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OCCUPATIONAL SAFETY AND HEALTH IN THE REPUBLIC OF GEORGIA

NATIONAL PROFILE





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Georgian State Inspection for Technical Supervision
National Information Centre on Occupational Safety Health
Georgian Employers' Association

ILO MOSCOW SUBREGIONAL OFFICE

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SUMMARY

The given document is the – “Occupational Safety and Health in the Republic of Georgia – National Profile - 2008” prepared by the Georgian State Inspection for Technical Supervision’s Informational Centre on Occupational Safety and Health and Employees’ Association of Georgia.

The data of the adequate spheres were prepared by the ministry of Labour, Health and Social Affairs, Georgian Employers Association, Confederation of the Trades Union of Georgia, JSC N, Makhviladze Labour, Medicine and Ecological Research-scientific Institute, The Georgian national Standards, Technical and Metrology Agency.

The aim of the National Survey is provision of the thorough information on the occupational safety and health legislation, policy review mechanisms, infrastructures, collaborative structures, activities of various partners in occupational safety and health, human resources, statistics and indicators of OSH, general demographic data, problems and challenges, as well as the needs for future development in the country. This information also is considered as the as a basis for the updating and further development of the national policy and program on occupational Safety and health of the country.

The structure of the Report is in adequacy with the Methodological Instructions given by the International Labour Organization – ILO.

This given document is located on the website of the Georgian State Inspection for Technical Supervision

www.techinspection.gov.ge

1. THE SYSTEM OF LABOUR PROTECTION

NORMATIVE-LEGISLATIVE BASES

1.1. Constitution

The *Constitution of Georgia* foresees protection of the basic principles of workers and employees health and safety at the workplaces. Namely, the section 30 of the Constitution of Georgia ensures freedom of labour and considers that labour rights and among them the right of the healthy working conditions protection as well as the creation of the advantaged working circumstance for under aged persons and women must be recognized and ensured by the law.

The requirements of the Constitution mentioned above are the part of the principle rights of a human the violation of which can be appealed by anyone straight in the constitutional court.

1.1.1. Labour Protection Principle laws

Labour Code of Georgia (2006)

The main regulatory source of labour relations and labour processes is the New Labour Code of Georgia that was adopted on May 25, 2006 and encloses the establishment of labour relations and their further development processes. The Labour Code of Georgia regulates labour and relative relations on the territory of Georgia in case if they are not regulated by another special law or Georgian international agreements.

An Employer is required to ensure and provide his/her employees with maximally healthy and safe working conditions, deliver the employees in proper time with all the objective and clear information concerning all those factors that may influence on health and life of employees or natural environmental safety.

An Employee has the right to refuse on performing any work, task and instructions that is/are against the law, or for no safety of occupational health and safety obvi-

ously jeopardizes his/her, or others person's life, health, property or natural environment safety. An employee is obligated to inform his/her employer immediately concerning the condition for which he/she refuses to perform the responsibilities included in the labour contract.

An Employer is required to implement the proper preventive system on occupational safety provision and provide his/her employee on time with the appropriate information concerning risks related to occupational safety and their preventive measures. Furthermore, an employer must provide his/her employees with all the necessary data concerning dangerous equipment utilization rules, in case of necessity ensure provision of the employee with appropriate protective equipments, to interchange dangerous equipments with the ones of technology progress that are less dangerous, to take all the appropriate measures for his/her safety and health protection. An employer is compelled to take all clever measures for timely localization and liquidation of any enterprise level accidents, primary medical assistance and evacuation.

The Law obliges an employer to overall reimbursement of medical expenses in case of injures while fulfilling work.

An employer is required to ensure protection of pregnant women form such work that endangers wellbeing, physical and psychic condition of her and the fetus.

Georgian Legislation provides the list of hard, unhealthy dangerous works, occupational health and safety rules, including employees' compulsory periodic medical checking cases and regulations with employer's expenses.

1.1.2. Labour Contracts

Labor relations represent fulfillment of work by an employee for an employer in exchange for remuneration in conditions of organization labor regulation.

Labor relations shall emerge by the agreement reached as a result of expression of free will of the parties, based on parties' equality principles.

Discrimination of any kind is forbidden during the labor relations, such as: discrimination by race, color of a skin, language, ethnic and social, origin, property, class, working place, age, sex, sexual orientation, limited abilities, religion or membership of other unifications, family status, political and other beliefs.

A labour contract shall be made in writing or verbally forms for a definite or indefinite period of time, also with set terms for the fulfillment of the work. Labour contract made in writing shall be concluded in a language understandable for the parties. Labour contract made in writing can be made in more than one language. If labour contract made in writing is made in more than one language it should contain agreement regarding which version (language) of a contract should be given priority in case of existence of differences in provisions of a contract.

An employee's application and a document issued by an employer based on the application to confirm his/her will to hire the applicant shall equals to signing a labour contract. Labour contract on probation period (not more than 6 months) shall be made only in a written form, in other cases such kind of contract shall be considered as a labour contract.

Employer is obliged for reimbursement of 0.07 per cent of the sum in case of delay of any compensation.

Employees' participation in strike must not be considered as breaking the working discipline and the bases for labour contract cancellation, except of any illegal strike.

1.1.3. Duration of Working Time

Labour Code also regulates duration of working time. If not otherwise provided by a contract, the working time set by an employer during which an employee fulfills work shall not exceed 41 hours per week.

Working time does not include a break and rest time, but the duration of rest time between working days (shifts) shall not be less than 12 hours. In case of specificity of work that does not give possibility for defining calculation of everyday working hours quantity then it is permitted to adopt a registration rule of working hours. The law regulates overtime specifics of work. An employee is obliged to perform an overtime work in order to prevent and/or liquidate results of natural disasters – without any remuneration, also in order to prevent and/or liquidate results of industrial accident – with consequent remuneration. Overtime employment is when the duration of a work performed by an employee exceeds the time of performance of work determined by the labor contract. If working time is not determined by the contract, the working time exceeding 41 hours per week is considered to be overtime. Overtime employment of a

pregnant woman, a woman in a postnatal period or a person with limited capabilities without her/his consent is prohibited.

The Law also regulates the limits in night shifts. Employment of pregnant woman, a woman in a postnatal period or breast feeding as well as children is prohibited. Besides, employment of a woman nursing a child less than 3 years old or a person with limited capabilities without his/her permission is prohibited.

The same Law regulates the holidays.

1.1.4. Annual Holidays

Article 23 of the Labour Code of Georgia regulates the annual holidays.

An employee has the right to take not less than 14 days of remunerated leave or to take not less than 15 days of remunerated leave per year.

It should be determined by a contract, that employee is authorized to take a holiday at the times different from the days prescribed by the law. An employee's right to claim a leave arises eleven months after starting work for an organization. By agreement of the parties, an employee may be granted a leave even prior to the expiration of the said term. Beginning from the second year of work, by agreement of the parties, an employee may be granted a leave at any time of the year. The annual leave shall not include a temporary incapability period or a pregnancy or maternity leave.

An employee shall give two weeks' prior notice of unpaid leave to an employer unless such notice cannot be made due to urgent medical or family conditions.

The amount of leave entitlement will be calculated on the time of actual work done as well as any forced suspension of work caused by an employer. The term for calculation of the leave entitlement shall not include the time of an employee's unreasonable absence from work or unpaid leave for over seven business days.

If the granting of a leave to an employee during a current business year may adversely affect the normal course of operation of an organization, by consent of an employee the leave may be carried over to the next business year. A minor's annual leave shall in no event be carried over to the next year.

An annual leave shall in no event be carried over for two years in a row.

1.1.5. Youth Employment

Labour Code regulates Minimum Employment Age and Origin of Capability. Labour capacity of a physical person shall arise from the age of 16.

Labour capacity of an underage below 16 shall arise in case of consent from his/her legal representative, tutor and guardianship bodies, if it is not against his/her interests, does not damage his/her moral, physical or mental development and does not limit him/her right and ability to obtain elementary, compulsory and basic education. Consent from legal representative, tutor and guardianship bodies is valid for further similar labour relations as well.

Labour contract can be concluded with an underage below 14 only on performance of a work related to sport, art and cultural sphere, as well as to advertising activities.

It is prohibited to conclude a contract with an underage on performance of work related to gambling business, night entertainment institutions, pornography production, and production of pharmaceutical and toxic substances, conveyance and realization.

