



Twining Fiche

Project title: Enhancing Safe and Healthy Working Environments in Georgia in line with EU standards and best international practice.

Beneficiary administration: Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia (MoIDPLHSA); Legal Entity of Public Law - Labour Inspection Office (LIO)

Twining Reference: GE 21 NDICI SO 02 23

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EU funded project

TWINNING TOOL

List of abbreviations

AA	Association Agreement
BA	Beneficiary Administration
BC	Beneficiary Country
BI	Beneficiary Institution
CEACR	ILO Committee of Experts on the Application of Conventions and Recommendations
DANIDA	Danish Development Agency
DCFTA	Deep and Comprehensive Free Trade Agreement
ECHA	European Chemicals Agency
EEA	European Environmental Agency
EU	European Union
EUVEGE	EU Sector Support to Employment and Vocational Education and Training
ILO	International Labour Organization
LIO	Labour Inspection Office
LEPL	Legal Entity of Public Law
LFS	Labour Force Survey
MoESD	Ministry of Economy and Sustainable Development
MoJ	Ministry of Justice
MoIDPLHSA	Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs
MS	Member State
OSH	Occupational Safety and Health
OSHA	European Agency for Safety and Health at Work
PAO	Programme Administration Office
PL	Project Leader
PSC	Project Steering Committee
RIA	Regulatory Impact Assessment
RTA	Resident Twinning Advisor
SDG	Sustainable Development Goals
SESA	State Employment Support Agency
SSA	Social Services Agency
STE	Short Term Expert
TA	Technical Assistance
TAIEX	Technical Assistance and Information Exchange instrument
TCSA	Technical and Construction Supervision Agency
TOR	Terms of Reference
TSPC	Tripartite Social Partnership Commission
ToC	Table of Concordance

Basic Information

- 1.1 **Programme:** “Support for the Implementation of the EU-Georgia Association Agreement and Migration Management”,
OPSYS reference: ACT-60617
- 1.2 **Twinning Sector:** Social Affairs and Employment (SO)
- 1.3 **EU funded budget:** € 1,200,000
- 1.4 **Sustainable Development Goals (SDGs):** SDG 8 for Decent work and economic growth, SDG 16 for Peace, Justice and Strong Institutions

2. Objectives

2.1 Overall Objective(s):

The overall objective of the project is to support Georgia in the implementation of EU-related commitments, notably the Association Agreement/DCFTA

2.2 Specific objective:

The specific objective of the project is:

To strengthen the capacity of the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs (MoIDPLHSA), of the LEPL-Labour Inspection Office (LIO) and other stakeholders to implement the EU-Georgia Association Agreement, in particular regarding approximation to, awareness on, and enforcement of the EU acquis on OSH.

2.3 The elements targeted in strategic documents i.e. National Development Plan/Cooperation agreement/Association Agreement/Sector reform strategy and related Action Plans

The Twinning fiche is fully in line with the goals of the **Association Agreement** (including the creation of a **Deep and Comprehensive Free Trade Area, AA/DCFTA**) signed in 2014 with the EU (which entered into force in July 2016). Besides establishing a new legal framework for a higher level of relations, the agreement envisaged a close cooperation between the EU and Georgia in the fields of “**Employment, Social Policy and Equal Opportunities**” (**Chapter 14, Articles 348-354**) and the approximation of Georgian legislation to the EU acts and international instruments referred to in **Annex XXX**.¹ **Chapter 14** foresees dialogue and cooperation on promoting the Decent Work Agenda, employment policy, health and safety at work, social dialogue, social protection, social inclusion, gender equality and anti-discrimination, and corporate social responsibility and thereby contributes to the promotion of more and better jobs, poverty reduction, enhanced social cohesion, sustainable development and improved quality of life.

The Annex XXX gives a list of 40 EU Directives and Georgia undertakes to gradually approximate its legislation to the EU legislation, mainly related to labour legislation (e.g. employee representation and consultation in the workplace, collective redundancies, working time); anti-discrimination and gender equality (e.g. equal treatment between men and women, equal treatment of racial/ethnic origin); and Occupational Safety and Health (OSH). Out of 40, 8 Directives were in the field of ‘labour law’, 6 Directives were in the field of anti-discrimination and gender equality, whose provisions had to be implemented between 2020 and 2022. Other 26 EU Directives are in the field of ‘health and safety at work’, part of which had to be implemented between 2020 and 2022 and another part - to be implemented between 2023 and 2025.

The **Constitution of Georgia**² includes several articles related to principles and rights at work, such as protection of labour rights, equality and non-discrimination, freedom of association, the right to strike, fair remuneration, and safe and healthy working conditions. Since its entry in the ILO in 1993, Georgia has also ratified **18 ILO Conventions**³: the eight of the ten

¹ See the Official Journal of the European Union, L261, 30.08.2014, Chapter 14 Articles 348-354 (pp. 120-121) and Annex XXX (pp. 601-605), available at https://eeas.europa.eu/sites/eeas/files/association_agreement.pdf

² CONSTITUTION OF GEORGIA: <https://matsne.gov.ge/en/document/view/30346?publication=36>

³ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:102639

Fundamental Conventions⁴, two of the Governance Conventions⁵ and eight Technical Conventions.⁶ Additionally, it has ratified several articles of the European Social Charter,⁷ while it has not ratified yet the ILO conventions in the fields of labour administration and inspections and OSH. This Twinning project is fully in line with the principles enshrined in the Constitution and the ratified international agreements. It will contribute to addressing the critical recommendations made during recent years on the labour legislation issues by the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR), to improve the enforcement of the ILO conventions approved by Georgia.⁸

The Twinning project is also in line with the main strategic documents at the national level:

“Georgia’s Development Strategy – Vision 2030”. The Strategy highlights the Government’s commitment to improve the system of enforcement of labour safety and protection of labour rights. The government will work to institutionally develop Labour Inspection, improve labour legislation, with special attention to OSH, and raise awareness of the public, etc. Action plan of the strategy envisages a number of activities with specific attention to the improvement of the enforcement system of occupational safety (Chapter 2.3.4-Labour Rights). The project also fits well into the **“Government Programme 2021-2024 – Toward Building a European State”**⁹.

“National Strategy 2019-2023 for Labour and Employment Policy of Georgia”¹⁰. The Strategy was adopted by the Government on 30 December 2019 to establish a labour and employment system in Georgia. One of the priorities of the strategy is to promote effective functioning of the labour market, which includes improvement of the system of enforcement of employees’ rights, ensuring decent employment and improving working conditions. Particular attention is paid to equal participation in the labour market. The National Strategy of Labour and Employment Policy 2024-2028 will be adopted by the end of 2023.

After a long preparation and consultation process steered by the MoIDPLHSA, the **Law of Georgia on Occupational Safety** (hereafter the OSH Law) was adopted by the Georgian Parliament in March 2018. However, it gave limited inspection powers to the LIO and was applied only to the harmful and hazardous working places. With the aim of transposing the EU Framework Directive 89/391/EC into the law, the OSH law was transformed into the organic law of Georgia on 19 February 2019, which also extended the mandate of Labour Inspection and applied to all sectors of economic activity.

Within the framework of the Labour Law reform in 2020, extensive amendments were made to the **Organic law of Georgia Labour Code** of Georgia¹¹. Amendments to the Code outstandingly strengthened the protection of labour rights of Georgian workers and were aimed at ensuring compliance with the 8 EU directives related to labour law and 6 EU directives of anti-discrimination and gender equality as listed in the AA Annex XXX. Besides, the newly amended Labour Code ensured an independent LIO to monitor/oversight the enforcement of these labour reforms. The **Law on Gender Equality** (26 March 2010) included an article on the gender equality in labour relations (article 6). The **Law on Trade Unions** (02 April 1997) regulated all aspects related to the freedom of association in trade unions and recognized trade union’s role on the observance of labour law and the right to take part in worker and environmental protection.

Under the Labour Law reform in 2020, the **Law of Georgia on Labour Inspection Service**¹² was adopted. The Law defines basic principles, authority and power of inspection, rights and obligations, and ensures effective implementation of labour norms. The goal of the Labour Inspection Office is to ensure effective implementation of labour provisions/norms, particularly protection, enforcement, and improvement of labour rights. The mandate of the LIO covers the oversight of all labour rights determined by the Labour Code, the OSH Law, Law on Public Service, including forced labour and labour exploitation, execution of the agreements reached through labour mediation and OSH norms foreseen in the law.

⁴ C29 - Forced Labour Convention, 1930 (No. 29); C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); C98 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98); C100 - Equal Remuneration Convention, 1951 (No. 100); C105 - Abolition of Forced Labour Convention, 1957 (No. 105); C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111); C138 - Minimum Age Convention, 1973 (No. 138); and C182 - Worst Forms of Child Labour Convention, 1999 (No. 182).

⁵ C122 - Employment Policy Convention, 1964 (No. 122); C144 – Tripartite Consultation (International Labour Standards) Convention.

