



**The protocol of the Meeting concerning the Financial Agreement signed
between the Government of Georgia and the European Union "Employment and
Vocational Education and Training" established within the Framework of the
"Employment and Vocational Education and Training
Sector Coordinating Council"**

MINUTES OF PROCEEDINGS №2

30.06.2014

Meeting name:	Meeting of Employment and Vocational Education and Training Sector Coordinating Council
Meeting date:	June 30, 2014
Meeting location:	Ministry of Education and Science of Georgia
Meeting Participants:	
Name, surname	Position
Council members	
Ketevan Natriashvili	First Deputy Minister of Education and Science of Georgia; Chairperson of Employment and Vocational Education and Training Sector Coordinating Council
Mariam Jashi	Deputy Minister of Labour, Health and Social Affairs of Georgia; Co-Chairperson of Employment and Vocational Education and Training Sector Coordinating Council
Ana Kutateladze	Adviser to the Minister of Regional Development and Infrastructure of Georgia



Davit Sigua	Sector Cooperation Division of the Office of the State Minister of the European Integration
Elguja Meladze	President of the Georgian Employers Association
Irakli Petriashvili	Chairman of N(N)L Georgian Trade Unions Confederation
Mikheil Chelidze	Chairman of N(N)L Georgian Small and Medium Enterprises Association
Kakhaber Daushvili	Project Coordinator at N(N)L Association of Young Economics of Georgia
Sergo Turmanidze	Executive Director of the Associations Management Center (AMC)
Council Representatives	
Ering Haven	European Training Foundation (ETF) Expert
Ani Kitiashvili	European Training Foundation (ETF) Local Expert (Coordinator)
Stephen Stork	EU Representative Delegation in Georgia
Nino Kochishvili	EU Representative Delegation in Georgia
Other participants of the Council	
Nikoloz Meskhishvili	Head of the Social Partnership Support Division of the Vocational Education Development Department, Ministry of Education and Science of Georgia
Paata Zhorzholiani	Head of the Labour and Employment Policy Department, Ministry of Labour, Health and Social Affairs of Georgia
Council Secretary	
Victoria Zamtaradze	Chief Specialist of the Labour Relations and Social Partnership Unit of the Labour and Employment Policy Department
Agenda of the Session	
Issue #1	Facilitator /Presenter



Change in the composition of the Sector Coordinating Council – determination of the representative of the National Vocational Education and Training Council	Ketevan Natriashvili First Deputy Minister of Education and Science of Georgia;
Issue #2	
Discussion of the issues of founding the working groups of the Employment and Vocational Education and Training Sector Coordinating Council;	
Issue #3	
Report on implementation of the Program “Employment and Vocational Education and Training”	Nikoloz Meskhishvili, Head of the Social Partnership Support Division of the Vocational Education Development Department;
Issue #4	
Report on implementation of the Georgian Vocational Education Reform Strategy for 2013-2020	Tamar Kitiashvili, Deputy Head of the Department of Vocational Education Development;
Issue #5	
Report on implementation of the national strategy of the formation of Georgian labor market	Paata Zhorzholiani, Head of the Labour and Employment Policy Department;
Issue #6	
Report on ongoing tender within the technical assistant component of the Program Employment and Vocational Education	Nino Kochishvili, EU Representative Delegation in Georgia, Project Manager;



The Chairperson of the Employment and Vocational Education and Training Sector Coordinating Council (hereinafter referred as the Coordinating Council) Mrs. Ketevan Natriashvili welcomed the audience and introduced the issues to be discussed according to the agenda. The chairperson presented a new member of the Coordinating Council, the President of the Georgian Employers Association Mr. Elguja Meladze, elected on the basis of the repeated voting (with majority votes) by the National Vocational Education and Training Council (as the representative, elected as a result of the voting, Mrs. Tea Gulua had refused the Council membership) as her representative for the Employment and Vocational Education and Training Coordinating Council.

Mrs. Ketevan Natriashvili responded to the letter of the Georgian Employers Association on nomination of the Employers Association candidate for the Coordinating Council and explained that the issue has already been decided, as the President of the Georgian Employers Association has already been nominated as a member for the Coordinating Council.

