

საქართველოს ახალგაზრდა იურისტთა ასოციაცია  
GEORGIAN YOUNG LAWYERS' ASSOCIATION



# Presentation of the Final Report against Women's Labor Discrimination

On January 27, 2015 Georgian Young Lawyers Association and Partnership for Human Rights held presentation of the final report of the joint project -  "Women against Labor Discrimination and Gender Violence".

# საქართველოს ახალგაზრდა იურისტთა ასოციაცია GEORGIAN YOUNG LAWYERS' ASSOCIATION



The project aims to reveal undisclosed issues of gender-based discrimination and harassment at the work place.

Four different researches were prepared in the frames of the project and gender audit of the Labor and Employment Policy Department of the Ministry of Health, Labor and Social Protection was implemented.

The research revealed that risks of gender-based discriminative treatment are still observed in labor relationships, accordingly following changes should be introduced:

- Ratification of the 183 and 156 Conventions of the International Labor Organization;

- Elaboration of specific regulations in public service in connection with the promotion and carrier advancement, establishment of transparent procedures;

- Ratification of EU Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention);

- Incorporation of measures on elimination of women  sexual harassment and pay gap at the working place in future action plan on gender equality;

- Regulation of permitted and non-permitted questions in pre-contractual relationships by legislation;

- Elaboration of effective measures for representatives of ethnic and religious minorities in terms of studying the state language;

- Introduction of practice for elaboration of gender based budget;

- Interpretation of “sexual harassment” in the legislation;

It is important to reflect the issue of recruitment of victims of domestic violence in action plans directed against domestic violence.