2. THE OTHER LAWS AND RULES IN CONNECTION WITH LABOUR PROTECTION

2.1. Recently technical supervision developed and brought into force Georgian Laws: “On safety of hazardous industrial objects” (1997), “On Industrial Explosive Materials” (2003), also great number of Normative Acts, among them : “Rules of Safety in Explosive Materials Industry” , “Rules of Safety for Automobile Compression Stations working on Natural Gas”, “Safety Rules of Blasting Operations”, “Safety Rules for Mining Operations”, “Safety Rules for Attractions ”, “Safety Rules for Ferroalloy Production” and etc.

The Georgian law “On safety of Hazardous Industrial Objects” determines legal basis for technical safety of industrial objects. It is very important that represents the basic guideline of technical supervision rules. Except the given Georgian law the state technical supervision guides with the laws such as “Minerals”, “Hazardous Chemicals”, “Control of Industrial Operations”, “Licenses and Permissions”, “Industrial Explosive Materials” and etc.

The other core juridical acts of Labour Protection are:

- ◆ Law of Georgia on Entrepreneurs 1994.28.10.
- ◆ Law of Georgia on Veterinarian Medicine 1995.14.06.
- ◆ Law of Georgia on Medication and Pharmacy activity 1996.25.12.
- ◆ Law of Georgia on Environment Protection 1996. 10.12.
- ◆ Law of Georgia on Statistics 1997.12.11.
- ◆ Law of Georgia on Trade Unions 1997.02.04.
- ◆ Law of Georgia on Health Care 1997.10.12.

- ◆ Law of Georgia on Public Service 1997.31.10.
- ◆ Law of Georgia on Emergency 1997.11.12.
- ◆ Law of Georgia on Hazardous Chemical Substances 1998.12.06.
- ◆ Law of Georgia on Safety of Sanitation Zones in resorts and resort places 1998.20.03.
- ◆ Law of Georgia on Nuclear and Radiation Safety 1998.30.10.
- ◆ Law of Georgia on using Pesticides and Agrochemicals 1998.25.11.
- ◆ Law of Georgia on Standardization 1999.25.06.
- ◆ Law of Georgia on Compensation of Damage caused by Hazardous Substances 1999.23.07.
- ◆ Law of Georgia on Atmospheric Air 1999.22.06.
- ◆ Law of Georgia on Gas and Oil 1999.16.04.
- ◆ Law of Georgia on Traffic Security 1999.28.05.
- ◆ Law of Georgia on Social and Medical Examination 2001.12.07.
- ◆ Law of Georgia on Fire Safety 2005.11.11.
- ◆ Law of Georgia on Ecological Examination 2007.14.12.

Unfortunately there is no Law on Labour Medicine in Georgia. Labour Medicine as a trend is represented in the frame of Sanitation Hygiene as a sector.

2.1.1 Pursuant to the Article #170 of Criminal Law of Georgia if a responsible person violates the rules of Technical Safety and Labour Protection he/she can be accused with imprisonment for seven years.

2.1.2 Laws and Decrees on compensation due to the professional injuries and occupational diseases are not included in the new laws of Labour Code of Georgia. The Decree of President of Georgia, dated February 6, 2007 was abolished, order N48 dated 1999 February 9 “The Rule about Compensation Payment for Employees while injured at Working Place”. At present a new Normative Act has not been adopted about the “The Rule about Compensation Payment for Employees while injured at Working Place”.

3. MECHANISMS OF REVIEWING

THE NATIONAL POLICY

There is no national concept on Labour Protection in Georgia, National Council on Labour Protection Issues, Commissions Authorized for Periodic Review of the National Legislation on Labour Protection, councils of directors, committees and etc. The mentioned function is performed by the appropriate Ministries and Parliament committees.

3.1. Cooperation and Coordination Including Collective Agreements

The Law of Georgia on “Collective Labour Agreements and Treaties” has been declared out of force after adoption of the new Labour Code of Georgia and its launching.

At present the new Labour Code of Georgia and the Law on Trade Unions regulate the Collective Agreements, Conclusion Rules and the right of participation of Trade Unions in it. Furthermore, pursuant to the mentioned law the labour norms, remuneration system, amount of wages are regulated by employers on the basis of agreement with the participation of Trade Unions resulting in the collective agreement.

3.1.1. On Country Scale

The general agreement concluded between the Government of Georgia, Trade Unions Confederation of Georgia and the Union of Entrepreneurs of Georgia can be considered as a model of coordination. Pursuant to the Chapter 5 of the agreement providing the Labour Protection and Ecological Safety issues obliges the Government ensuring the implementation of the legislative and normative acts on Labour Protection and the improvement of Labour Protection activities.

3.1.2. On Enterprise Scale

Trade Unions Confederation of Georgia has concluded 3 branch agreements and 248 collective agreements including the labour protection activities. The new 30 collective agreements were concluded in 2007.

It must be acknowledged that comparatively high efficiency of collective agreements and treaties were fixed in the Georgian Railway Trade Unions; Ajara Republic Union; Ministry of Labour, Health and Social Affairs of Georgia; Chemical and Medical Industries; Naval-transportation and Fishing Industry; Energy and Electro-technical Industry; Agriculture, Light, Nourishment and re-processing Industry; Mining and Metallurgical Industry; Service field, Local and Communal economy; Trade Unions of Communication and etc. It must particularly be mentioned the collective agreements obligations and their fulfillment by JSC "ENERGY INVEST", LTD "BATUMTEQS", "Georgian Union of Telecommunication Company", Trade Unions of Sailors, "Georgia State Electric System", JSC "MADNEULI", "TELASI", "Coca-cola Bottlers Georgia", "METROMSHENI", "Tbilisi Water", "KVARTSITI" and etc. that served to improvement of labour conditions at the workplaces and protection of social well-being.

4. TECHNICAL STANDARDS, MANAGEMENT SYSTEMS AND DIRECTIONS OF LABOUR PROTECTION

The Labour Code of Georgia and the various legislative normative acts contain the special technical rules and decrees concerning safety and health of workers and employees at the workplace. The normative acts cover a list, decrease, sectoral/branch and institutional regulations, construction rules and normatives, state standards, methodological directives, branch standards and instructions.

The standards of Labour Protection system dated by the Soviet times are still in force in Georgia that was adjoined with decrees and instructions from appropriate ministries and other adequate bodies. Standards of Labour Protection System include the following sub-systems:

- ◆ Organizational – Methodological;
- ◆ In connection with dangerous industrial/enterprise factors;
- ◆ Safety of Industrial Equipment;
- ◆ Safety of Industry Process;
- ◆ In connection with the functions of individual protection means of workers and employees;
- ◆ In connection with workplaces.

There exist the other technical norms concerning Labour Safety that are embraced in the decrees and instructions of the various ministries and government organs. For example in the Labour Safety field operates number of inter-governmental standards (in boundaries of CIS):

- ◆ GOST № 12.1.008-76 Biological Safety. General Requirements;
- ◆ GOST № 12.4.002-72 Individual Facilities of Protection against the Vibration of Hands; Technical Requirements and Testing Methods;
- ◆ GOST № 12.4.016-83 Special Protection for clothes; Quality Confirmation Nomenclature;

- ◆ GOST № 12.2.084-93 Labour Safety during the Installation, Exploitation and Repair of Chemical Cleaning Equipments; General Requirements;
- ◆ GOST № 12.4.010-75 Individual Facilities of Protection for Workers and Employees;
- ◆ GOST № 12.04.005-85 Individual Protection Facilities for the Respiratory Organs;

Pursuant to the amendments in the “Law on Standardization” the utilization of standards has the voluntary status.

According with the “Georgian Law on Production and Service” the obligatory certification of production and service is annihilated except for wine and wine products. At the moment there still exist in force several hundreds of old soviet period “GOST’s” (from 7000 GOST’s functioning in the Soviet period that had been adopted on the basis of several years' scientific-researching work). Unfortunately the scales of present scientific work are not satisfactory for the formation of new GOST’s or state standards.

It is worth declaring that some companies design their own labour protection standards. As an example of the fact we can take the labour protection management system standard of “Railway of Georgia” LTD confirmed by the General Director agreed with the Railway Trade Unions and has been in force since April 15, 2002.

Georgian National Agency for Standards, Technical Regulations and Metrology realizes registration of standards, confirmation normative acts in the field of Metrology and register legitimated measuring devices. From October 7, 2005 by the law of Georgia on “Standardization” the mentioned Agency independently realizes the duties as a Legal Entity of Public Law.

