



# Analysis of the labor laws of Georgia - gender discrimination in employment and its legal consequences

Georgian Young Lawyers Association and the Partnership for Human Rights presented a research [REDACTED] of the labor laws of Georgia [REDACTED] gender discrimination in employment and its legal consequences.”

Purpose of the research was to examine issues in the Georgian labor laws related to gender discrimination in employment and its legal consequences.

The research has found that the 2013 amendments to the Labor Code of Georgia have improved safeguards against gender discrimination; however, certain vulnerabilities remain.

The following recommendations were elaborated in frames of the research:

✓ [REDACTED] is important that job advertisement published by employer is not discriminatory. The obligation must be regulated at the legal level;

✓ [REDACTED] about notions of sexual harassment and discrimination should be eliminated from the Labor Code of Georgia. These two notions should be differentiated from one another.

✓ [REDACTED] legislation does not recognize the notion of affirmative action [REDACTED] i.e. measures favoring a certain group without being discriminatory. Affirmative action is necessary to eliminate inequality and it must be regulated by applicable legislation;

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✓ ensure equal opportunity for maternal and paternal leave, bylaws should be harmonized with the Labor Code of Georgia;

✓ legislation recognizes the notion of discrimination; however, the Labor Code does not regulate liability for violating prohibition of discrimination.

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The research was prepared in frames of a joint project of Georgian Young Lawyers Association and the Partnership for Human Rights entitled  of women against discrimination and for combating gender violence A  implemented with financial support from EU.