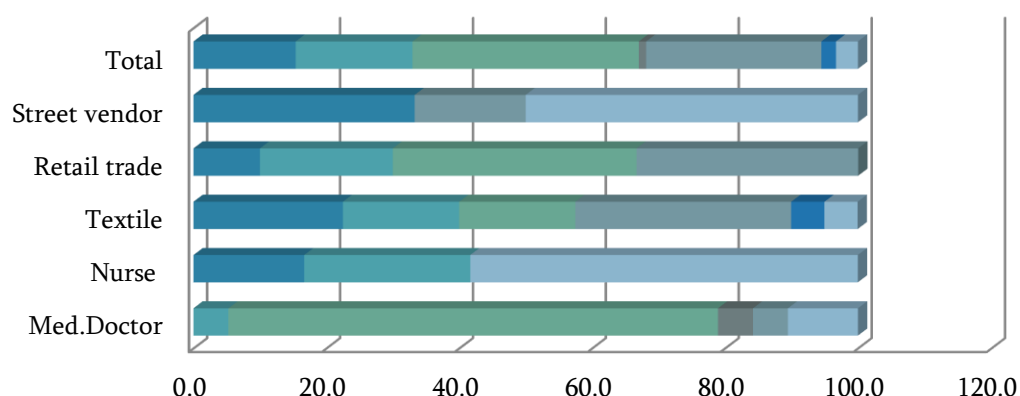


	Med.Doctor	Nurse	Textile	Retail trade	Street vendor	Total
■ Yes, systematically			1.3	3.5		1.5
■ Yes, rarely	7.4	7.8	31.3	8.2	10.7	12.3
■ No	92.6	88.7	67.5	78.2	78.6	81.6
■ Hard to respond		3.5		10.0	10.7	4.7

Diagram №35

Which ground from the listed below is relevant for discriminative, adverse, degrading, unequal treatment (harrassment) you have been subjected by the employer / supervisor?