5. THE SYSTEM OF PRACTICAL UTILIZATION OF THE LABOUR PROTECTION FACILITIES AND INSTRUMENTS

5.1. State Managing Organs Responsible for Implementation of Labour Protection Policy

- ◆ The Ministry of Labour, Health and Social affairs of Georgia in accordance with the Georgian legislative acts and regulation of the Ministry provides state management and takes responsibility for fulfillment and implementation of Labour Protection Policy in the field of Labour, Health and Social affairs. The functions of the Ministry include the social protection of population, ensuring of public health care and etc.
- ◆ It is worth to note that the Ministry of Labour, Health and Social affairs of Georgia in the frame of its functions implements the various diseases treatment programs. According to the order dated February 7 – N40/n, 2007 “Government Programmes provides for “Components of Georgian Occupational Health Prevention and Monitoring” according to 2007 authorization concerning Health Care programs. The Prevention of Occupational Diseases also provided “Promotion of Healthy life, Prevention of Diseases and Socially Dangerous Diseases Prophylactic Program” approved by the order N53/n dated February 15, 2006 of the Minister of Labour, Health and Social Care of Georgia.
- ◆ LEPL – Georgian State Inspection for Technical Supervision Provides technical supervision, comprehensive safety management at objects of danger and highly hazardous enterprises and operations in compliance with legislation, in order to avoid accidents, emergencies and employment injuries. In the frame of own competence cooperation with legal and natural bodies,

similar organizations abroad, Information Center on OSH of ILO, other international organizations. The Inspection supervises about 3 500 hazardous enterprises and 28 000 hazardous objects. Number of employees of the Inspection is 66.

a) Inspectorate Service

Inspectorate of Environment Protection – is created by the initiative of the authority of the Ministry of Environment Protection and Natural Resources. It is the Ministry state sub-agency service. Inspectorate implements its activities with its subordinated structural sub-divisions and territorial organs.

The competence of the Inspectorate Service is the state control of environment protection. The stuff of Inspectorate Service has to check physical and juridical person (among them, military and others) who has business on Georgian territory, draw up an act “About checking environment law demands,” draw up a minutes of administrative law-breaks in case of finding out the law-breaks, discuss the administrative law-break, pass a resolution about administrative punishment. By the law inspector can lock the object and put an issue about repealing the license/permit.

b) Quick Reaction Service

The Quick Reaction Service is one of the sub-divisions of Inspectorate of Environment Protection. It helps environment protection state inspector to accomplish his work.

The Quick Reaction Service is able to use physical compulsion, to draw up a minutes of administrative law-break, to assign to a plenipotentiary person for the next reaction, to suppress an administrative law-break, to make taking out of the means and tools of both law-breaking and illegally used natural resources.

Emergency Management Department of the Ministry of Internal Affairs of Georgia –

The **Emergency Management Department of the Ministry of Internal Affairs of Georgia** was established on December 12, 2005. The Department is a structural sub-section of the Ministry of Internal Affairs, which within its competence coordinates prevention of emergency situation (emergency situation – situation in a certain territory as a result of natural, man-caused or any other type of disaster, which resulted or may result in human victim, important material lost or creates threat to human health or environment). The Civil Security Division, Fire-

fighting Division, Central Rescue Section are the subsections of the above mentioned department.

Following the order N480 dated November 20, 2001 and signed by the Minister of Internal Affairs the basic decree of the firefighting division was approved with the main tasks:

- ◆ Organizing of firefighting supervision in Georgia;
- ◆ Liquidation of fire and organizing of emergency alarm-rescue activities;

Following the Decree of Minister of Labour, Health and Social affairs of Georgia, dated July 2004 (N 172/n) LEPL Inspection for Sanitary Supervision was created. Functions of the Inspection were realization of the preventive actions against the negative environmental influence on population.

The Inspection establishes business relations with juridical persons and individuals as well, with the organizations of the same profile, with the Information Center of OSH of International Labour Organization and the other organizations.

The Inspection for Sanitary Supervision was eradicated in 2006 and actually the part of the supervision functions entered under the responsibility of the National Service of food Safety, Veterinary and Plant Protection that was established after the Decree (N2-44) of the Minister of Agricultural dated by March 14, 2006.

One of the implementing body of Labour Protection Policy was the Labour Inspection of the Ministry of Labour, Health and Social Affairs of Georgia. The Labour Inspection was brought to an end by the government statement # 249 dated by December 31, 2005. The Ministry of Labour, Health and Social Affairs of Georgia was defined to be the authorized entity for Labour Inspection functions; However the Ministries personnel list does not envisage the Labour Inspector staff.

5.1.1. Mechanism of Compulsory and Inspection

The Article of the Code of Administrative Violation provides the amount of administrative fines and the form of the payment for the infringement of rules on labour protection.

According to the Article 170 of the Criminal Law the violation of the rules of technical safety and labour protection, the crime of civil type is punished by

deprivation of freedom for seven years. Various inspections are executing their authority in every existing organization in the country in spite of their organizing juridical form. For example: LEPL – Georgian State Inspection for Technical Supervision supervises about 3500 hazardous enterprises and 28000 hazardous objects. That means the number of conducted inspections by the Technical Supervision increased in the recent years.

In the frame of own competence Functions of the Inspections Departments are implementation of complex control of enterprises in compliance with working plan, also special and efficient controls.

The Statistical Data of the Georgian State Inspection for Technical Supervision for 2007:

Department for Supervision of Hoisting Mechanisms, Boilers and Power Stations controlled 7 Enterprises but the targeted controls implementation on permission conditions in 91 enterprises. The operative activities were fulfilled in 828 Enterprises where 1217 Load-lifting mechanisms, 50 cable-way, 81 escalator, 923 elevator, 283 steam and hot-water boilers and 651 high-pressure vessels were examined and etc.

Department for Supervision of Mining Enterprises and Drilling and Blasting Works controlled 421 items, among them 123 – special/operative controls, 2 – complex controls, 3 – targeted control and there were discovered more than 1000 violation of Safety Rules and adequately 56 items stopped functioning for a certain time. The 678 workers were tested in knowledge and level of information on safety rules and 24 persons appeared unprepared.

Department for Supervision of Gas and Main Pipe-lines Systems – The Inspectors examine 476 items and discovered 754 violations that caused abolition of functioning of more than 26 items.

The investigations showed that situation concerning the gas sector still remains very hard. The repairing activities should be done on kilometers of the pipe-line; in-depth works need the more than 200 units of gas regulatory points and stations. The service units are not equipped with the adequate transportation facilities and necessary mechanisms.

Department for Supervision of Oil Enterprises and Dangerous Cargos Transport – has controlled 413 petrol stations, petroleum product storage and railroad im-

passes. The Inspectors of the Department discovered 537 cases of violations of the Safety Rules.

The 80-90% of the units were registered by the Department. The outstanding attention was paid to the selection of the items, their technical conditions because very often their engines and amortization are out of order or do not possess the adequate exploitation documentation. It must be taken into consideration that the mentioned units should be equipped with modern technologies; the modern safety means must be designed and implemented that will lead to minimizing the expected risks.

Department for Supervision of Chemical, Metallurgical, Explosive and Fire Hazard Enterprises – controlled and registered the 80-90% of the existing points and enterprises.

The spectrum of the supervision enterprises is wide enough including: chemical, metallurgical, explosive means, raw plant storing and processing enterprises, ammine refrigerating engines, air dividing production stations and store.

The objects of the Inspection are the water station chlorination plants. The chlorinators of Tbilisi, Rustavi, Kutaisi, Zestafoni, Gori, Telavi, Gurjaani, Dedoplistskaro and Bolnisi were inspected in 2007. Lots of violations were registered and annihilated following the analysis of the mentioned inspection.

Department for Supervision of Enterprises of Ajara Autonomous Republic

The numbers of supervision enterprises amounted to 182 where 1447 items are located. The Department conducted complex, special and efficient controls in the period covered and 373 violations of Safety Rules and Standards were discovered there, the working activities were abolished on the spots and 118 acts were issued.

5.1.2. The Scientific-Research Institutions and Laboratories of Labour Protection

The adequate institutes and laboratories are:

- ◆ **JSC N. Mikheladze Scientific-Research Institute of Labour, Medicine and Ecology**

On the basis of the Institute there was established the Laboratory of Toxicology. The Toxicological section has conducted a lot of works connected with the chemical safety during the last 10 years:

- ◆ In harmonization with the international documents there are elaborated: 15 Normative Acts – Hygienic Normative, Sanitary Rules, Regulations and Methodological Recommendations, among them – Regulations of Classification Chemicals, Preventive Toxic Terminology and etc.
- ◆ “Improvement Eco-toxicological Situation” supported by “Caucasus Environment Protection Center” was implemented in Kakheti Region in 2004
- ◆ “Harm Pesticides”, “Dusty Pathology of the Respiratory Systems”, “Chronically Occupational Intoxication” and etc. programmes were implemented in 2006.