⁶ C52 - Holidays with Pay Convention, 1936 (No. 52); C88 - Employment Service Convention, 1948 (No. 88); C117 - Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117); C142 - Human Resources Development Convention, 1975 (No. 142); C151 - Labour Relations (Public Service) Convention, 1978 (No. 151); C163 - Seafarers' Welfare Convention, 1987 (No. 163); C181 - Private Employment Agencies Convention, 1997 (No. 181); C185 - Seafarers' Identity Documents Convention (Revised), 2003 (No. 185); and C144 - Tripartite Consultation Convention, 1976 (No. 144).

⁷ See Table of Acceptance of provisions of the Revised European Social Charter (1996) in http://www.coe.int/t/dghl/monitoring/socialcharter/Presentation/ProvisionsIndex_en.asp

⁸ The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) about Georgia is available on following link: <https://www.ilo.org/dyn/normlex/en/f?p=1000:11110::NO::>

⁹ <https://www.gov.ge/wp-content/uploads/2021/10/Engl2021-2024.pdf>

¹⁰ https://www.moh.gov.ge/uploads/files/2020/Failebi/strategy-13.12.19_final-translation.pdf

¹¹ the Organic law of Georgia “Georgian Labour Code” <https://matsne.gov.ge/en/document/view/1155567?publication=21>

¹² Law of Georgia “on Labour Inspection”: <https://matsne.gov.ge/en/document/view/5003057?publication=0>

The law of Georgia on Public Service¹³ adopted in 2015 defines the status of a public servant, the conditions for the recruitment of qualified public officers and performance of service by them and matters of public service administration. It also regulates official legal relations between public servants in state bodies (institutions), in bodies (institutions) of the autonomous republics and municipalities and in legal entities under public law, unless otherwise provided for by this Law.

On 14 July 2020, the Parliament of Georgia adopted a **Law of Georgia on Facilitating Employment Promotion**¹⁴. The Law regulates the work of state institutions related to employment promotion, responsible institutions, forms of employment and employment promotion measures, etc.

3. Description

3.1 Background and justification:

Georgia has remained committed to the implementation and obligations of the Association Agreement. Alignment to the Union *acquis* as well as to European standards in the area of labour rights, anti-discrimination, and occupational safety and health has broadly continued during the period of 2018-2022, also with the support of the EU Twinning project implemented during this period. In the approximation of the relevant EU directives into Georgian legislation, cooperation between various institutions and stakeholders, including social partners, has taken place through working groups, commissions, consultations etc. The main authorities responsible for labour legislation are the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs (hereinafter – MoIDPLHSA), LEPL – Civil Service Bureau, and LEPL- Labour Inspection Office and Parliament of Georgia.

MoIDPLHSA is responsible for the elaboration of proposals for the improvement of labour legislation and preparation of relevant draft normative acts. MoIDPLHSA also elaborates proposals for ensuring compliance of labour norms with international labour standards and is responsible for the preparation/participation in the preparation of normative acts related to occupational health and safety (Statute of the MoIDPLHSA approved by the Resolution of the Government of Georgia №473). The ministry has a Policy Department (Labour and Employment and Collective Labour Disputes Division) with labour administration functions, and a separate enforcement body of LEPL State Employment Support Agency (SESA) to implement employment programmes. The organisational chart of MoIDPLHSA is provided in the **Annex 2**.

Labour Inspection Office as a Legal Entity of Public Law (LEPL) under the MoIDPLHSA is responsible for ensuring the effective enforcement of the Constitution of Georgia, international agreements of Georgia, Labour Code, the Organic Law of Georgia on Occupational Safety, the Law of Georgia on Public Service, provisions of the legislation of Georgia prohibiting forced labour and trafficking in the workplace, ordinances of the Government of Georgia, orders of Ministers, any other normative acts of Georgia on labour rights and employment conditions, employment agreements, collective employment agreements, as well as agreements reached through mediation in collective disputes, and rules of arbitration awards ('labour norms') (Article 75 of the "Georgian Labour Code").

The Parliament of Georgia is the supreme representative body of the country that exercises legislative power, defines the main directions of the country's domestic and foreign policies, controls the activities of the Government within the scope established by the Constitution, and exercises other powers (Article 36 of the Constitution of Georgia).

The Civil Service Bureau ('the Bureau') is responsible to facilitate the coordination of activities in the area of public service, to implement the main policies defined in the Law on Civil Service. The Civil Service Bureau is in charge of monitoring and reporting on the employment (recruitment and selection) process.

The Tripartite Social Partnership Commission, with the purpose of improving the OSH: a) provides recommendations and proposals to the Government of Georgia for drafting the national policy on the issues of OSH; b) discusses draft documents related to OSH, and develops relevant recommendations; c) periodically analyses the effective implementation of the OSH Law, including the adequacy of the administrative fine, with the condition that proportionality, consistency and restraining effect of the administrative fine is ensured (Article 16 of the OSH Law).

Makhviladze Scientific-Research Institute of Labour Medicine and Ecology is an agency, which works on the analysis and prevention of occupational diseases. Its tasks include examination of water, soil, air and food products of the environment for chemical, microbiological, virology and radiology indicators, analysis, risk evaluation and elaboration of monitoring-preventive measures. The toxicological section has conducted a number of works connected with the chemical safety during the last years, including the elaboration of Normative Acts (Hygienic Normative, Sanitary Rules, Regulations and Methodological Recommendations, Regulations of Classification Chemicals, Preventive Toxic Terminology, etc.). The

¹³ The law of Georgia on Public Service: <https://matsne.gov.ge/en/document/view/3031098?publication=35>

¹⁴ Law of Georgia on Employment Promotion <https://matsne.gov.ge/en/document/view/4924109?publication=0>

Institute can help enterprises in conducting risk assessments if business sector is interested. Despite its very limited resources, if funded and strengthened, it could play an important role in the implementation of the OSH Law.

The Technical and Construction Supervision Agency is a LEPL under the Ministry of Economy and Sustainable Development (MoESD). According to the Code on Product Safety and Free Movement (8 May 2012), the Agency executes special control over the so-called high technical risk objects. The objectives and functions of the Agency are broader than OSH, attempting to protect citizens or users in general, and those in risky environments in particular. High technical risk objects are defined as construction-building, installation, machinery, including strategic objects that comprise potential technical risks and may damage human health, life, ownership and environment. Thus, workers in monitored workplaces also become beneficiaries of Agency's activities, while technical inspection is based on a risk analysis and assessment system. In addition, the **Department of Supervision in the Tbilisi City Hall** has also some functions which overlap with labour inspection, particularly in supervising construction fields.

Cooperation mechanism between LIO and other line institutions has been established by the Order No. 01-104/ᄁ of the Minister of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia "On the establishment of the working group within the framework of the EU Public Administrations Twinning Project "Improving the standards of employment conditions/relations as well as health and safety at work in Georgia". As a result of this, specific notes were shared and combined from the competent agencies thematically related to the issue, which made the cooperation even more flexible and mobile. This played an important role in the way of getting closer to the Union acquis¹⁵.

Thus, besides the direct beneficiary administration, LIO, the participation of the following departments, institutions and partners are considered essential in the implementation of this Twinning project, specifically component 1 of the project:

- Policy Department, MoIDPLHSA;
- Technical and Construction Supervision Agency (TCSA/ MoESD);
- The Tripartite Social Partnership Commission (TSPC);
- Advisory board of Chief Labour Inspector;
- Department of Supervision, Tbilisi City Hall;
- Makhviladze Scientific-Research Institute of Labour Medicine and Ecology;
- Ministry of Justice;
- LEPL-Market Surveillance Agency;
- LEPL-National Agency of Mines;
- LEPL-Maritime Transport Agency;
- Relevant sector representatives of social partners (Georgian Employers Association and Georgian Trade Union Confederation);
- Specialists/ experts from the relevant higher education institutions on the topic.

Considering the steps taken by the Twinning project "**Improving the standards of employment relations/conditions as well as health and safety at work in Georgia**" and the list of OSH Directives defined by the Association Agreement (Annex XXX) to be adopted, Georgia still faces the need of EU support in order to get closer to the Union acquis by sharing the best European practices. The country's vision for the European future is paramount, including the way to promote decent working conditions. That is why the new Twinning project will contribute to safe and healthy working conditions in Georgia in line with EU standards and best international practices.

Taking into account the information provided above, it is obvious that bringing the labour system of Georgia in line with the EU acquis is of crucial importance and relevant institutions require further assistance from the EU in terms of aligning the legislation, improving the institutional capacities and raising awareness among target groups and general public. The new Twinning project will continue building on the outputs and results of the previous Project as well as the recent achievements in the sector.

Furthermore, building on the lessons learnt and the Better Regulation agenda promoted at the EU level¹⁶, this Twinning project will contribute to the overall public administration reform in Georgia by ensuring the introduction of an inclusive and evidence-based approach to policy-making and legal drafting in the respective sector. It will also pay specific attention to accountability and reporting lines between concerned institutions. The beneficiary institution will ensure participation of the representatives of stakeholders, including social partners, in the actions to be undertaken through the project implementation period.