She also noted that a letter of the Chairman of the Georgian Professional Education and Qualification Staff Trade Unions of Workers and Students and same time the member of the National Vocational Education and Training Council Mr. Daniel Davitashvili concerning the same issue, who expressed his wish to be presented as a member or an observer at the Coordinating Council. Ketevan Natriashvili noted that considering the fact that the information concerning the discussed issues and decisions of the Council was available to all interested parties, it was necessary the Council to discuss the feasibility of adding persons with observer status.



The Deputy Minister of Labour, Health and Social Affairs of Georgia **Mrs. Mariam Jashi** noted that quite a voluminous work was underway, the detailed report on which would be presented by the Head of the Labour and Employment Policy Department Mr. Paata Zhorzholiani. She also noted that recently, the Ministry was working intensively on the issues connected with the labor, especially in the field of international cooperation. According to her, at present, the activities, planned within the Georgia – EU joint project were being implemented, on which the report would be presented by Mrs. Nino Kochishvili. It was noted at the meeting that negotiations were underway with the World Bank and the International Labour Organizations in connection with the support in labor market survey. In addition, the issue of World Bank support in the introduction of labour market observatory was discussed. The support may be implemented in the implementation of the effective social support system. Mrs. Mariam also noted that any international program should be harmonized with the EU support project. As for the status of an observer and publicity, according to her it was more important to maintain a transparency and access to the information.

The Chairman of the Georgian Trade Unions Confederation **Mr. Irakli Petriashvili** underlined that a person, having a status of an observer was not authorized to take part in decision-making process, as for the publicity of the information, it should be always available. In this regard, Ketevan Natriashvili said that in order to provide the maximum transparency, the minute recording of the meetings could be deployed on the website.

On behalf of the European Commission the representative of the EU delegation **Mr. Stephen Stork** noted that it was possible to deepen the social dialogue and highlighted the format of the statute, which gave opportunity to determine the status of an observer. On the other hand, the question was how they would take the opinion of a person, having the status of an observer into consideration. So, it would be good if the members, having such right, would



make such decision. However, Mr. Stephen Stork believed that the group has been established, which did not require addition of other members.

Mr. Irakli Petriashvili noted that it would be good if all members of the Coordinating Council were fully presented and engaged in that process, as the representatives of many ministries were not presented there. In this regard, Mrs. Ketevan Natriashvili stressed the fact that Council membership provides certain obligations and attendance was required.

Head of the Social Partnership Support Division of the Vocational Education Development Department of the Ministry of Education and Science of Georgia Mr. Nikoloz Meskhishvili presented draft financial agreement between the Government of Georgia and European Union “Employment and Vocational Education and Training”. Namely, he spoke about the activities provided by the EU project, on the basis of which the first tranche would be transferred. Mr. Nikoloz Meskhishvili highlighted the activities, on the basis of which (in 2015) the second tranche would be transferred.

The next report referred to the implementation of the activities provided by the Action Plan of the Vocational Education Reform Strategy (2013-2020) of Georgia, which was presented by Deputy Head of the Vocational Education Development Department of the Ministry of Education and Science of Georgia Tamar Kitiashvili. She noted that other agencies were involved in the implementation of the Action Plan together with the Ministry, among them were the subordinated agencies of the Ministry. Cooperation with the Ministry of Labour, Health and Social Affairs should be specially highlighted, which provides implementation of the components of labour market information system and labour market survey. According to Mrs. Tamar Kitiashvili all activities had been performed according to the plan.



The Head of the Labour and Employment Policy Department Mr. Paata Zhorzholiani spoke about the implementation of 2013-2014 Action Plan of the State Strategy of Georgian Labour Market Formation in his report. Mr. Zhorzholiani noted that draft Laws on Employment, Labour Migration and Occupational Safety and Hygiene had been developed. Currently, negotiations about completion of the mentioned draft laws were underway with the social partners and other state agencies. He also discussed the taken measures to implement the state strategy for the formation of the labour market and the action plan.