The above acknowledged Institute collaborates with the Georgian Universities and High Schools in regard of preparing the specialists of the mentioned field in different directions.

There has not been designed and launched any National System among the partners and multisided coordination as yet for chemical substances regulation for safety. The system which will ensure the ecological well-grounded use of chemical substances will adequately makes it possible to avoid the risk of negative influence on environment and human health.

- ◆ **The Scientific-Training Institute of Labour and Industry Organization** implements scientific-research activities in the field of economic, social protection and employment.

The researches are implemented into two directions:

1. Problems of employment and labour relations;
2. Problems of social protection and the rank of living;

The Institute works very hard over the Georgian rules to bring them in the harmonization with International Social and Labour norms. The Institute developed:

1. The national clasification of employment on the territory of Georgia;
2. The list of hazardous and harmful enterprise professions in the economics of Georgia.

The second core direction of the Institute is the employment and labour relations in the market economic conditions. The institute has issued twenty five scientific themes that were presented to the government adequate structures for utilization.

The result of scientific investigation was practical importance Regulations and Methodological Directives. Regulations and Directives have been presented with appropriate Government structures.

5.1.3. The Information Centers of Labour Protection

The National Information Centre on Occupational Safety and Health on aegis of the International Labour Organization and by the decree – N 35 of President of Georgia was established on February 6, 2003 and at present the mentioned Center is functioning under the Georgian State Inspection for technical Supervision.

The center is incorporated in the network of International Labour Organization and the similar centers of different countries that receives and distributes informational, methodological and educational materials among the enterprises throughout the country. The several articles were translated about the burning problems on occupational safety and health. The translated articles and information obtained by the centre will be distributed and located on official web-site of the Inspection.

The website address of the Technical Supervision is – www.techinspection.gov.ge

At present the Center has correspondence and close links with various Information Centers of different countries of the world serving for Occupation Safety and Health.

The last National Review on Labour Protection in Georgian was prepared by the Center. Beside, it is important that the Center holds annual activities dedicated to the World Day for Safety and Health at Workplace and to Memory for Victims of Occupational Accidents

5.1.4. Labour Medicine

During the period of reorganization of Health Care System in Georgia, the functions of the former Sanitation Epidemiological System were distributed to the

Departments of Public Health Protection and Sanitation. The department of Public Health Care has the appropriate sub-divisions in big cities and regions. It also takes the responsibility for the analysis and management of the epidemiological situation, organizing and implementing the appropriate activities on disease prevention. Under the subordination of the Department there are – the National Centre of Disease Control, the Centre of health assistance and disease prevention and the Centre of medical statistics and information.

The Department of Sanitation and Hygiene Norms is responsible for the health of population in order to avoid negative influence of environment factors for labour, dwelling, nutrition, radiation and chemical safety, for working out sanitation hygienic norms and fulfillment of the control upon them.

For the purpose of strengthening juridical and institutional basis of these services, the amendments have been included in the law "About the Health Protection" defining the functions and responsibilities of the public health services.

The Parliament of Georgia has adopted at first hearing the sanitation code. In the nearest future there should be considered the laws on "Public Health Protection" and "Providing Safety conditions for Human Health".

5.1.5. The Insurance Systems or Compensation Services at Accidents and Occupational Diseases

Along with the development of the insurance systems, the citizens and enterprises are given the opportunity on voluntary insurance principles of making insurance of any kind of risk. The solution of the mentioned question on the state level needs the appropriate legislative decision; Still, the insurance for the workplace incidents is not obligatory but the tendency of the newly established companies to implement the mentioned system is worth to notice as well.

5.1.6. Poisoning Substances Controlling Centers

The Ministry of Environmental Protection and Natural Resources as well as the and the Ministry of Labour, Health and Social Affaires implement the control of the issue. Furthermore, it must be acknowledged that activities of reorganization and completion with the appropriate personnel have started. The reorganization

of the ministry is based on the experience and recommendations obtained within the limits of the current project "Capacity Building for the Ministry of Environment and Protection of National Resources" funded by the Government of The Netherlands and the United Nations Development Programme – UNDP. The ministry pays much attention to receiving extra funds from donor countries and international financial institutions (e.g. Institutional Development Fund-IDF) for the successful implementation of the reforms.

The Ministry of Environment and Protection of National Resources with the Ministry of Labour, Health and Social Affairs within the limits of the reform of gradual standards on Environment Condition will review the existing standards on Environment Standards. On the first stage standards will be adopted according with the recommended from the of World Health Organization or the standards functioning in European Union, so called "Priority" for littering, such as: sulphur dioxide, nitrogen oxides, carbon-hydrogen, set solid particles, biological requirements on oxygen etc. The standards on the other substances will be reviewed in the long term period as well.

As for the operating centre the Scientific Centre of Technical Ecological Research can be considered. Furthermore, some activities are implemented by the various scientific-research laboratories in the direction mentioned.

5.2. The Structures of Learning, Preparing and Bringing up of the Consciousness

5.2.1. The educational institutions in the sphere of Labour

Protection are not enough in Georgia. However labour protection as a discipline is taught at the high schools; For instance:

- ◆ **The Chair of Labour Safety and Mine Aerology of the Georgian Technical University** prepares the specialists of industrial and technical safety processes-bachelors of technical safety.
- ◆ **Georgian Technical University** operate courses of improvement qualification and skill for Oil and Gas thrift workers, but trainings are arranged only for Enterprises – upon the interest.

- ◆ **The Technical University has Transportation and Mechanical Engineering Centre** with Faculty “Hoisting Mechanisms – Training, Project and Diagnoses”, which prepares engineers and personnel to conduct an operation for hoisting mechanisms (Elevators, Attractions and Cranes).
- ◆ **The Scientific-Training Institute of Labour and Industry Organization** prepares high qualified specialists of the mentioned field in different directions. For example: “Social Care and Insurance”, “Labour Law and Economic”, “Labour Sociology and Economic” and etc.
- ◆ **Tbilisi State Medical University has the Department of Environment and Occupational Medicine.** On the base of the Department it provides: Public Hygiene, Radiation Hygiene, Nutrition Hygiene, Infantile Hygiene, Psycho hygiene, Occupational Pathology.

5.2.2. The separate organizations hold the courses of qualifications in the area of Labour Protection with the assistance of their own and invited specialists

5.2.3 There is no National Council on Labour Protection

5.2.4 Organizing Trainings by Employers and Workers/Employees unions

Trainings Organized by Employers

As mentioned above, there is no an educational institute in Georgia, which may prepare specialists on Occupational Safety and Health (OSH) in accordance with international standards. Hence, many companies lack of personnel on OSH sphere, but those that have such personnel still need re-training, as OSH experts used Soviet Union standards and normative, which are not in compliance with present demands. Georgian Employers' Association, GEA (as one of the partners of International Labour Organization – ILO in Georgia) has taken the initiative for training programs preparation in this sphere.

The first stage of Dutch Employers Cooperation Programme (DECP) was OSH training manual translation – “Safety, Health and Working Conditions”. The sec-

ond stage is preparing GEA trainers and external experts and the third stage contains OSH center establishment under GEA. The mentioned center will serve GEA member and potential companies.

5.3. The Specialized Technical, Scientific Medical Institutions Connected to the Various Aspects of Labour Protection

5.3.1. Organs working on standardization

On the basis of Georgian law on “Standardization” Georgian National Agency for Standards, Technical Regulations and Metrology, which realize its activities independently under the control of government Agency as a legal entity of public law was confirmed in 7 October, 2007 by the order N 1-1/1057 of the Ministry for Economic Development of Georgia.

Agency governs its activity in the frames of Constitution of Georgia, International treaties and agreements, law of Georgia on “Standardization”, “Providing of General Measuring”, “Certification of Production and Service”, “Legal Entity of Public Law” and the other legal acts and within the frames of competence given by decree of the agency. State control of Agency is executed by Ministry for Economic Development, which has right to demand performance of necessary documents and information for taking the control.

Agency as the national organ with the confirmed legislation rules has authority to perform national interests on standards and Metrology in International and Regional organizations, also to conduct registration of standards technical Regulations to confirm normative documents in the field of Metrology and realize register of legitimated measuring devices. According to the law in force (acting law), on the basis of agreement agency has authority to organize and held rising qualification work of professional preparation with the program consented to united national organ of accreditation. Besides, it provides the interested persons with consultation and information service in the field of standards, technical regulations and Metrology.