3.2 Ongoing reforms:

¹⁵ More information about the TWG is available in the Activity Report 2022 of LIO (Click [here](#) to see the Report)

¹⁶ http://ec.europa.eu/info/files/better-regulation-better-results-eu-agenda-0_en

As already mentioned above, ensuring decent working conditions for all workers is a top priority for the GoG as well as its commitment taken at the international and national level. Following the adoption of the **Organic Law of Georgia on Occupational Safety** (the OSH Law) in 2019, the EU Framework Directive 89/391/EEC was approximated into Georgian legislation which extended the mandate of LIO and applied to all economic activities. Several other reforms have been implemented by the MoIDPLHSA between 2019 and 2022. A comprehensive labour law reform was carried in 2020 with the amendments adopted to the Georgian Labour Code. With the adoption of these amendments, the approximation of 8 EU directives related to labour law and 6 EU directives of anti-discrimination and gender equality was ensured.

In addition, the new Law on Labour Inspection Service established an independent enforcement body, LEPL Labour Inspection Office (LIO), and defined basic principles, authority and power of inspection, rights and obligations. The ultimate goal of the Labour Inspection is to ensure effective implementation of labour provisions/norms, in particular, protection, enforcement and improvement of labour rights. The mandate covers the oversight of all labour rights determined by the Labour Code, the OSH Law, Law on Public Service, including the fight against forced labour and labour exploitation, execution of the agreements reached through labour mediation and OSH norms in the law. A full-fledged Labour Inspection Office is operational as of January 1, 2021,

As per of the Order 01-119/n of the MoIDPLHSA "On the approval of the Statute of LEPL Labour Inspection Office" nowadays the Office operates with 167 staff units. Out of 167 staff of LIO in total, the number of managers of labour inspectors and labour inspectors (Senior Labour Inspectors and Labour Inspectors) is 123 staff, while remaining 44 staff are working in the administrative part of LIO. The labour inspectors are recruited in accordance with the procedures prescribed by the Law of Georgia on Public Service. Currently 74 Labour Inspectors work under the Occupational Safety Supervision Department, while 49 Labour Inspectors work under the Labour Rights Supervision Department. The organisational chart of LIO is provided in the **Annex 3**.

Since the establishment of the labour inspection office, special attention is paid to the capacity building of LIO and several training and retraining activities were organised for the recruited labour inspectors. Various international donors are constantly supporting the LIO in capacity building, though there is a need to ensure sustainability through new instructions and guidelines, training of trainers, training curriculum and a system of continuous/life-long learning and training. Raising awareness of the public (especially employees and employers) on their labour rights and OSH standards is of utmost importance. Since 2015, a lot has been done in this regard, but challenges remain as covering all target groups is difficult for the limited human and financial resources of LIO. In order to reach all employees and employers, there is a need to direct efforts through ensuring more public seminars/trainings, media debates, public campaigns, etc.

In the meantime, the work on the alignment of OSH Directives into Georgian legislation has started, where there were 26 EU Directives in total to be approximated (see the full list in the **Annex 4**). As of today, legal provisions have been adopted to approximate to 7 OSH Directives,¹⁷ while the work on the remaining 19 OSH Directives is continuing and will be covered by this Twinning project. Out of 19 EU Directives, significant progress is achieved regarding 9 OSH Directives (e.g. their translation, drafting technical regulation and tables of concordance, etc.).¹⁸ As regards the remaining 10 EU OSH Directives, the following steps need to be taken: drafting relevant technical regulations, development of the Table of Concordance, the negotiation with the Technical Working Group to reach the highest compliance level in consensus. **Annex 5** at the end summarises the approximation status of these 19 EU Directives in a table.

General Policy and legislative process

The National Policy Planning System Reform Strategy, adopted by the Government of Georgia in August 2015 recognizes the current weak link between the policy planning process and legislation drafting, the absence of practice of legislative impact assessment and the weak institutional capacity of ministries in legal drafting. The OECD/SIGMA 2018 assessment in the policy development and coordination area highlights a number of weaknesses in the quality of policy planning (costing, monitoring, coordination and public consultation), which are currently being addressed through the PAR roadmap and action plan. The document specifically notes the reoccurring problem with implementation of laws, which can be attributed to the low quality of laws due to weaknesses in the law-making process.

There is a pressure to complete numerous legal reforms in the shortest possible time. Improvement of the legislative

¹⁷ 89/391/EEC, 89/654/EEC, 89/656/EEC, 90/270/EEC, 92/58/EEC, 92/29/EEC, 90/269/EEC.

¹⁸ These 9 OSH Directives are: 2009/104/EC, 92/91/EEC, 92/104/EEC, 92/57/EEC, 2002/44/EC, 2009/148/EC, 1999/92/EC, 2006/25/EC, 93/103/EC.

drafting process and quality of legislation is now a priority area of action for the Administration of Government under the Prime Minister (steering the policy-making process) and all line ministries. This primarily involves the Administration of Government, Ministry of Justice, and Ministry of Economy and Sustainable Development. In order to meet the targets and obligations in law making process the Government introduced changes in Law on Normative acts (amended on June 13, 2018) and Regulation of the Government (amended on August 24, 2018). These amendments put more emphasis on concordance with union *acquis* and Regulatory Impact Assessment (RIA.)

In line with the 2018 OECD/SIGMA recommendations, a new Government decree was adopted end of 2019 and with its supporting Handbook on Public Policy Making, now lays the regulatory and procedural foundation for good evidence-based policy development. It has quickly become the primary guidance document for Ministries. Nevertheless, its implementation requires comprehensive training and support, to ensure better integration between policy and budget planning, and building the right capacities, structures and processes in the relevant ministries. Some key issues in the area are inter- and intra-institutions coordination, capacities in data analysis, policy budgeting, gender responsive budgeting. The introduction of a mandatory Regulatory Impact Assessment for specific legislation since January 2020 is also an important milestone, but also requires extensive training for proper implementation.

For increasing coordination and strengthening the effectiveness of the legal approximation process in the country, on January 30, 2020 Government of Georgia adopted Legal Approximation Guidelines¹⁹ that will provide additional guidance to all the line Ministries involved in the legal approximation process under the AA. The Guidelines prepared by the Ministry of Justice provide key principles and techniques of approximation that will assist and orient legal drafters throughout the approximation process. The Guidelines should be used consistently, not only by MoJ, but also by all line ministries, and institutions tasked with the approximation exercise. Such proceedings will help to ensure the achievement of a steady and sustainable approximation path.

3.3 Linked activities:

The EU Sector Reform Performance Contract (2018-2023) - Skills Development and Matching for Labour Market Needs: total budget of € 50.85 million allocated between budget support and complementary measures, which has been implemented from 2019 to 2023. The general objective of the programme is to enhance Georgia's economic resilience and sustainable growth through human capital development and skills matching. The specific objective is to improve the employability of women and men in the selected regions (Tbilisi, Adjara, Imereti, Kakheti, Kvemo-Kartli, Samegrelo, Shida-Kartli, Guria and Racha-Lechkhumi). This Twinning project will be in a good coordination and synergy with the Technical Assistance (TA) project "Skills Development for Matching Labour Market Needs in Georgia" of this EU sector reform contract.

During the period of 2019-2022 intensive support has been provided by the EU-funded **Twinning project** implemented under the above EU Sector Reform Contract, "**Improving the Standards of Employment Relations/conditions as well as Health and Safety at Work in Georgia**" (GE 17 ENI OT 02 19). Designed to support the MoIDPLHSA and LIO with a budget of 1.5 million Euro, the Twinning focused on improving the legal framework and enforcing implementation in the field of labour law, gender equality and occupational safety and health, as explained above in "Section 3.2. Ongoing Reforms". By the end of the Twinning project in 2022, legal provisions to approximate to 21 EU Directives were adopted, and work started regarding 9 additional OSH Directives.²⁰ The process was steered by a Technical Working Group comprised of major stakeholders and interested parties and complemented by capacity-building actions. Social partners and connected governmental institutions were critical actors in this group and they actively participated in the process. Additional EU support to transpose the remaining 10 EU OSH Directives is now even more important for Government of Georgia, whose priority is improving working environment, ensuring labour rights and adequate implementation mechanisms, as well as its ambition to be an EU candidate country. The **Annex 5** summarises the approximation status of 19 EU Directives in a table, which must be covered by this Twinning project.

The MoIDPLHSA has also received support from the TA project "**TA to VET and Employment Reforms in Georgia**" under the EU Sector Support to Employment and VET (EUVEGE) implemented between 2014 and 2018, as well as from the Twinning project "**Capacity Building of the Employment Support Services in Georgia**" implemented between 2015 and 2017.