Among those respondents who experiences such treatment

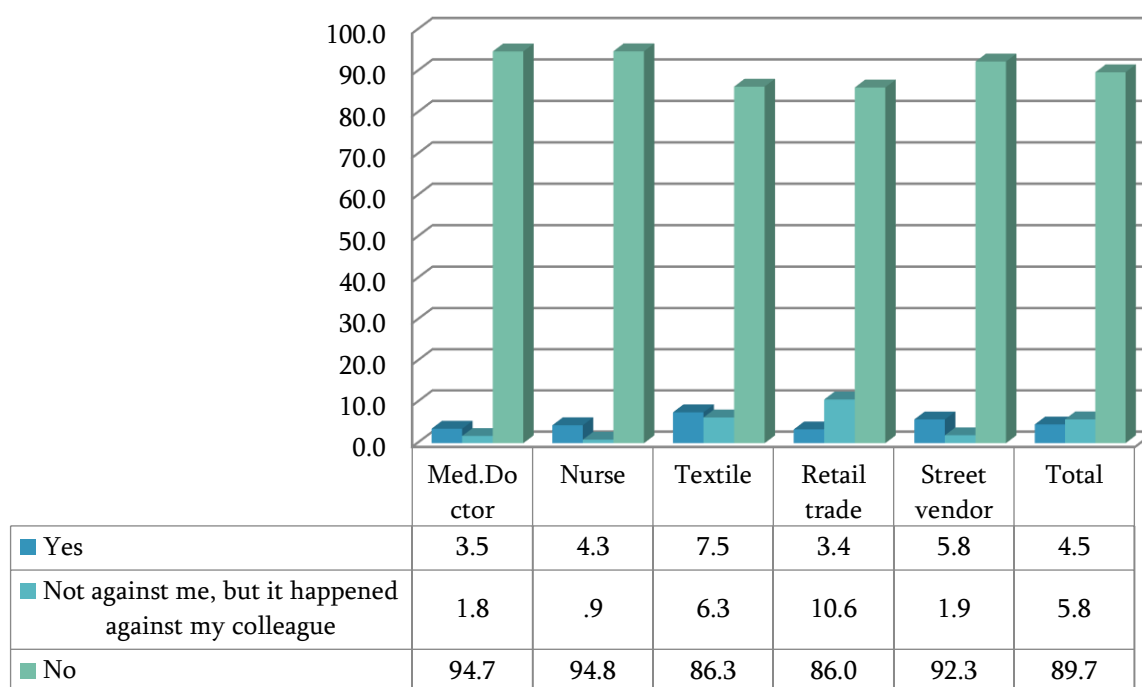


	Med.Doctor	Nurse	Textile	Retail trade	Street vendor	Total
■ On the ground of sex		16.7	22.5	10.0	33.3	15.4
■ On the ground of age	5.3	25.0	17.5	20.0		17.6
■ On the ground of health	73.7		17.5	36.7		34.1
■ On the ground of pregnancy	5.3					1.1
■ On the ground of family obligations	5.3		32.5	33.3	16.7	26.4
■ On the ground of use if maternity leave			5.0			2.2
■ Other grounds	10.5	58.3	5.0		50.0	3.3

- ✓ 10.3% managed to identify sexual harassment. It is noteworthy that all the focus groups involved in the survey provided a positive response to sexual harassment - in total, 4.5% of respondents indicated that they had experienced sexual harassment, while 5.8% indicated that they did not personally experience a similar incident with their co-workers. The highest rates of sexual harassment were recorded in the textile (13.8%) and retail sectors (14%);

Diagram №36

Have you been subjected to humiliating, hostile, degrading, unequal treatment, harassment of a sexual nature by your employer / supervisor / colleague on any ground? (Sexual harassment)



- ✓ As for the specifics of detecting harassment according to the forms of Labor contract - in the case of employees with a written contract, a lower rate of 26.6% was observed on a similar issue, compared to employees with verbal contract.

Diagram №37

Discrimination cases by the type of labor contract

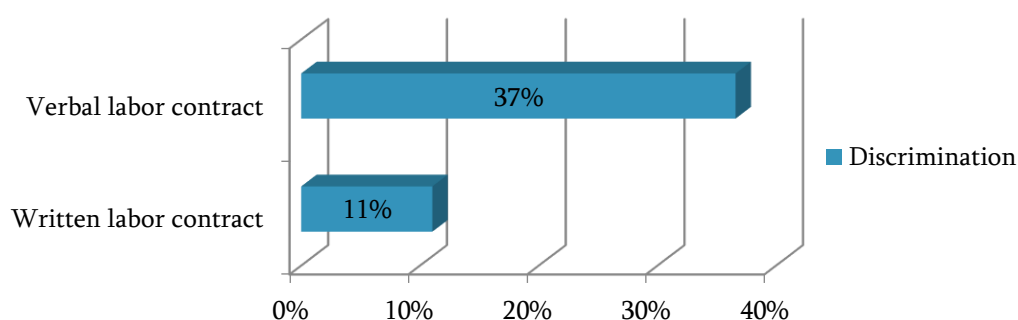
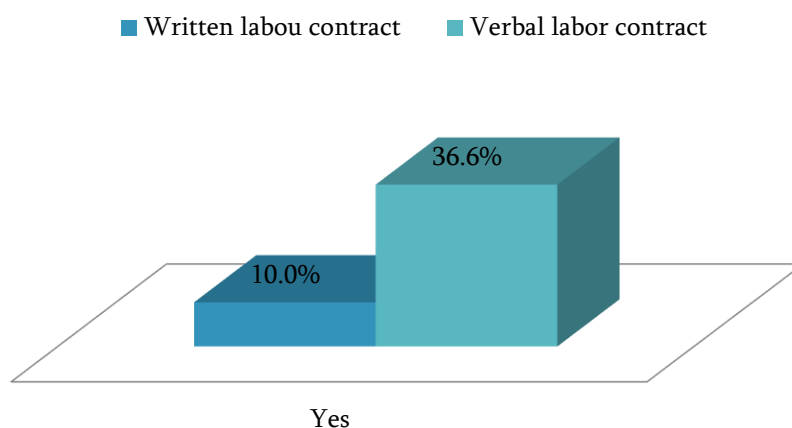