5.3.2 In the mentioned field (Chemical Safety, Toxicology, Epidemiology and etc) are acting state sub-division of Ministry of Agriculture of Georgia National service of Food Safety, Veterinary and Plant Protection, sub-division of Ministry of Health, Labour and Social Affairs of Georgia – Department of Health Care and its laboratories, also the appropriate structural units of the Ministry of Environment and Protection of National Resources.

5.3.3 The Chief Department of Emergency and Civil Defense and the Chief Department of Fire Safety Service of the Ministry of External Affairs are responsible in the country during the period of disasters and emergencies. By the order N480 of the Minister of External Affairs dated 2001 November 20, was affirmed the decree of the Chief Department of Fire Safety Service of the Ministry of External Affairs. Due to chapter 2, item 7 of the decree, the main tasks of the Department are:

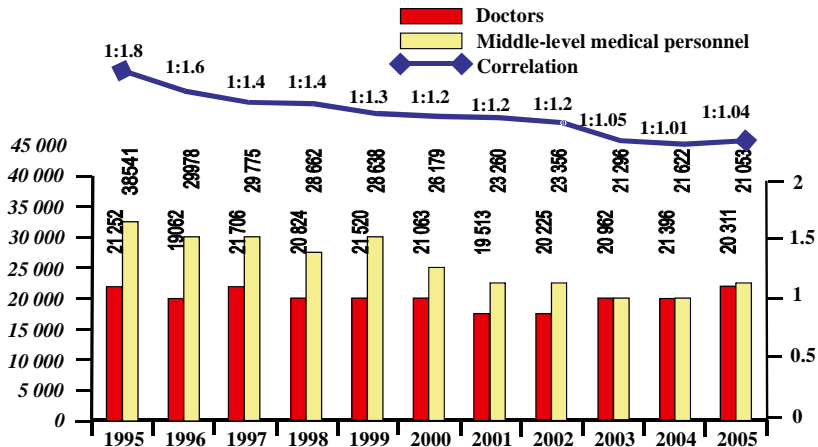
- ◆ Organization of Fire Safety Observation in Georgia.
- ◆ Liquidation of fire and jobs connected to the first type emergency, rescuing help.

5.3.4. Non-governmental organs are not working at the questions of Labour Protection

5.4. Human Resources Functioning In Labour Protection on State Level

5.4.1. Medical Personnel

As an example we can cite that in 2005 20311 doctors were served the population of Georgia (Index of population provided by doctors) and 21053 Middle-level medical personnel (index – 481.6). In 1988-1999 number of Middle-level medical personnel reduced almost twice (two times), in last years the combination of doctors and Middle-level medical personnel was the same – 1:1,2, In 2005 it became 1:0,4, which is clearly showed on the following table.



Source: Health Care, Statistical Reference Book, Georgia – 2005

Pic. 1. Number of medical personnel

It should be remarked, that in comparison with the recent years, in 2005 the insignificant reduce of doctors and Middle-level medical personnel was fixed on the expense of all specialists less reduce. The index of doctor maintenance is high especially in Tbilisi (930, 1), but it is low in Samtskhe-Javakheti (165,4), the index of maintenance by Middle-level medical personnel is high in Tbilisi (745,3), in Ajara (564,9) in Racha-Lechkhumi and Svaneti (594,5), but it is low in Samergrelo (234,0). It's remarkable that numbers of doctors are more than

the number of Middle-level medical personnel in Tbilisi and Kakheti (conform 1, 25:1 and accordingly 1, 13:1).

5.4.2. Number of Inspections

38 inspectors working in Georgian State Inspection for Technical Supervision provides technical supervision on hazardous enterprises, objects of danger and work, in the frame of own competence, in order to avoid accidents, emergencies and occupational injuries, also establish complex control of enterprises, but special and efficient controls – in accordance with the dynamic of traumatism and current technical condition in enterprises.

The table given below is the number of inspectors in basic supervisory organs of Georgia. It is very difficult for Supervisory organs of Georgia to depend public interests imposed to them when there is no clear instruction, which company must be verified. Besides, government should use more time, resources and force in order to introduce to the workers of supervisory organs their rights and obligations, also standards and control procedures.

Table 1

SUPERVISORY NUMBER OF INSPECTORS NUMBER OF CONTROLLED ORGANS OF 2006 ORGANIZATIONS OF 2006		
TAX DEPARTMENT	1243	4017
CASTOME-HOUSE	955	12622
FINANCIAL POLICE (controls concerning to taxes)	79	504
INSPECTION FOR TECHNICAL SUPERVISION	38	1873
ARCHITECTURAL AND CONSTRUCTION INSPECTION	5	15
DRAG AGENCY	10	216

Source: International Finance Corporation (IFC) 'Analitical Research'

6. STATISTICS ON OCCUPATIONAL DISEASES AND INDUSTRIAL ACCIDENTS

6.1. According to the statistic registered by Georgian Trade Unions Confederation 66 accidents were registered in 2005 in the organization of Georgian Trade Unions Confederation, among them 6 were with fatal ends and 12 were severely injured

In 2006 – 33 accidents were registered, among them 6 were with fatal ends and 7 were severely injured.

In 2007 – 29 accidents were registered, among them 7 were with fatal ends and 1 was severely injured.

During the years of 2005-2007 the fatal accidents happened in Georgian United Distribution Power Company, JSC “TELASI”, Construction Company “Tbilisi – 3”, Trade Port of Batumi, Darkveti Mine Department of “Chiatura Manganumi” and etc.

On the result of the study the causing reasons of fatal accident it is confirmed that in most cases employers, instead of taking some activities to avoid such accidents, they impose the whole responsibility on dead persons, try to evade criminal moral, material responsibility and the family of deceased leaves without any compensate of damage. Cite the following example:

The analysis of the accidents reveals that from the side of employers attention to execute the current labour protection instructions, organize the work correctly and safety, depend the rights about safety exploitation of electric equipment,

installations, load-lifting mechanisms and other installations, provide the employers with cloths, shoes and other individual protection resources.

The current situation on industrial injures, violation of Safety Rules is stipulated by the formalism existed in the sphere of training and instruction conducting, lack financing of activities on Labour Protection.

According to the data of Ministry of Internal Affairs of Georgia 26 employees were died in enterprises and organizations in 2006; and 42 persons were died in 2007.

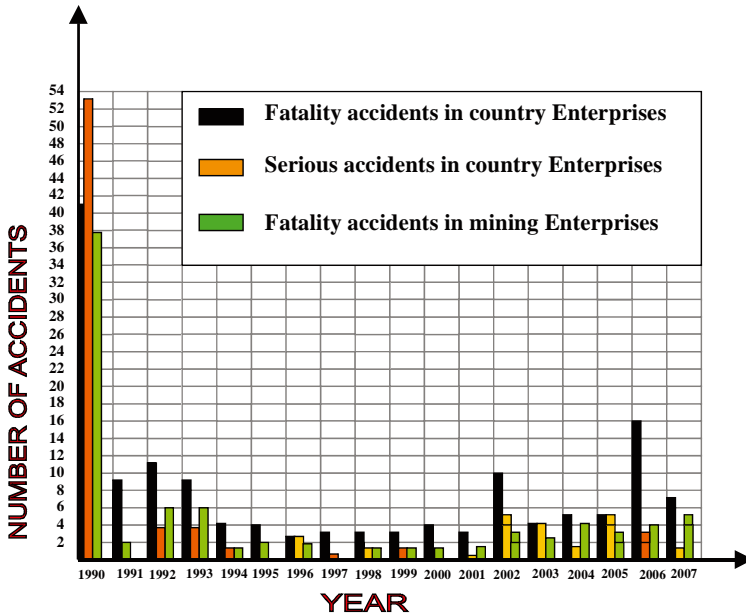
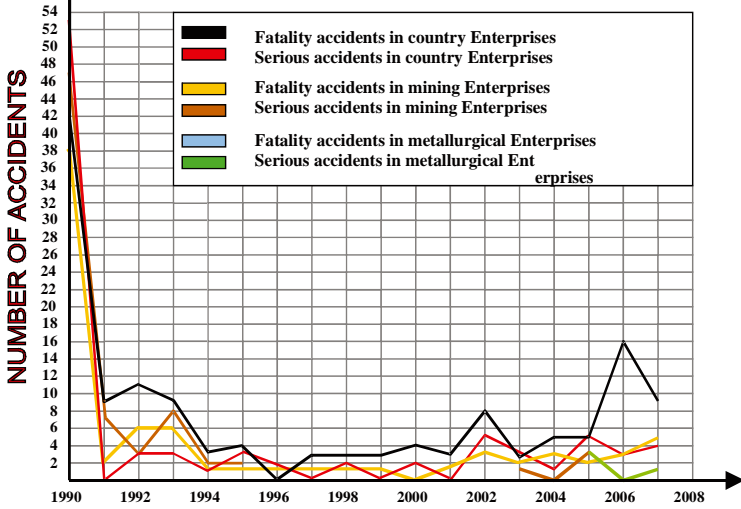
It should be remarked that in such situations 3 branch agreements and 248 collective agreements were in motion, which provides the activities of Labour Protection. In 2007 30 new collective agreements were conducted, which indicates, that the process of negotiations are carrying in rather difficult condition.