ILO support activities: The ILO has long supported Georgia's tripartite constituents to establish effectively-functioning labour administration and industrial relations institutions, as well as procedures in line with the national priorities and international labour standards (ILS). An overview of recent ILO projects implemented in Georgia show

¹⁹ <https://matsne.gov.ge/document/view/4786582?publication=0> ;

²⁰ These are the followings: 8 EU directives related to labour law, 6 EU directives of anti-discrimination and gender equality, 7 OSH Directives (completed), and 9 additional OSH Directives (prepared but not completed yet).

their focus on labour relations and social dialogue, as listed below.

“Improved Compliance with Labour Laws in Georgia”, funded by the US Department of Labour was implemented between 2014 and 2018 with the budget USD 3 million. The project supported the employers and workers organisations through training and capacity building activities on the implementation of labour code and labour inspection aspects and compliance with international labour standards. As a result, some background papers were prepared by ILO on the possible amendments to the Labour Code as well as the Georgian labour inspection system.

“Support to the Implementation and Monitoring of the National Human Rights Strategy and Action Plan”, the EU funded project, which was implemented between 2016 and 2018, with a budget of € 0.5 million. The project supported the improvement of industrial relations institutions and processes, and initiated discussions on the possible revisions of the Labour Code among the social partners.

“Inclusive Labour Market for Job Creation in Georgia”, funded by the Danish Government and implemented between 2018 and 2021. With a budget of USD 4.5 million, it aimed to improve Georgia’s capacity to enforce and respect labour laws and international labour standards as well promote youth entrepreneurship and responsible business conduct. In concrete terms, the first component focused on strengthening regulatory labour market institutions, while the second one on strengthening entrepreneurship and enterprise development.

“Strengthening Protection of Social and Economic Rights in Georgia” – project of Council of Europe to enhance capacities of Georgian authorities in delivering social rights and social services, as well as to contribute to the alignment of the Georgian legislations (specifically in the area of labour rights) to the European standards. The project runs from March 2021 until December 2023 to promote acceptance of new provisions of the Charter (targeted to enhancing occupational safety and access to medical and social security), to contribute to the enhancement of the quality of the country reports and consolidate the capacities of the Ombudsperson’s office in monitoring the observance of social rights and submitting alternative reports to the ECSR.

Related Programmes and Projects

The Public Administration Reform (PAR) is of utmost importance for the country and the process is supported through donor community. The EU total contribution to the “Support to the Public Administration Reform in Georgia” 2016-2019, was EUR 30 000 000 Euro, out of which EUR 20 000 000 was budget support share and EUR 10 000 000 for complementary support. The objective of the programme was to improve the efficiency, accountability and transparency of the public administration of Georgia, in line with the key Principles of Public Administration that have been developed by OECD/SIGMA in close cooperation with the European Commission. It has a particular focus on the improvement of the policy planning and coordination capacities and processes in the central public administration. The professionalization of the civil service (including the reform of the civil service training system) is also supported through the programmes.

TA project **“Support to the Public Administration in Georgia”**- EU funded; Duration: 2019-2023; Description: The objective of the project is to improve the efficiency, accessibility, accountability and transparency of the Georgian Public Administration in accordance with European principles of Public administration and best practices. More specifically, the project is mainly focused on improving the results-based approach in policy planning, development, coordination, monitoring and evaluation, increasing the awareness of the Civil servants and streamlining the implementation of the civil service reform in public institutions, improving the intra and inter-ministerial business processes related to policy making and service delivery enhancing thus the efficiency of the administration and the quality of service delivery, strengthening policy development and implementation of the Anti-Corruption and transparency national policies, thus increasing the accessibility, accountability and transparency of the executive branch and combating corruption, and raising public awareness and increasing visibility of the Government’s public administration reform agenda.

TA project **“Facility for the implementation of the Association Agreement in Georgia II”**- EU funded; Duration: 2019-2023; Description: The project provides policy advice and capacity building support to the Georgian Government in coordinating the implementation of the Association Agreement, strengthening the institutional capacities of the line ministries and other public institutions to carry out the required reforms, including on policy development and legal approximation processes.

3.4 List of applicable *Union acquis*/standards/norms:

The current status of approximation of the remaining 19 EU OSH Directives to be covered by this Twinning project is

summarized in a table in **Annex 5**. Out of these 19 Directives, draft technical regulations regarding 9 OSH Directives (Directives, which should have been adopted in 2019-2022 as per AA/DCFTA) have been prepared by the previous Twinning project “**Improving the standards of employment relations/conditions as well as health and safety at work in Georgia**”, although the negotiation process with the technical working group to reach the highest compliance level in consensus is still needed. And 10 OSH Directives, which should have been adopted in 2023 as per AA/DCFTA need all the procedures, full translation and all the technical expertise. This new Twinning project will take into account and use all the above-mentioned previous preparations.

These directives are also listed here by the expected adoption dates as per AA/DCFTA.²¹

Directives should have been adopted in 2019 as per AA/DCFTA:

- 2009/104/EC on minimum safety and health requirements for the use of work equipment by workers at work

Directives should have been in 2020 as per AA/DCFTA:

- 92/91/EEC concerning the minimum requirements for improving the safety and health protection of workers in the mineral-extracting industries through drilling (eleventh individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
- 92/104/EEC on the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries (twelfth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)

Directives should have been in 2021 as per AA/DCFTA:

- 92/57/EEC on minimum safety and health requirements at temporary or mobile construction sites
- 2002/44/EC on the minimum health and safety requirements regarding the exposure of workers to the risk arising from physical agents (vibration) (sixteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)

Directives should have been in 2022 as per AA/DCFTA:

- 2009/148/EC on the protection of workers from the risks related to exposure to asbestos at work
- 1999/92/EC on minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres (fifteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
- 2006/25/EC on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (artificial optical radiation) (nineteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)
- 93/103/EC concerning the minimum safety and health requirements for work on board fishing vessels (thirteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)

Directives to be adopted in 2023 as per AA/DCFTA

- 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work (sixth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)
- 2000/54/EC on the protection of workers from risks related to exposure to biological agents at work (seventh individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)
- 98/24/EC on the protection of the health and safety of workers from the risks related to chemical agents at work (fourteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)
- 2003/10/EC on the minimum health and safety requirements regarding the exposure of workers to the risk arising from physical agents (noise) (seventeenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)
- 2004/40/EC on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (18th individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)
- 91/322/EEC on establishing indicative limit values by implementing Council Directive 80/1107/EEC on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work
- 2000/39/EC of indicative occupational exposure limit values in implementation of Council Directive 98/24/E on the protection of the health and safety of workers from the risks related to chemical agents at work
- 2006/15/EC establishing a second list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC and amending Directives 91/322/EEC and 2000/39/EC
- 2009/161/EU establishing a third list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC and amending Commission Directive 2000/39/EC
- 2010/32/EU implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector concluded by HOSPEEM and EPSU.

²¹ The 9 OSH Directives listed for 2019-2022 have not been adopted yet, but a significant progress was made for their preparations and draft technical regulations are ready. For this reason they are included in the list.

3.5 Components and results per component

Mandatory Result 1/Component 1: Legal framework on OSH is in compliance with the *Union acquis*

This Twinning project will focus on the approximation of 19 OSH Directives listed in the **section 3.4 (and Annex 5)**, which should have been implemented in the period of 2019-2023. Out of these 19 Directives, draft technical regulations regarding 9 OSH Directives have been prepared by the first Twinning project “**Improving the standards of employment relations/conditions as well as health and safety at work in Georgia**” (2019-2022), although the negotiation process with the technical working group to reach the highest compliance level in consensus is still needed. The remaining 10 OSH Directives need full translation and all the technical expertise (e.g. drafting relevant technical regulations, development of the Tables of Concordance, and the negotiation process with the technical working group to reach the highest compliance level of consensus). This Twinning project will take into account and use all these previous preparations made by the MoIDPLHSA as a basis for its activities.

Sub-Result 1.1: Primary and secondary legislation related to OSH in accordance with the *Union acquis* approximated;

Mandatory Result 2/Component 2: The capacity of Labour Inspection Office and other stakeholders strengthened for full enforcement of the newly adopted OSH regulations

It is crucial to strengthen the capacity of the main beneficiary organizations and other key stakeholders in implementing the newly adopted legislation and actually transferring EU know-how on best practices. In addition to proposing administrative solutions and establishing effective processes, the LIO will need guidance, expertise and best practices in their business operations for more standardised tasks in conducting labour inspections. This component will particularly focus on strengthening the operational capacity and business processes of the LIO for the enforcement of the newly adopted legislation, including both 21 EU Directives that were already fully approximated²² and additional 19 OSH Directives that will be aligned during the new Twinning period. In addition to LIO, other relevant stakeholders/institutions (including the Technical Working Group) will be included in the capacity-building actions, whenever feasible.

Sub-Result 2.1. Labour inspectors’ knowledge and skills on inspection of compliance with occupational safety and health requirements enhanced, and a system of internal continuous training in place.

Sub-Result 2.2. The capacity of LIO in international cooperation level has grown

Component 3 (Mandatory Result 3): Awareness on safe and healthy working environments in the public and private sector increased.