Diagram №38

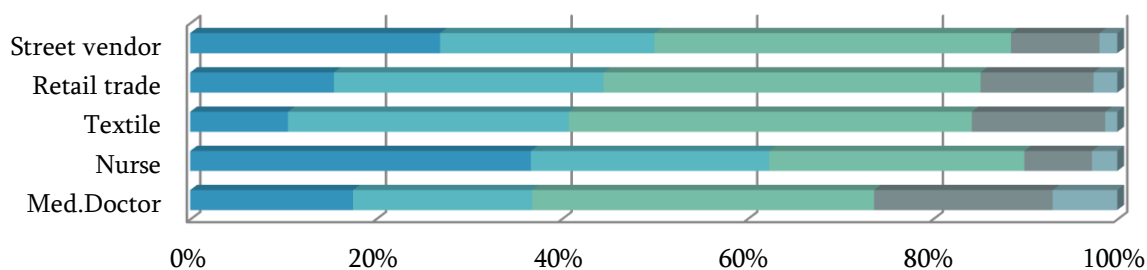
Relation between the cases of harrassment and the type of labor contract



- ✓ The respondents' subjective assessment on how much they have to work in a conflict environment should be taken into account. According to the survey, the most conflicted environment is among medical doctors, where 26.3% rated the environment with 4 or 5 points. The situation is similar in the textile and retail sectors, while the working environment for nurses is the least conflicted. It should be noted that a positive correlation was found between the more conflicting environment and the duration of working hours. Therefore, the longer the working week is, the more conflicting is the environment. This may also affect employee productivity.

Diagram №39

Rate from 1 to 5 how conflicting is your working environment (1- absolutely peaceful, 5 - very conflicting)



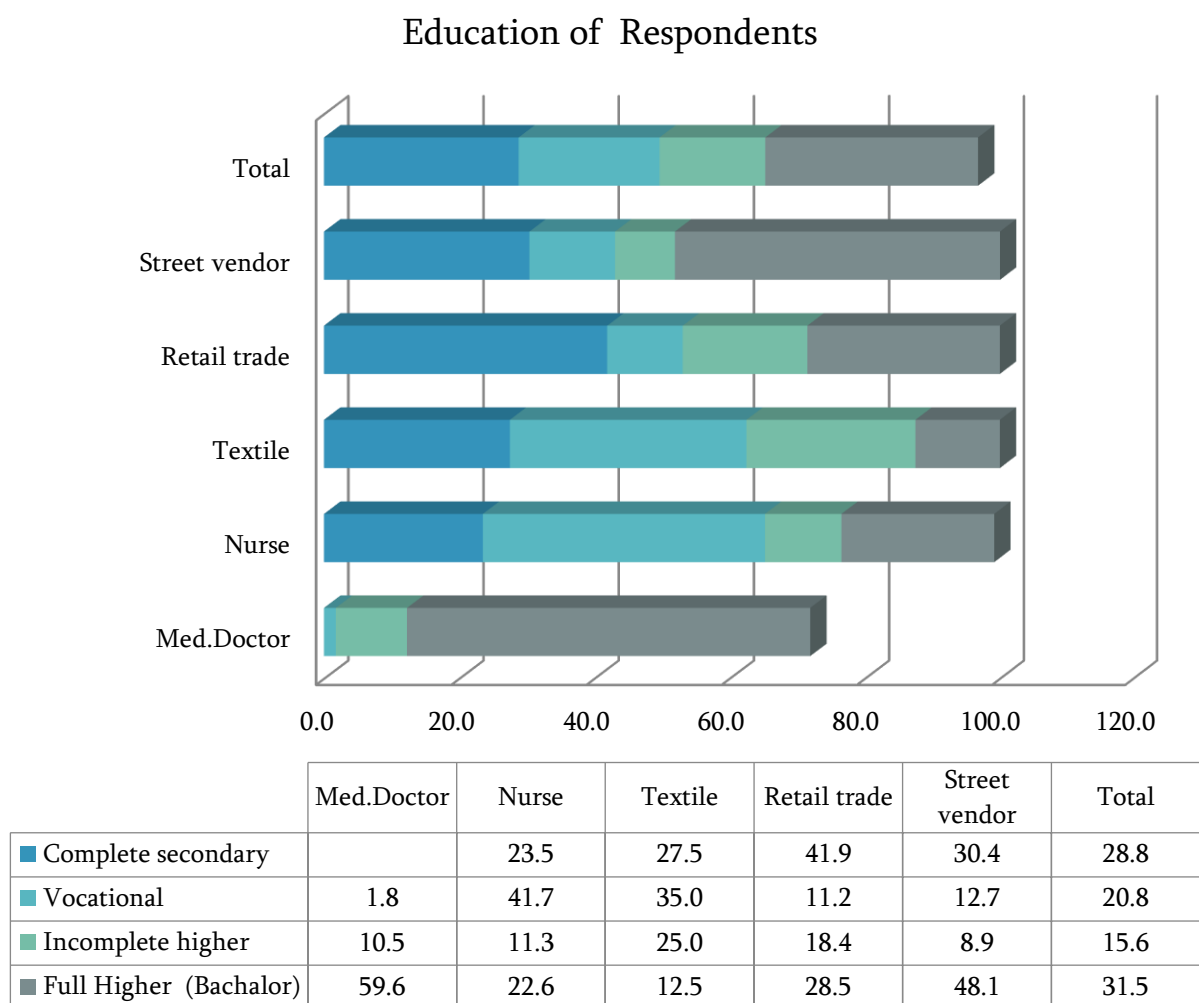
	Med.Doctor	Nurse	Textile	Retail trade	Street vendor
1	17.54	36.70	10.5	15.5	26.9
2	19.30	25.69	30.3	29.0	23.1
3	36.84	27.52	43.4	40.6	38.5
4	19.30	7.34	14.5	12.3	9.6
5	7.02	2.75	1.3	2.6	1.9