6.2. The Number of Hazardous Industrial Accidents

In 2007 several accidents happened on the supervising items of Georgian State Inspection for Technical Supervision. The data is given on the diagram 2 and 3.

Sharp increase of fatal accidents of 1990 given on the diagram was caused by the accident happened in cable-way “Rustaveli-Mtatsminda” on 1 June in Tbilisi. In the result 16 persons were died and 35 were severely injured.

**NUMBER OF ECCIDENTS
HAPPENED AT THE SUPERVISORY OBJECTS IN
1990-2007**



6.3. The statistics on Occupational Diseases

1077 accidents of occupational poisoning and disease were registered and researched during the years of 1970-2006 by Toxicological Laboratory of the Scientific – research Institute of Labour, Medicine and Ecology.

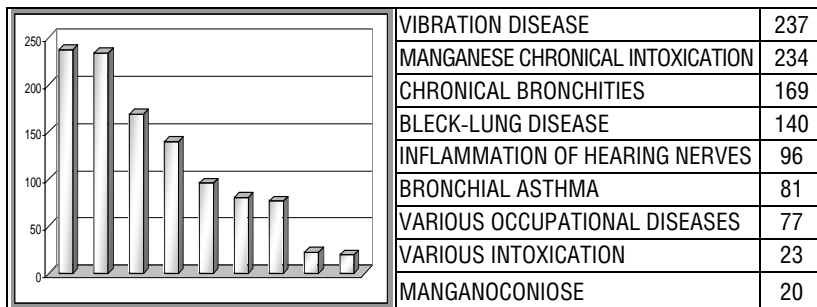
The statistics on occupational diseases and poisoning looks dissatisfactory during the last year's because of existent situation in the country. Annual quantity of occupational diseases during the years of 1960-1980 hesitated from 140 to 160. In the years of 1991-1998 were registered – 173 accidents; in the years of 1999-2006 were recorded 201 accident, among them: in 1999 – 17 accident, in 2000 – 12; in 2001 – 22; in 2002 – 27; in 2003 – 41; in 2004 – 29; in 2005 – 29; in 2006 – 24.

DISTRIBUTION OF OCCUPATIONAL DISEASES IN GEORGIA

ACCORDING TO NOSOLOGIC MODELS 1970-2006

Pic.4

Table 2



In the structure of occupational diseases on the first pleases are vibration diseases – 22, 07 % (237 accident), following diseases are chronic intoxication with manganese – 21, 73% (234 accident), occupational chronic bronchitis – 15, 69% (169 accident), black-lung diseases – 13% (140 accident), occupational bronchial asthma – 8, 91 % (81 accident).

Etiological factors provoke increase of occupational diseases, for example: physical factors (vibration, noise, physical exhausting and etc.); Chemical fac-

tors, Industrial and Agricultural poisons, Industrial aerosols, dust, organic and inorganic nature industrial allergens.

Represents the distribution of number of accidents of occupational diseases according to the ages and length of service during the years of 2003-2006

Table 3

SENIORITY	AGE				SUME
	20-30 YEAR	31-39 YEAR	40-49 YEAR	50 YEAR AND MORE	
1-5 YEAR	7	27	40	22	96
6-10 YEAR	15	62	177	74	328
11-20 YEAR	13	47	145	162	367
21 YEAR AND MORE			126	170	296
SUME	25	136	488	428	1077

Estimate of underreporting

As described in the chapter 6 , the registration of occupational accidents and diseases in Georgia is low. It was caused because of abolishment of Labour Inspection in 2005, which functions were registration of occupation accidents and professional diseases. Therefore, getting the data of statistics throughout Georgia is almost impossible.

7. EMPLOYERS AND WORKERS/EMPLOYEES ORGANIZATIONS' POLICY AND PROGRAMMES

7.1. For giving the proper assessment to the Georgian reality, it is urgent and extremely necessary to discuss tripartite mechanisms and insert/establish it into the Georgian Society.

GEA and Georgian Trade Union are trying to establish democratic, independent, tripartite commission, for assistance of establishing international standards. The meeting with ILO representatives has already been conducted for establishing security, health and working conditions standards and principles. During the meeting model of establishing OSH standards in companies was designed, the implementation of which will be done with the assistance of ILO. The first stage of the mentioned model foresees the commission's establishment in companies including representatives from employers and employees. These branches practically will coordinate establishment OSH standards and control the implementation processes as well.

8. NORMAL AND CURRENT ACTIVITIES CONNECTED TO LABOUR PROTECTION

8.1. Its important, that seminars and conferences with the support from ILO, World Bank and other organizations are held concerning to the important questions of Labour Protection for sharing knowledge, experience and for rising qualification in the field of Labour Protection.

Recently such technical seminar was held in October 25, 2007 for the specialists of occupation safety and health with the support of Georgian Employers' Association and ILO's Bureau in Moscow. In this seminar the collaborators of Georgian Employers' Association, representative of ILO sub-regional bureau in Moscow, the specialists of Georgian Inspection for Technical Supervision and Information Centre on OSH, representatives of Trade Unions, Ministry of Health, Labour and Social Care of Georgia and leading enterprises of Georgia were taking part.

The main issue of the seminar was the Methodological views on Occupation Safety and Health of ILO. Besides, this seminar covered the Conventions N81, N155, and N187 (2001).

The special attention was paid to the Convention N187, which determines the development system of Labour Protection. The object of this convention is providing elaboration of political obligations in the field of Labour Protection.

As a problem was separated, that there is no inter-communication between employers and governmental organizations, also one of the principal plan is "TRIPARTISM" which implies compact co-operation among government for example (Ministry of Health, labour and Social Care), Trade Unions and Employers' Association.

Also the question about necessity of ratification of Convention's in the country was underlined.

The following main issues of Occupation Safety and Health were discussed at the seminar:

- ◆ Protection of International Standards and Fundamental Principles in the field of Labour Protection;
- ◆ Providing of Decent Work;
- ◆ Tripartite co-operation and social dialogue.

It should be underlined, that according to International Principles in the country should work and execute following:

- a) Conventions and recommendations (recommendations must support using the requests of Conventions in practice);
- b) Practical Measures Code;
- c) Directives of European Union.

It should be remarked, that holding such seminars and conferences in the field of Labour Protection is very important and it will be continued afterwards.

8.1.1. Actually there are no National Initiations on Labour Protection Problems.

8.1.2. Industrial Initiatives

Entrepreneurship initiations do not have systemic and massive character. The juridical person of Public Law, The Centre of Enterprise Restructure and Management Assistance (CERMA) within its program financed by The World Bank by the agreement with certain entrepreneur's implements consultation service for establishment ISO 9000 standards. Concerning ISO 14000, its' establishment is provided within the limits of main directions of Environment.

Although in the recent years the measures taken by government created the desired environment for sharing business, which is clearly showed in the reports of respondents' research. The following table provides that factors, which are obstacle environment for business development in the belief of employers.

8.1.3. The Georgian Law on "Trade Unions" regulated the activities of the trade unions in the country. It should be admitted, that many trade unions are functioning in the country, but their activities are not effective and sufficient. As the most active trade union according to its old traditions and strong material-technical base is the Confederation of Georgian Trade Unions. Within the union is functioning the Technical Inspection of Labour Protection Inspection directed its work according to the article 17 of mentioned law and established public control in the area of Labour and Environment Protection. Took part in the research of industrial and organizational accidents, the main technical inspector of Trade Unions Confederation with the technical inspections of member organizations have been realizing for improving conditions of Sanitary and life, concrete actions for reducing Industry Traumatism.

It should be remarked, that from 23 enterprises technical inspectors work only in 10 organizations, which is not enough. The Trade Unions Confederation applies to appropriate fields for making Technical Inspectors staff, in extremely situation their duties errand to other competent collaborator.

8.1.4 Georgian Trade Union Confederation guides activities supported by priorities, which is provided with Constitution of Georgia, "Labour Code" and Low of Georgia of "Trade Unions", connected Law of protection for workers and employees in job places, concerning health and safety conditions.