After the changes in labour legislation, one of the key success factors in their enforcement is raising awareness of citizens and companies on the importance of creating safe and healthy working environment for both men and women workers. Some important messages and tools were already developed by LIO, such as YouTube Channel (click [here](#)), webpage (www.lio.moh.gov.ge), Social media (Facebook page-click [here](#)), but further actions are needed in this area.

This component will work on elaborating gender-sensitive messages based on the changes in legislation. Expertise will be needed in preparation of the contents, which will be used for printable/electronic materials to be used in public information campaigns aiming to raise awareness in the field of the project topics among key stakeholders, public/private sector and civil society, especially when it comes to the newly adopted labour legislation and OSH regulations.

The project is expected to develop a wider range of PR products such as short videos (to be shown on TV as public

²² These are the followings: 8 EU directives related to labour law, 6 EU directives of anti-discrimination and gender equality, 7 OSH Directives (completed). For example, the EU Directive 92/85/EEC on the introduction of measures in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding was already transposed, but further capacity-building and awareness raising are still necessary for its full enforcement.

service announcement), other social media products, infographics, organise media contests, seminars, conferences, and other strategic actions linked to strengthening communication tools and platforms of LIO etc.

Sub-Result 3.1 Public awareness on OSH is raised among the general population and especially among employers and employees in both public and private sectors.

3.6 Means/input from the EU Member State Partner Administration(s)*:

Member State(s) is/are kindly requested to develop activities in the submitted proposal, which are needed in order to achieve the results stipulated in the fiche.

The MS Project Leader (PL) will be expected to devote a minimum of 3 days per month to the project in his/her home administration. In addition, s/he will coordinate from the Member State side the work of the Project Steering Committee (PSC). MS PL may participate in the project also as Short-Term Expert (STE). In this case the MS Project Leader should satisfy requirements stipulated in the fiche for both the Project Leader and the relevant STE profile.

The Resident Twinning Advisor (RTA) will be located in the headquarter (HQ) of the MoIDPLHSA (Labour Inspection Office) in the beneficiary country on a full-time basis and will be responsible for the direct implementation of the project under the overall supervision of the MS PL. The RTA will maintain day-to-day cooperation with the beneficiary administration and coordinate the work performed by the STEs. The RTA will have a key role in the coordination of the inputs required for the successful implementation of all the project activities.

The RTA should be supported by component leaders and a permanent RTA Assistant. The component leaders will be responsible for the coordination, guidance and monitoring of their components, analyse the component areas and draft relevant thematic/ technical contributions. They will liaise with MS and BC PLs and have daily contacts with RTA and Beneficiary Administration (BA) counterpart.

The RTA assistant should be in close collaboration with the BA. S/he will perform general project duties and provide translation and interpretation services as necessary, practical arrangements for the project, such as organizational issues of expert missions, conferences, training, seminars, maintaining project records, etc. Until the RTA can select and hire an assistant, the BA makes a member of its staff available to support the RTA in his/her daily tasks.

The required MS experts must either be civil/public servants of the relevant MS administration or be permanent staff of authorised mandated bodies. All experts must comply with the requirements set in the Twinning Manual Revision 2017 - update 2022.

Minimum two visibility events will be organized in the course of the implementation of the project: Launching event at the start of the implementation and the Closing event at the end of the implementation of the project activities.

A full-time language assistant should be recruited. S/he should perform most of the required interpretation/translation services. S/he will provide day-to-day interpretation/translation to the RTA and project experts during missions.

Whenever required and needed for simultaneous interpretation during seminars and workshops, translation of large volume of documents additional interpretation will be procured and funded by the project.

Proposals shall include only the CVs of the proposed PL, of the RTA and of the Component Leaders.

Any description of the suggested arrangements and scheduling shall remain broad enough to offer Member States the possibility to elaborate a proposal of their own, demonstrating the added value of their own methodological approach and comparative advantage of their contribution.

3.6.1 Profile and tasks of the Project Leader:

The Member State PL should have the capacity to lead the implementation of the project and the ability to mobilize the necessary expertise in support of project's efficient implementation. She/he will be expected to devote a minimum of 3 days per month to the project in his/her home administration. In addition, as co-chairperson, he/she will coordinate from the Member State side the work of the Project Steering Committee (PSC), which shall meet in Georgia on a quarterly basis at least.

Profile

- A high ranking official or assimilated agent of a Member State administration in relevant field with a sufficient rank to ensure an operational dialogue at political level;
- University level education in a relevant discipline or equivalent professional experience in a related field of 8 years;
- At least 3 years of professional experience in the field of labour legislation and good understanding of subjects related to project activities in a EU Member State institution;
- Good knowledge of EU legislation in the field of occupational safety and health issues;
- Previous experience in project management will be considered an asset;
- Fluency in both written and spoken English;
- Computer literacy;
- Good communications and inter-personal skills;
- Fluency in both written and spoken English;
- Good leadership and managerial skills;

Tasks:

- Overall direction, supervision, guidance and monitoring of the project;
- Mobilization of the necessary expertise in support of the efficient implementation of the project;
- Lead an operational dialogue, advocate, thrust and back up the project at political level;
- In cooperation with the PL counterpart signing and submission the interim quarterly and final project reports prepared with the support of the RTA to the concerned authorities;
- Formal signing of project work plan(s) and/or their updates;
- Ensuring timely achievement of the project results;
- Provision of legal and technical advice whenever needed;
- Co-chairing of project steering committees.

3.6.2 Profile and tasks of the RTA:

The RTA will be located in the premises of the BA on a fulltime basis and will be responsible for the direct implementation of the project under the overall supervision of the MS Project Leader.

He/she will work closely with the BC Project Leader and the RTA Counterpart to deliver the project outputs.

The RTA will maintain day-to-day cooperation with the beneficiary administration and coordinate the work performed by the STEs for the whole duration of the project implementation. The RTA will have a key role in the coordination of the inputs required for the successful implementation of all the project activities.

The RTA should be supported by a permanent RTA Assistant. The RTA assistant should work in close collaboration with the beneficiary administration BA. The RTA assistant will perform general project duties and will be providing translation and interpretation services as necessary, practical arrangements for the project, such as organizational issues of expert missions, conferences, training, seminars, maintaining project records and etc. Until the RTA can select and hire an assistant, the Beneficiary administration will make a member of its staff available to support the RTA in his/her daily tasks.

A full-time language assistant should also be recruited. She/he should perform most of the required interpretation/translation services. She/he will provide day-to-day interpretation/translation to the RTA and project experts during missions.

Whenever required and needed for simultaneous interpretation during seminars and workshops, translation of large volume of documents additional interpretation may be procured and funded by the project.

Minimum two visibility events will be organized in the course of the implementation of the project. Kick-off meeting at the start of the implementation and the Final meeting at the end of the implementation of the project activities. These will have to be coordinated with the EU Delegation to Georgia.

Profile:

- Proven contractual relation to a public administration or mandated body;
- University-level education in a relevant discipline or equivalent professional experience in a related field of 8 years;
- At least 3 years' experience in the field of labour legislation (focus on occupational safety and health issues would be an advantage);
- Good knowledge of relevant EU legislative and institutional requirements related to the various components of this project;
- Good knowledge of occupational health and safety legislation, methods, and procedures;

- Good managerial skills;
- Good training, public speaking, diplomatic and communication skills;
- Excellent computer literacy (Word, Excel, PowerPoint);
- Excellent command of spoken and written English;
- Experience with similar projects would be an asset.

Tasks:

- Overall coordination of project implementation and of all activities;
- Coordination of the activities of the team members in line with the agreed work plan to enable timely completion of project outputs;
- Provide technical input to the project whenever needed and provision of advice in his/her field of expertise;
- In coordination with MS PL liaise with BC PL and daily contacts with BC RTA counterpart;
- Preparation of the initial and subsequent work plan(s) and project progress reports, together with PL, to be submitted to the Steering Committees;
- Liaison with EUD Project Manager and Programme Administration Office (PAO);
- Liaison with key stakeholders, other relevant projects and relevant Georgian institutions;
- Promote cooperation between main counterparts and target groups.

3.6.3 Profile and tasks of Component Leaders:

To achieve coherence in the implementation of all activities pertaining to the specific components and accomplish mandatory results/outputs, Component Leaders (short-term experts) will be designated to each specific component who will coordinate the intervention of all other Member State experts mobilized for the same component. Beneficiary institution will assign a Component Leader counterpart for each component who will be the permanent interlocutor of the MS Component Leader coordinating the specific component. The Component Leaders will work in close collaboration with the RTA and the Beneficiary counterparts in order to achieve mandatory results/outputs pertaining to the specific component and to contribute to overall success of the project.

The profile, exact number and specific Terms of Reference for each Component Leader along with the names and functions of the Component Leader counterparts will be defined at the Work Plan preparation stage by the MS Project leaders and/or the RTA and its counterpart. The ToR will specify the detailed inputs of the Component Leaders and the duration of their missions.