EDUCATION, AGE AND THEIR CORRELATION TO THE STATUS OF EMPLOYEES

The level of education attained by workers varies considerably by profession. Workers with secondary education (41.9%) are most often employed as cashier-consultants in supermarkets. The vast majority of medical doctors have higher higher education. The 48.1% share of those with higher education among street vendors is remarkable. The retail sector is usually staffed with less qualified young people, although in the case of street vendors it is the mostly due to desire to earn for livelihood, when people fail to find employment in their profession and choose the street vendor's activity as an extreme form.

Vocational education dominates among the tailors and nurses, 35% and 41.7%, respectively.

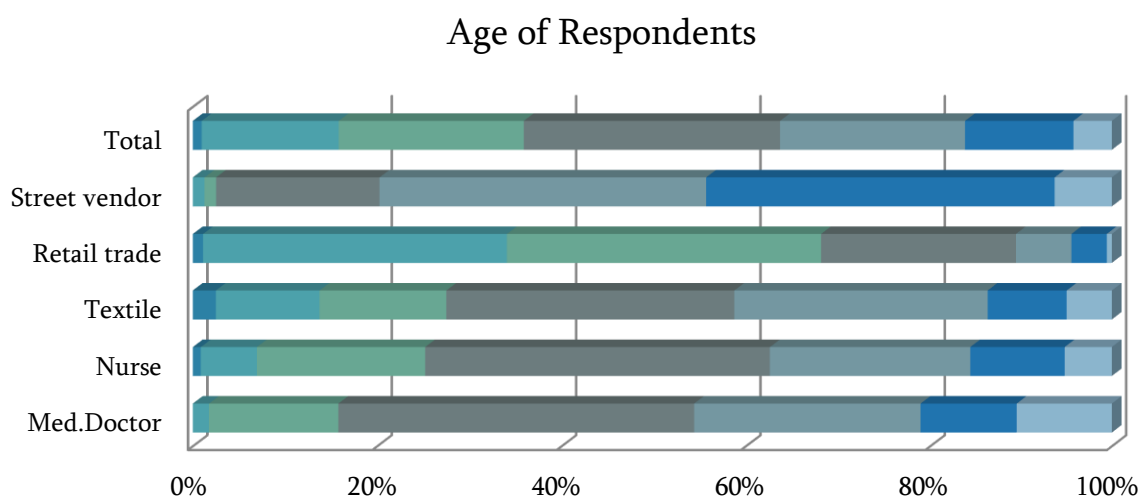
Diagram №40



The level of education attained by workers is directly correlated with age. The youngest employees are cashiers-consultants. 66% of them are under 35, and 33% - under 24. Therefore, this is the age when students try to work in parallel with tuition and pay tuition fees. However, they do not have enough support in this regard, which can be seen from the busy schedule. Employees in all surveyed professions have to work overtime.