It Should be remarked, that after request of Georgian Trade Unions Confederation by order of Labour, Health and Social Affairs Ministry dated 2007 May 3 confirmed Decree "List of hard, unhealthy and hazardous conditions of work"

and “Work conditions Classification of Hygiene According to Unhealthy and Hazardous Work and Industrial Environmental Factors” which are intended for employees’ protection in hard, unhealthy and hazardous conditions of work, but next actions to the direction of strengthening this order, create the legislative and appropriate organs, haven’t made yet on the side of Government.

Especially remarkable Decree of Government of Georgia N53 dated 2007 March 24 “The Rule of Compensation Payment at an Accident”, particularly in the article 2 item 3 wrote in case of employees bankrupts or liquidation stopped monthly compensation payment obligation for crippled employees such an organization.

In the same rules there is not the fixed criteria of compensation payment at an accident in case of fatality and indicated the rule of calculation amount of compensation payment.

The scientific-research work within the branch of labour protection does not work in Georgia for collaboration and implementation of the normative acts on labour protection, the system of state standards brunch, institutional safety Rules. The laboratories should be activated on labour protection, that will implement the introducing a passport system of labour conditions and job places. That will generally assist to decrease the occupational diseases and disaster accidents.

9. GENERAL DATA

9.1. Data on Demographic Situation

According with the database of Georgian Statistic Department the number of population for the beginning of 2007 was – 4394.7 thousand persons, from which 52.7% are woman, but 47.3% – men.

From demographic data analyses it seems that population number insignificantly has increased. e.g. in 2007 comparing with 2003 common number of population has increase in 1,2%, as for capable age for working in 5,4%. At the same time, the structural composition of population remains the same. As it seems, there is tendency of increasing working force, but the 50-65 years old population share still remains high – 32, 5%. This tendency will be more acute in 10-15 years, which will be caused by a low level of birth-rate and youth migration process. Currently, labour force release exceeds demands on it, but on the bases of the above mentioned new personnel might not have possibility for changing retirees in quantity segment and may cause working force deficiency. For responding this government and social partners should work out the following:

1. Concept of support and development of people with capability to work;
2. Preparing training programs for company managers about working with elder collaborators;
3. Social programs, directed to youth integration in working sphere;
4. Working out legislative acts, for the support of more working hours and stimulation of retiring later.

Number of Population 4 394 700		
More that 15 years older population 3 249 800 Total number of population 73.9%	Capable age of working <i>(man 16-64 woman 16-59 yaers old)</i> 2 817 500 Total number of population 64.1%	Elder than Capable age of working <i>(man-65, woman –more than 60 years old)</i> 722 100 Total number of popula- tion 16.4%
Working force 2 021 800 Total number of population 46.0%	Population, who isn't working force 1 577 200 Total number of population 35.9%	
Employed 1 747 300 Total number of popula- tion 39.8%	Unemployed 274 500 Total number of population 6.2%	

*Pic. 5. Georgian Population and Quantity of Employed
 (data of the Statistical Department)*

9.2. Economically Active Population

At the beginning of 2007 on the bases of the data from statistic department, the number of labour force of the country amounted to 2 01.8 thousand persons, e.i. 46,0% of population total number, as for number of employees 1 747,3 thousand persons (population 39.8%) which is also mentioned in 5th diagram.

Table 5

Economically Active Population Distribution in the Sphere of Age and Gender

Age	Year - 2007					
	Both Gen- ders (1000 persons)	%	Men (1000 persons)	%	Women (1000 persons)	%
15-19	370,4	12.8	187,8	13.2	182,6	12.4
20-24	357,9	12.4	180,1	12.6	177,8	12.1
25-29	328,0	11.3	162,8	11.4	165,2	11.2
30-34	310,7	10.7	151,3	10.6	159,4	10.9
35-39	299,3	10.3	143,5	10.1	155,8	10.6
40-44	320,1	11.1	149,4	10.5	170,7	11.7
45-49	329,4	11.4	153,3	10.7	176,1	12.0
50-54	279,6	9.7	128,3	9.0	151,3	10.3
55-59	236,8	8.2	107,4	7.6	129,4	8.8
60-64	61,3	2.1	61,3	4.3	-	-
Total	2 893,5	100	1425.2	100	1468.3	100
The most multinomial age groups						
15-64	2 893,5	100	1425.2	100	1468.3	100
15-49	2315.8	80.0	1128.2	79.2	1187.6	80.8
15-24	728.3	25.2	367.9	25.8	360.4	24.5

9.3. Unemployment

According with the data of the Department of Statistics in 2007 the unemployment number was 274,5% (13.6%) thousand persons and in comparison with 2001 year (11.1%) it has increased with 2.5%.

The integration processes of Georgia in the European family and neighborhood policy, social-economic processes development, legislative, educational, social, economical and other spheres became inevitable. One of the burning problems during the reforms was the adaptation process of the population towards the new social-economic conditions and functional irrelevance most of them to the market economy conditions, which increased unemployment process.

Under the mentioned conditions young people appeared less protected, than adult population. Young people, as a rule had no relevant working experience. Hence, the youth – those of starting work remained in distasteful situation and seeking for jobs was too difficult for them than for those of experienced specialists.

In accordance with statistic data 25 under aged youth unemployment level exceeds twice than of those unemployment total number and third times than the people employed after 45 of age.

9.4. Employment

On the bases of 2006 and 2007 year 6 months data the labour force coefficient has reduced in comparison with last years, e.g. in 2000 the mentioned index was 65,2%, as for 2006 it was 62,3%, 2007 year 6 months duration – 60.3% by which the last years reducing tendency was kept. The total employment rate in labour force has reduced, but employment rate was increased. Despite that the self-employment rate reduction process continued and such kind of income was very important.

The labour force economically active rate (capacity age for working rate in total number of population), as mentioned above in 2006 it consisted 62.3% (for men 72.2% and for women 53.6%). As for 50-60 age both gender population activity rate was (women – 76%, men – 89%) significantly exceeds the developed countries rate. In developed countries economical activity reduces.

Table 6

Economically Active Population

Year and quarter	15 year and elder population totally (thousand persons)	Working force participation coefficient (%)	employee					Total employed rate (%)
			Total (1000 persons)	Em-ployed (1000 per-sons)	Self-employed (1000 persons)	Capable working age population rate (%)	Population rate elder than capa-ble working age (%)	
2003	3 098.8	66.1	1 814.5	618.5	1195.2	79.8	18.9	58.5
2004	3 146.9	64.8	1 783.3	600.9	1 180.8	77.9	19.2	56.6
2005	3 159.9	64.0	1 744.6	600.5	1 143.3	82.0	18.8	55.2
2006	3 249.8	62.3	1 747.3	603.9	1 141.6	83.2	17.6	53.8
I quarter	3 249.8	60.7	1 643.1	586.2	1 055.5	82.9	17.1	51.8
II quarter	3 154.2	62.2	1 671.5	576.6	1 092.9	83.8	16.2	54.2
2007								
I quarter	3397.4	59.0	1 658.6	604.7	1 053.7	82.6	17.4	49.0
II quarter	3389.4	60.3	1 735.6	664.6	1 071.1	83.5	16.6	51.2

During the last years economical activity rate of labour force has reduced. As it seems, on the result of the long term unemployment some category workers give up for searching and are deducted from working force. If, during last 3 years, labour force participation coefficient was averagely 64%, in 2007 this rate was reduced about 60%.

The employment rate in accordance with the latest data consists of 53.8%. This rate for men is higher 61.2%, than for women, – 47.4%.