Component Leader 1: Legal framework on OSH is in compliance with the Union acquis

Profile:

- Proven contractual relation to a public administration or mandated body;
- University-level education in a relevant discipline or equivalent professional experience in a related field of 8 years;
- At least 3 years of experience in the field of labour legislation (focus on occupational safety and health issues would be as advantage);
- Good experience in legal drafting coordination process relevant to the project scope;
- Demonstrated analytical, report writing and communication skills;
- Excellent command of written and spoken English;
- Previous experience in similar projects would be an asset.
- Sound comparative knowledge of relevant international and European legal frameworks and institutional requirements for their implementation would be an asset.

Tasks:

- Component coordination, guidance and monitoring;
- Conducting analysis of the area relevant to the component;
- Providing technical advice, support and assistance to the BC institution in the context of the project's components;

- Providing practical expertise/advice to relevant staff for execution of different tasks related to the project; Timely proposals for any corrective measures;
- Liaise with MS and BC PLs and daily contacts with RTA and BA counterpart.

Component Leader 2: The capacity of Labour Inspection Office and other stakeholders strengthened for full enforcement of the newly adopted OSH regulations

Profile:

- Proven contractual relation to a public administration or mandated body;
- University-level education in a relevant discipline or equivalent professional experience in a related field of 8 years;
- At least 3 years of experience in the field of Market Surveillance;
- Good experience in capacity building, training activities, human resources management and/or professional development of personnel, and institutional development activities related to the project components;
- Demonstrated analytical, organizational and advisory skills;
- Excellent command of written and spoken English;
- Demonstrated good report writing and communication skills;
- Knowledge of relevant international and European legal framework and institutional requirements for their implementation would be an asset;
- Previous experience in similar projects would be an asset.

Tasks:

- Component coordination, guidance and monitoring;
- Conducting analysis of the area relevant to the component;
- Preparing and conducting training programs, information and dissemination seminars with LIO and various stakeholders;
- Drafting thematic/ technical contributions and documents relevant for the results of the component, in close cooperation with the BC counterparts and other project experts;
- Provision of legal and technical advice and analysis whenever needed;
- Timely proposals for any corrective measures;
- Liaise with MS and BC PLs and daily contacts with RTA and BA counterpart.

Component Leader 3: Awareness on safe and healthy working environments in the public and private sector increased.

Profile:

- Proven contractual relation to a public administration or mandated body;
- University-level education in a relevant discipline or equivalent professional experience in a related field of 8 years;
- At least 3 years of experience in the field of public relations (focus on labour legislation and OSH issues would be an asset);
- Good experience in awareness raising activities;
- Good team-working, communication, presentation and advisory skills;
- Demonstrated analytical and mentoring skills;
- Relevant experience in developing and implementing public information campaigns, PR products, media relations, etc.;
- Excellent command of written and spoken English;
- Demonstrated good report of writing and communication skills;
- Previous experience in similar projects would be an asset.

Tasks:

- Component coordination, guidance and monitoring;
- Conducting analysis of the area relevant to the component;
- Producing and disseminating a wide range of PR products, media relations, public surveys, etc.;
- Drafting thematic contributions and documents relevant for the results of the component, in close cooperation with the BC counterparts and other project experts;
- Timely proposals for any corrective measures;
- Liaise with MS and BC PLs and daily contacts with RTA and BA counterpart.

3.6.4 Profile and tasks of other short-term experts:

Short term experts made available for the implementation of a Twinning project shall be fully integrated within the Member State institutions involved in the delivery of the required expertise. Short-term experts are officials or assimilated agents of a Member State public administration, or mandated body. They deliver their expertise under the overall responsibility of the Member State PL and the coordination and supervision of the RTA in in close cooperation with the Component Leader in order to meet the specific objectives as set out above:

Indicative profile of short-term experts

Profile:

- Proven contractual relation to a public administration or mandated body;
- University level education in a relevant discipline or equivalent professional experience in a related field of 8 years;
- At least 3 years of experience in the field of labour legislation, OSH;
- Good experience in capacity building activities;
- Knowledge and experience working on legal approximation issues, particularly *Union acquis*, relevant international conventions (e.g. ILO), EU institutions (e.g. OSHA, EEA, ECHA) and instruments;
- Experience in developing of training modules and materials, good record in training delivery;
- Sound experience in delivering the trainings in the relevant product-specific fields;
- Experience in raising awareness activities and liaising with businesses/consumers;
- Experience in information campaigns and knowledge of different communication tools;
- Knowledge and experience in necessary administrative structures and institutional capacities (e.g. human and financial resources, procedures, infrastructure) for the implementation of relevant acquis;
- Experience in developing strategy documents, implementation guidelines, operational/ procedural manuals and instruction handbooks;
- Extensive experience in capacity building and training activities, human resources management and professional development of personnel;
- Coaching, training and facilitator skills;
- Demonstrated analytical and mentoring skills;
- Excellent command of written and spoken English;
- Excellent computer literacy (word, excel, power point, etc.).

Tasks:

- Support Component leaders in their tasks by providing specific experience;
- Active contribution with drafting project related documents according to the planned results of the respective components and taking into account the national rules for legislative development;
- Assistance with the preparation of trainings, study tours, workshops, seminars, etc.;
- Conducting analysis of the area relevant to the component;
- Provide practical expertise/advice to relevant staff for execution of different tasks related to the project;
- Contribution to the project reporting (mission reports interim and final);
- Supervision and on-site coordination of all activities related to their field of expertise and performed under this project;

- Contributing to the sustainability of the project by ensuring that aspects of the project related to their field of expertise are implemented timely and properly;
- Timely proposals for any corrective measures;
- Contribution to preparing and conducting trainings, workshops, awareness raising activities.

Proposals shall include only the CVs of the proposed PL, of the RTA and of the Component Leaders (STEs CV should not be included in the MS proposal).

The Project Leader/RTA are free to propose additional STEs as they see fit, based upon the needs of the project and in agreement with the beneficiary.

4. Budget: € 1,200,000

5. Implementation Arrangements

The European Union Delegation in Tbilisi, Georgia, will be responsible for the contracting, payments and financial reporting, and will work in close co-operation with the Beneficiary.

The person in charge of this project at the Delegation of the European Union to Georgia are:

Tamar Zurabishvili - till August 31, 2023,
E-mail: tamari.zurabishvili@ext.eeas.europa.eu
and Jurate Juodsnukyte - from September 1, 2023,
E-mail: Jurate.JUODSNUKYTE@eeas.europa.eu

Programme Officer, Labour and social policies,
Migration and Integrated Border Management,
Gender focal point
64b Ilia Chavchavadze Avenue, 0179 Tbilisi, Georgia
Tel: +995 32 2364364

5.1 Institutional framework

The beneficiary institutions are the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia (MoIDPLHSA) (www.moh.gov.ge) and LEPL Labour Inspection Office. The tasks of the Ministry include public health care, the social protection of population including IDPs, and labour and employment. From these areas of competence, Policy Department (Labour and Employment and Collective Labour Disputes Division) is invested with the labour administration functions and separate enforcement bodies are in place, in particular, LEPL State Employment Support Agency (SESA) and LEPL Labour Inspection Office (LIO). The organisational charts of the MoIDPLHSA and LIO are provided in Annex 2 and Annex 3 respectively.

Labour Inspection as a Legal Entity of Public Law under the MoIDPLHSA is responsible for ensuring the effective application of the Constitution of Georgia, international agreements of Georgia, Labour Code, the Organic Law of Georgia on Occupational Safety, the Law of Georgia on Public Service, provisions of the legislation of Georgia prohibiting forced labour and trafficking in the workplace, ordinances of the Government of Georgia, orders of Ministers, any other normative acts of Georgia on labour rights and employment conditions, employment agreements, collective employment agreements, as well as agreements reached through mediation in collective disputes, and rules of arbitration awards ('labour norms'). Inspection controls the implementation and use of the occupational safety rules, investigates accidents and occupational diseases workplace and registers them according to the Georgian legislation.

The LIO provides the state supervision in the framework of an authorized law on compliance of working conditions with the OSH requirements, enforcement of labour legislation, investigation and registration of accidents at workplaces; imposes measures with aim of preventing forced labour and human trafficking; investigates, registers and prepares recommendations on facts of discrimination and their underlying factors. It also participates in drafting process of labour legislation, legal and normative acts related to OSH; analyses facts and causes of violations in areas of labour and OSH legislation, prepares recommendations with aim of preventing them; and discusses statements, letters, complaints and proposals within the authorized legislation.