The oldest respondents are traders, 79.7% of whom are over 45.

Diagram №41



	Med.Doctor	Nurse	Textile	Retail trade	Street vendor	Total
Below 18	-	0.87	2.50	1.12	-	0.97
18-24	1.75	6.09	11.25	32.96	1.27	14.86
25-34	14.04	18.26	13.75	34.08	1.27	20.08
35-44	38.60	37.39	31.25	21.23	17.72	27.80
45-54	24.56	21.74	27.50	6.15	35.44	20.08
55-64	10.53	10.43	8.75	3.91	37.97	11.97
65+	10.53	5.22	5.00	0.56	6.33	4.25

RECOMMENDATIONS

The key findings of the research manifestly refer to the importance of implementation a number of measures that will gradually reduce the negative effects of the Covid-19 pandemic and help ensure gender equality in Labor relations. In particular:

1. The Government of Georgia, with the active involvement of the Tripartite Social Partnership Commission, should develop a package of changes and amendments to the Labor Code of Georgia, which will regulate the following important issues:
 - A standard working hours will be determined for all employees in the amount of 40 hours per week;
 - The upper ceiling of overtime work and the minimum rate of overtime payment will be established;
 - The minimum wage will be determined in accordance with the international standard;
 - Unemployment allowance will be established;
 - A standard for maternity leave remuneration will be set for private sector employees, similar to the public servants;
2. The Government of Georgia, in consultation with the Tripartite Social Partnership Commission, shall ratify the following important conventions of the International Labor Organization:
 - Convention 81 on Labor Inspections;
 - Convention 149 on Protection of Nursing Personnel;
 - Convention 155 on Occupational Safety and Health;
 - Convention 156 on Workers with Family Responsibilities;
 - Convention 183 on Maternity Protection;
 - Convention 189 on Domestic Workers;
 - Convention 190 on The Elimination of Violence and Harassment in the World of Work;
3. The Government of Georgia should conduct a fundamental investigation of the post-pandemic impact on women's employment and socio-economic status and, based on the relevant findings, develop a policy paper tailored to the needs of women, focusing on increasing women's participation in the Labor market and their economic empowerment.
4. The Labor Inspection Office of Georgia should strengthen the monitoring of the fulfillment of the obligation by employers to implement internal documents aimed at combating harassment and sexual harassment and plan large-scale awareness-raising

information campaigns on this phenomenon, in order to create an additional mechanism for preventing, detecting and responding to sexual harassment at the workplace;

5. The Government of Georgia, in close consultations with the Tripartite Social Partnership Commission, should develop a strategy for the legal protection of women employed in the informal economy and elaborate an action plan for the gradual and consistent formalization of informal employment;
6. The Government of Georgia, through the technical support of the International Labor Organization, should develop a methodology for measuring and evaluating the value of Labor and ensure control over its implementation, which will facilitate the practical implementation of the principle of equal pay for equal work and significantly reduce the wage gap between men and women;
7. The Government of Georgia, with the participation of the Tripartite Social Partnership Commission, should plan a large-scale awareness-raising information campaigns on Labor Law and its enforcement tools, among others, the Office of the State Labor Inspection shall increase its efforts within the format of consultations with employers and employees, according to the recommendations issued by the Advisory Council.
8. The Government of Georgia shall take effective steps to encourage, strengthen and promote social dialogue at the national, regional, sectoral and industrial levels. The Ministry of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs of Georgia should develop a 3-year strategy and action plan for the promotion and strengthening of social dialogue in the country through close consultations with the social partners. The development of the document should be based on the trends identified as a result of the situational analysis of social dialogue in the country in recent years, so that the key objectives of the strategy are fully in compliance with the existing reality;
9. The social partners should start active cooperation for introducing anti-discrimination tools at the workplace and for their enforcement, which will create an environment free from sexual harassment and ensure for women workers additional opportunities for their professional development and career advancement;
10. Georgian trade unions should intensify their work on reflecting additional safeguards in the collective agreements for the protection of women workers and create an internal union document to respond to incidents of discrimination at the workplace, including sexual harassment.

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<https://www.solidaritycenter.org>

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