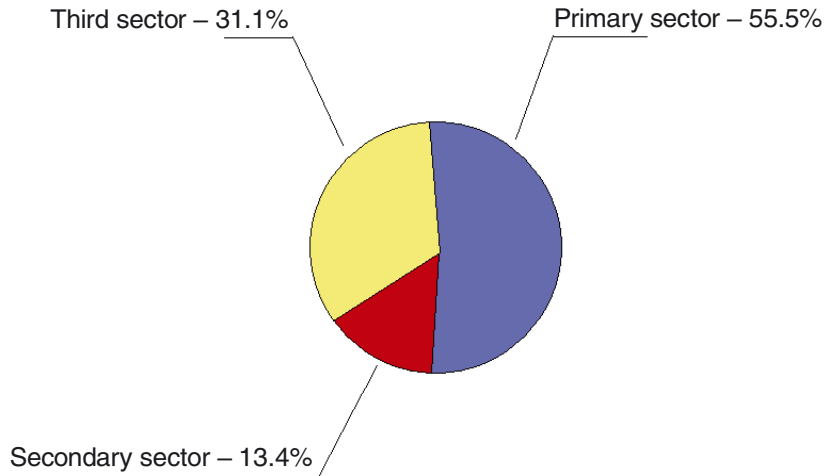
Table 7

Employed in Accordance with Enterprises Size

Year and quarter	Total	Including (%)		
		large	medium	small
2006/II	100.0	51.3	23.0	25.7
2007/II	100.0	56.2	22.1	21.7

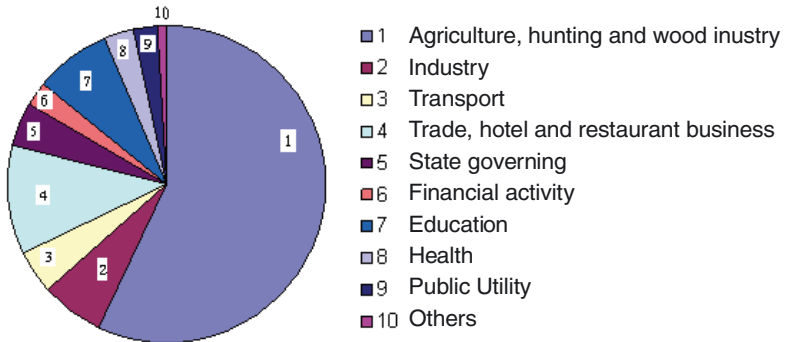
The largest employed rate comes from:

- ◆ Agriculture sector 55.3% (primary manufacture)
- ◆ Trading – 9.6%
- ◆ Education – 7.6%
- ◆ Industry – 6.0%
- ◆ Transport – 4.5%
- ◆ Constructing – 3.1%



Pic.6. Employment in Main Economic Sector

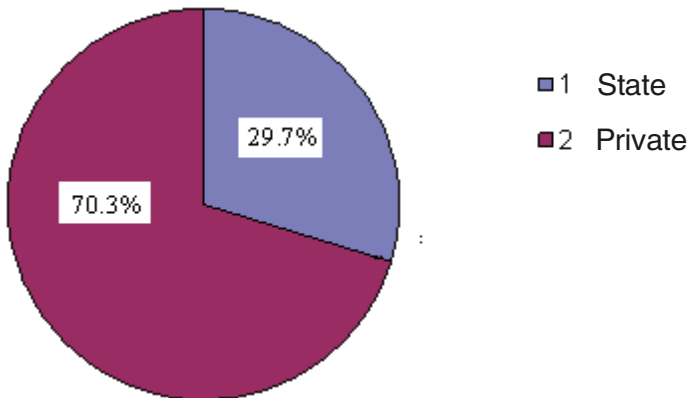
The primary sector of the country is represented with Agriculture sector. Such a high rate is stipulated for farmers after assignation of plot in his/her property. All of them are regarded as self-employed. Hence, 24.6% is employed, but 65.4% is self employed. See the pic. 6



Pic. 7. Distribution of Employees in Accordance with Economic Sectors

Employment Classification In Accordance with Employers Type

The private sector is the biggest in country economics and maintains the employment of 70.3%, accordingly, 86.2% of manufactured production comes on private sector. It is worth mentioning that 82.1% comes on private, local physical and juridical persons, as for rest 17.9% private foreign physical and juridical persons. Their number increases during last years, which demonstrates the investment ingress to the country.



Pic.8. The employed in accordance with the property forms in 2007/II quart.

9.5. Gender Equality

Women take an important place in labour market. Women correspond 46% of labour force and employed 47.3%. Among employed women 47.6% is employed and 47.6% is self-employed.

Consideration of gender equality principles in state programs for development of economy and poverty reduction. Besides, in employment policy will encourage maintain gender balance in labour market and especially in entrepreneur activities. One of the mechanisms for private sector development and working places creation is availability of financial, credit and enterprise resources equal provision for both men and women.

In accordance with today's new Labour Code, adopted in 2006, it is prohibited to conclude a contract with a nursing mother, on performance of hard, unhealthy and hazardous work, which may cause worsening their health. Labour Code also contains those restrictions and privileges, by which pregnant and nursing women make use of. Hence, their employments on night shift (from 22 to 6 o'clock) without their permission. Their employment on overtime job is prohibited as well..

Employed nursing woman and nurse about 1 years old baby, she is given extra break not less than 1 hour, on the bases of her demand. This time is considered as work hour and is remunerated.

Temporal leave duration is not considered as incapability of working for employed women, also holiday for delivery and child care, adoption period. An employee, upon request, is entitled to a total maternity leave of 477 calendar days to cover pregnancy, delivery and child care. Of pregnancy, maternity and child care leave, 126 calendar days will be paid, while in case of a complicated delivery or if mother gives a birth to two or more infants – 140 calendar days of paid leave will be granted. An employee who has adopted a newborn is entitled to a leave for 365 calendar days after the birth of a child, out of which 70 calendar days will be paid.

9.6. Economic Indexes

On the bases of increasing budget expenses, investment streaming and foreign demand, in duration of analyzing period, Gross Domestic Product (GDP) growing tendency was kept.

Table 8

Year	2002	2003	2004	2005	2006
GDP (mil. GEL)	7456.0	8564.1	9824.1	11621.0	13783.9
GDP per capita (GEL)	1167.8	1305.5	1390.8	1522.0	1634.2
GDP growth in last year comparison%	5.5	11.1	5.9	9.6	9.4

1 Euro – 2.30 GEL February, 2008

The working productivity still remained high (real Additional cost per one employed) to the following sectors:

- ◆ Financial Mediators (5709 GEL)
- ◆ Transport and Communication (3169 GEL)
- ◆ Industry (2474 GEL)
- ◆ Hotel and Restaurant (2273 GEL)
- ◆ Construction (1879 GEL)
- ◆ Trade (1632 GEL)

Totally designated rate in economics was 1033 GEL. The annual growth – 19.6%, quarterly – 18.5%.

The work productivity still remained low in agrarian sector, despite annual and quarterly growth, where about half of employees are on the mentioned sector. The mentioned sector annual growth is such spheres as transport, agriculture, state governance and health care, somehow is connected to employment reduction.

About half of GDP was formed in 4 spheres. The highest was shared trade, industry, as for state governance and agriculture shares were 13.1, 11.7 and 10.1%.

10. THE ELEMENTS TO BE INCLUDED INTO ANALYSIS OF THE EXISTING SITUATION

1. Pursuant to the new Labour Code of Georgia an employer is obliged to implement the labour protection ensuring and prevention system, take all the necessary measures for workers/employees safety and their health care. Still, the national review analysis reveals that it is recommendable to develop a new and modern labour protection system in accordance with the international requirements.

2. It is necessary to develop the labour protection national concept with active participation of social partners.

3. It is recommended to establish a new system of labour protection for regulation of such important issues as:

a) Implementation of labour protection requirements in organizations and enterprises located on the territory of Georgia;

b) Issues connected with sanitation and hygiene and etc;

c) Research of injuries resulted by traumas, the analysis and collaboration of the adequate recommendations;

At present these mentioned functions are regulated by the Ministry of Labour, Health and Social Affairs.

4. It is necessary to strengthen the scientific-research activities for labour protection for establishment and implementation of modern, individual and collective protection means, issuing the normative acts, state standard system, sectoral, inter – agency safety rules and etc.

5. It is recommended to discuss the issues of ratification of International Labour Organization ILO – Conventions – № 81, № 129, № 155 as well as the ratification of the ILO recommendations № 20 and № 164 based on the social partners participation.

6. It is necessary to create the labour protection bodies on the levels of – state, sectoral and companies.

7. It is recommended to equip and activate modern laboratories of labour protection.

8. It is recommended to implement the entire system of managers training and testing on labour protection.

9. It is recommended to prepare the statistic indicators system adequate with the international standards targeted to the prevention of occupational injuries and the reasons as well.

10. It is recommended to create and develop the labour medicine as a sector.

11. It is recommended to develop the system of insurance in the sphere of labour protection.

12. It is recommended to collaborate and implement the certification system for adequacy to the labour protection requirements between the objects.

13. It is recommended to create the system of improvement of professional knowledge level in the sphere of labour protection.

14. The system of information provision for employers and employees should be established in the sphere of labour protection.

15. It is recommended to develop target training programmes for employers and employees, the adequate materials and preparation of the proper experts in accordance with the international requirements

The system of labour protection management should be the new policy and the operational instrument that will serve the decrease of occupational injuries, occupational accidents as well as the occupational diseases. The implementation of such kind of system will improve the environment of the entrepreneurship, the quality of production and service and the progress of the labour motivation of workers that will finally contribute to development of entrepreneurship as well as the entire social-economic situation in the country.