The Policy Department develops policies, while SESA throughout the country is the implementer of the employment

policies on the ground. Together with MoIDPLHSA, the main interlocutor for the project will be the LIO, which will be responsible for the overall coordination and project management, and the Policy Department (Labour and Employment Policy and Collective Labour Disputes Division) will be closely involved in project activities. Outside the beneficiary ministry, the key stakeholders of the project implementation will be: the Department of Supervision of the Tbilisi City Hall; the Technical and Construction Supervision Agency of the MoESD; the Tripartite Social Partnership Commission (TSPC); the Makhviladze Scientific-Research Institute of Labour Medicine and Ecology; relevant sector representatives of social partners; and specialists/ experts from higher education institutions relevant to the topic. By taking into account existing structures of cooperation (technical/coordination working groups), these institutions/partners could be members of a 'Technical Working Group' which directly contributes to the approximation of the *Union acquis* listed in Section 3.4 (and Annex 5). The cooperation structure could continue after the end of project and remain functional for the approximation of remaining EU Directives.

LIO will ensure participation of the representatives of stakeholders in the activities undertaken within the project (ex. departments, institutions, social partners, etc.) and smooth and coordinated work of the technical working group, which will be created for the approximation of relevant legislation. Any other relevant stakeholder could be involved in the project implementation due to their mandate and responsibilities.

5.2 Counterparts in the Beneficiary administration:

The PL and RTA counterparts will be the staff of the Beneficiary Administration (BA) and will be actively involved in the management and coordination of the project.

5.3.1 Contact person:

Mr. Beka Peradze,
Chief Labour Inspector-Head of Labour Inspection Office

5.3.2 PL counterpart:

Ms. Tamila Barkalaia,
Deputy Minister, MoIDPLHSA

5.3.3 RTA counterpart:

Mr. Beka Peradze,
Chief Labour Inspector-Head of Labour Inspection Office

6. Duration of the project

The duration of the project implementation - 24 months

Duration of the execution period: 27 months.

The execution period will end 3 months after the implementation period of the Action, which will take 24 months.

7. Management and reporting

7.1 Language

The official language of the project is the one used as contract language under the instrument (English). All formal communications regarding the project, including interim and final reports, shall be produced in the language of the contract.

7.2 Project Steering Committee

A project steering committee (PSC) shall oversee the implementation of the project. The main duties of the PSC include verification of the progress and achievements *via-à-vis* the mandatory results/outputs chain (from mandatory results/outputs per component to impact), ensuring good coordination among the actors, finalising the interim reports and discussing the updated work plan. Other details concerning the establishment and functioning of the PSC are described in the Twinning Manual.

7.3 Reporting

All reports shall have a narrative section and a financial section. They shall include as a minimum the information detailed in sections 5.5.2 (interim reports) and 5.5.3 (final report) of the Twinning Manual. Reports need to go beyond activities and inputs. Two types of reports are foreseen in the framework of Twinning: interim quarterly reports and final report. An interim quarterly report shall be presented for discussion at each meeting of the PSC. The narrative part shall primarily take stock of the progress and achievements *via-à-vis* the mandatory results and provide precise recommendations and corrective measures to be decided by in order to ensure the further progress.

8. Sustainability

The achievements of the Twinning project will have permanent and ongoing beneficial effects on the

effectiveness of labour market management by MoIDPLHSA and LIO, its capacity and human resources, and cooperation with other institutions and social partners. The sustainability of the project will be achieved through the embedded sub-results of capacity building and sustainability in the project. In particular, through a suitable implementation of these project activities and availability of trained personnel in LIO and as well as development of relevant documents (e.g. strategy documents, implementation guidelines, operational/procedural manuals, instruction handbooks) and training materials on the implementation of approximated labour legislation for further use in Georgia.

In order to contribute to the development of implementable legislation, the Twinning project will support preparation of analytical prerequisites i.e. preparation of concept and technical notes, action plans, handbooks and toolkits, training materials, estimates of implementation costs and will support MoIDPLHSA and LIO in conducting inter-institutional and public consultations, including consolidation and dissemination of the project results. At the project level, sustainability of project results will be guaranteed by ensuring that all procedures, management practises and tools, are embedded in the work routine of the relevant departments in MoIDPLHSA. Development of any strategic document and legislation/amendments will be carried out respecting all national procedures and practices. Any guidelines or procedures developed under this action will not contradict to any legal provision of the country.

The Beneficiary Institution is fully committed to ensure the long-term impact of the Twinning project. Staff benefiting from different project activities (e.g. trainings/study visits, practical exercises) shall transfer knowledge step by step to their colleagues. Smooth and effective functioning of the achieved results will be guaranteed by the relevant human and financial resources contribution and including it in the work plan of MoIDPLHSA (both LIO and Policy Department) and TSPC. The relevant operational documents will be introduced based on the discussions/ consultations with the relevant parties in a reasonable timeframe. Trained staff should be maintained within the administration to successfully fulfill their tasks.

9. Crosscutting issues (*equal opportunity, environment, climate etc...*)

Based on the fundamental principles of promoting equality and combating discrimination, the MoIDPLHSA and LIO will ensure equal opportunities between gender in the management and implementation of the Project, including equal opportunities in training, site visits and participation in all of the Projects' missions and events; contributing thus to the promotion of gender equality.

The principle of implementation of this Twinning project will be based on environmentally friendly work environment. This in particular guarantees, minimizing paper use during project implementation by the maximum feasible use of electronic tools and resources.

10. Conditionality and sequencing

There is no precondition set for this Twinning project, as the framework **Law of Georgia on Occupational Safety** was already adopted in 2018. It is foreseen that a series of activities / measures would have been undertaken by MoIDPLHSA in order for the project to start in satisfactory conditions. The MoIDPLHSA and LIO commit themselves to provide the contributions stated in the Fiche. They include:

- Strong commitment and support of MoIDPLHSA management throughout the project implementation;
- Strong involvement and commitment of the LIO, also supported by the Policy Department;
- Assigning dedicated staff to activities connected with the project activities and components;
- Joint reflection of EU MS and MoIDPLHSA/ LIO staff related to the project activities and liaison with other relevant projects;
- Ensuring coordination between departments, institutions and social partners connected with the project (see list of possible partners);
- Ensuring access to indispensable information and documents;
- Strong coordination with the other relevant projects implemented by donors.

The Twinning project will enable MoIDPLHSA to face the challenges of approximation of the *Union acquis* into Georgian national legislation. Leveraging similar experience and progress made in EU Member States would assist MoIDPLHSA in its tasks and contribution to the improvement of labour legislation.

11. Indicators for performance measurement

Component 1 (Mandatory Result 1): Legal framework on OSH is in compliance with the *Union acquis*

Performance indicators linked to Mandatory Result 1:

- Georgian legislation on OSH is aligned with Union Acquis.

Sub-Result 1.1: Primary and secondary legislation related to OSH in accordance with the Union acquis approximated;

Performance indicators linked to Sub-Result 1.1:

- Availability of Georgian technical regulations harmonized with OSH Union acquis (ENG-GEO versions);
- Availability of relevant technical translation of the OSH Directives/drafted projects, adopted regulations
- Availability of Tables of Concordance (ENG-GEO versions)

Component 2 (Mandatory Result 2): The capacity of Labour Inspection Office and other stakeholders strengthened for full enforcement of the newly adopted OSH regulations

Performance indicators linked to Mandatory Result 2:

- Availability of new instructions, guidelines, check lists developed with a gender-sensitive approach together with an operational methodology for labour inspection
- Availability of training course curricula, training materials and training manual for labour inspectors;
- Number of trained instructors who can deliver continuous training to labour inspectors to apply the new operational methodology and tools
- Share of trained labour inspectors to follow the new procedures, instructions, guidelines and operational plans for labour inspection;
- Availability of inter-institutional cooperation mechanism among LIO and other stakeholders;

Sub-Result 2.1. Labour inspectors' knowledge and skills on inspection of compliance with occupational safety and health requirements enhanced, and a system of internal continuous training in place.

Performance indicators linked to Sub-Result 2.1:

- Availability of needs assessment of beneficiary and other stakeholders and necessary for full implementation of the new OSH regulations;
- Availability of the training needs assessment including relevant training plan for the beneficiary and other stakeholder institutions;
- Availability of the document providing the best practices about Internal Training Centres operating under Labour Inspection Office, including proposals for LIO;
- Availability of a consolidated 'Internal Training System' proposal for sustainable and life-long education and training system within the LIO;

Sub-Result 2.2. The capacity of LIO in international cooperation level has grown

Performance indicators linked to Sub-Result 2.2:

- Availability of concrete cooperation proposals (e.g. Memorandum of Understanding, Inter-institutional Letters of Exchange) of thematically related organizations and agencies on OSH issues at European and international levels (e.g. ILO, OSHA, EEA, ECHA, etc.)
- Number of labour inspection office staff trained on project cycle management and able to develop and implement new project proposals for fundraising.

Component 3 (Mandatory Result 3): Awareness on safe and healthy working environments in the public and private sector increased.

Performance indicators linked to Mandatory Result 3:

- Availability of strategic documents about awareness rising of public on safe and healthy working environments for employers and employees

Sub-Result 3.1 Public awareness on OSH is raised, especially among employers and employees in both public and private sectors.