Mrs. Mariam Jashi spoke about the ongoing status of the draft Law on Labour Migration. She noted that the issue was urgent and it was inevitable to limit the immigration and emigration flows in a certain regulatory framework, which was intensively discussed with the economic bloc. The outgoing flows should be registered and in the case of incoming flows, the employment advantage of the citizens of Georgia should be provided during attraction of the foreign investments. The position of the Ministry was very solid. The questions - how the existing regulations would hinder the foreign investments into the county, arose. The final meeting would be conducted in the near future and the issue might be discussed at the economic council considering the importance of it. Also, Mrs. Jashi gave an example that there were occasions, when local workers did not acquire skills, needed for implementation of a specific work. The opinion was expressed that, that was absolutely achievable through training. In this regard, Mrs. Ketevan Natriashvili said that it would be advisable for two institutions to cooperate. If the educational system own information about the demanding professions, the educational system would be able to prepare the relevant personnel. For this purpose, it was necessary to research and analyze the labour market needs first of all.

Mr. Irakli Petriashvili thanked to the Ministry of Labour, Health and Social Affairs and spoke about the fact that there were still much to do in the direction of labour protection. He



also noted that the labour conditions should be definitely respected in the enterprises in Georgia, as there were many examples of employment of the citizens of other countries in various enterprises when the citizens of Georgia were unemployed. According to him, presence of the representative of the Ministry of Economics was necessary and very important, as well as their inclusion in the discussion of those issues. Mr. Petriashvili also noted that the cooperation of the Ministry of Labour, Health and Social Affairs with the Ministry of Education and Science of Georgia was very important in two aspects. The first was the vocational education. For this reason the existence of the labour market was necessary, where unemployed people and job seekers would be registered. And second, the bank, where workers training in certain professions would be carried out. Mr. Petriashvili also noted that the perception of the social partnership and collective agreements were not correct in many enterprises. As for the enterprises, where social partnership was underway, violation of labour rights was less. For this purpose, the existence of the monitoring of the labour conditions was necessary. Mr. Petriashvili also referred to the issue of changes in the draft Law on Labour Safety and Hygiene, as the draft law needed revision.

The President of the Georgian Employment Association Mr. Elguja Meladze thanked to the Ministry of Labour, Health and Social Affairs of Georgia and noted that much was done in this direction. Also, Mr. Elguja highlighted the fact that unfortunately, such issues were not popularized. Also, more inclusion of the interested parties and monitoring of the labour conditions should be considered to solve and eliminate many problems.

Mr. Stephen Stork commented on Mr. Irakli Petriashvili's opinion about the existence of the monitoring of the labour conditions and expressed his hope that Georgia's obligations concerning the labour safety surely would be executed, as well as the introduction of the monitoring of the labour conditions. In regard with the labour migration Mr. Stork noted that



currently the mission has been established, which was involved in the labour migration issues and there were number of EU countries, which had a wish to deepen their cooperation with Georgia, regarding the labour migration. According to him, the active work on the strategy of the Ministry of Education and Science should have been appreciated and hopefully it brought results. Mr. Stephan raised an issue about the format of reporting on the activities, provided by the second tranche. In this regard, Mr. Paata Zhorzholiani said that report would be provided within the present Council.

Mr. Stork presented the report regarding the technical support project of the Program Employment and Vocational Education and Training. He noted that the function of the technical support was not fulfillment of the conditions, which lied within the budget supporting project, but support the ministries, in order them to fulfill those conditions. There were variable and fixed tranches. It was important to start working at once in case of variable tranches, as the evaluation committee, arriving in the second half of October would assess the fulfilled work before the end of that year. The final evaluation would take place in January; accordingly the ministries should have the reports ready at the end of December, 2014. As for the Twinning Program, they would be assessed in October and project would start in the second quarter of 2015. In connection with the non-governmental sector, the grant competition would be announced at the end of the current year.

The report on fulfillment of the conditions related to the request of the first tranche had been already received by the EU delegation and it had been sent to Brussels.

The session was closed by Ketevan Natriashvili and she offered to the audience to postpone the discussion of the 2nd and 3rd issues of the agenda, as well as the issue of adding the members with the status of observers for the next session.



Chairperson of Employment and Vocational Education and Training Sector Coordinating Council

Ketevan Natriashvili _____

Co-Chairperson of Employment and Vocational Education and Training Sector Coordinating Council

Mariam Jashi _____

Secretary of Employment and Vocational Education and Training Sector Coordinating Council

Victoria Zamtaradze _____