Performance indicators linked to Sub-Result 3.1:

- Number of informational seminars, conferences and other events are organized;
- Availability of campaign and promotional materials (leaflets, slogans, videos, posters, stories, media contests, etc.)
- Availability of series of events of related to the World OSH Day and EU OSH Week
- Number of media debates, press conferences, media spots and similar events conducted;
- Number of Staff trained on public information campaigns

Monitoring and Evaluation of the project will be conducted based on the enclosed Logframe and in accordance with the EU Results Framework Indicators (reference: <https://europa.eu/capacity4dev/eu-rfi>). The contractor should use OPSYS report on the achievement of each indicator presented in the Logframe linking to sources of verification.

12. Facilities available

The BC commits itself to deliver the following facilities:

- Adequately equipped office space for the RTA and the RTA assistant(s) for the entire duration of their secondment;
- Supply of office room including access to computer, telephone, internet, printer, photocopier;
- Adequate conditions for the STEs to perform their work while on mission to the BC;
- Provide suitable venues for the training sessions and meetings that will be held under the project;
- Security related issues would be assured according to the standards and practices applicable for all Georgian public institutions.

ANNEXES TO PROJECT FICHE

Annex 1 – Simplified Logical Framework matrix (compulsory)

Annex 2 – MoIDPLHSA organizational chart

Annex 3 – LIO Organisational Chart

Annex 4 – Full list of the *Union acquis* included in the EU-Georgia Association Agreement/DCFTA

Annex 5 – Current status of approximation of the EU Directives to be covered by Twinning Project

Annex 1: Simplified Logical Framework (compulsory)

	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
Overall Objective	To support Georgia in the implementation of EU-related commitments, notably the Association Agreement/DCFTA	<p>Degree of compliance of the relevant Georgian legislation with the Union acquis</p> <p>Baseline: 27% (7 Directives out of 26 OSH Directives) for 2023</p> <p>Target: 62% (16 Directives out of 26 OSH Directives) for 2024</p>	<p>AA implementation report</p> <p>Assessment reports by international organisations</p> <p>Government decrees/ordinances/amendments to the existing relevant laws/ratification of conventions</p>	<p>Delay in reaching a common agreement due to differences of opinions among social partners, lack of material, human and technical base, outflow of staff/staff shortage, declaration of state of emergency in the country</p>	<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA</p> <p>Strong support and commitment from twinning partner(s)</p> <p>Relevant staff of the MoIDPLHSA and other stakeholder representatives available and involved in the process</p>
Specific (Project) Objective(s)	To strengthen the capacity of the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs (MoIDPLHSA), of the LEPL-Labour Inspection Office (LIO) and other stakeholders to implement the EU-Georgia Association Agreement, in particular regarding approximation to, awareness on, and enforcement of the EU acquis on OSH	<p>Status of legal acts for improved OSH norms at the workplace</p> <p>Baseline: 6 directives were fully reflected in the legislation of Georgia, 2023</p> <p>Target: 16 directives are fully reflected in the legislation of Georgia by the end of the project</p> <p>Availability of strategic document for the institutional development of the LIO in order to effectively enforce OSH norms in Georgia</p> <p>Baseline: 0 document is elaborated</p> <p>Target: 1 Internal strategic document is elaborated, by the end of the project</p> <p>Percentage of population (particularly, employers-Active business facilities and employees) aware about OSH and LIO's Mandate</p>	<p>Project documentation (list of various meetings, list of participants from various meetings, training programs, training materials, list of trainees, interim project reports, etc.)</p> <p>Project documentation: legal analysis reports, administrative/institutional analysis reports, quality and cost assessment reports, training needs assessments, recommendations, etc.)</p> <p>Translated Georgian</p>	<p>Delay in reaching a common agreement due to differences of opinions among social partners, lack of material and technical base, outflow of staff/staff shortage, declaration of state of emergency in the country</p>	<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA</p> <p>Strong support and commitment from twinning partner(s)</p> <p>Relevant staff of the MoIDPLHSA and other stakeholder representatives available and involved in the process</p>

	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
		<p>Baseline:0,9 % of Active business facilities and 13,7 % of employees, 2022</p> <p>Target: 1,5% of Active business facilities and 30 % of employees, 2024</p>	<p>versions of all labour legislation acquis covered by the project</p> <p>Operational plans and procedures, implementation manuals and guidelines</p> <p>Promotional materials, links to public information tools and campaigns, mission reports, participants' list, and/or training lists</p> <p>Project interim and final reports</p> <p>Web-site/social media post, TV programs, press releases</p>		
Mandatory results/ outputs by components	Component 1 (Mandatory Result 1): Legal framework on OSH is in compliance with the <i>Union acquis</i>	<p>Performance indicators linked to Mandatory Result 1: Number of Directives to which Georgian legislation is aligned</p> <p>Baseline: 7 Directives is harmonized in 6 Georgian Legal acts, 2023</p> <p>Target: 19 Directives prepared and agreed with relevant stakeholders by the end of the project;</p>	<p>Reports of the LIO; monitoring/assessment reports by international organizations such as ILO; EU-Georgia Association Agenda implementation report</p> <p>Translated Georgian versions of all OSH acquis covered by the project and translation of adopted normative acts based on work of project</p> <p>Analysis reports of the relevant Georgian</p>		<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA</p> <p>Availability of local staff, good communication between the Beneficiary and other stakeholders</p> <p>Twinning MS partner(s) commitment</p> <p>All relevant national</p>

	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
			<p>legislation (including by-laws, amendments, and administrative regulations); legislative amendments made in OSH Reports on regulatory and fiscal impact assessments of the legal amendments</p> <p>Tables of concordance in the area of occupational safety and health acquis</p> <p>Reports on administrative/institutional assessments, including legal basis for a modern labour inspection system</p> <p>STE mission reports; meeting notes and decisions on the topic from the technical working group and/or the Tripartite Social Partnership Commission</p>		documentation available
	<p>Component 2 (Mandatory Result 2): The capacity of Labour Inspection Office and other stakeholders strengthened for full enforcement of the newly adopted OSH regulations</p>	<p>Performance indicators linked to Mandatory Result 2:</p> <ul style="list-style-type: none"> • Availability of new instructions, guidelines, check lists developed with a gender-sensitive approach together with an operational methodology for labour inspection <p>Baseline: 1 instruction/guideline/ check list, 2022 Target: 14 instructions/ guidelines/ check lists, by</p>	<p>Reports of the LIO and MoIDPLHSA, meeting reports of the Technical Working Group and other stakeholders</p> <p>Monitoring/assessment reports by international organizations such as ILO</p> <p>EU-Georgia Association</p>		<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA</p> <p>Availability of local staff; good communication between</p>

	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
		<p>the end of the <u>project</u></p> <ul style="list-style-type: none"> • Availability of training course curricula, training materials and training manual for labour inspectors; Baseline: 1 , 2022 Target: 2 by the end of the project • Number of trained instructors who can deliver continuous training to labour inspectors to apply the new operational methodology and tools Baseline: 13 trained trainers , 2022 Target: 15 trained trainers by the end of the project • Share of trained labour inspectors to follow the new procedures, instructions, guidelines and operational plans for labour inspection; Baseline: 50% , 2022 Target: 100% of labour inspectors by the end of the <u>project</u> • Availability of inter-institutional cooperation mechanism among LIO and other stakeholders; Baseline: 1 working group created, 2022 Target: At least 2 working group created by the end of the <u>project</u>, 	<p>Agenda implementation report</p> <p>Project interim and final reports</p>		<p>the Beneficiary and other stakeholders</p> <p>Twinning MS partner(s) commitment; All relevant national documentation available</p>

	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
	<p>Component 3 (Mandatory Result 3): Awareness on safe and healthy working environments in the public and private sector increased</p>	<p>Performance indicators linked to Mandatory Result 3:</p> <ul style="list-style-type: none"> • Availability of strategic documents on awareness rising of public on safe and healthy working environments for employers and employees <p><u>Baseline: 0, 2023</u> <u>Target: 1 strategy and action plan is adopted by the end of the project</u></p>	<p>Reports of the LIO</p> <p>Mission reports</p> <p>Promotional materials, links to public information tools and campaigns, mission reports, participants’ list, and/or training lists</p>		<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA</p> <p>Availability of local staff; good communication between the Beneficiary and other stakeholders</p> <p>Twinning MS partner(s) commitment</p> <p>All relevant national documentation available</p>
<p>Sub-results per component (optional and indicative)</p>	<p>Sub-Result 1.1: Primary and secondary legislation related to OSH in accordance with the Union acquis approximated;</p>	<ul style="list-style-type: none"> • Availability of Georgian technical regulations harmonized with OSH <i>Union acquis</i> (ENG-GEO versions); <u>Baseline: 7, 2023</u> <u>Target: 16 Directives, by the end of the project</u> • Availability of relevant technical translation of the OSH Directives/drafted projects, adopted regulations <u>Baseline: 16, 2023</u> <u>Target: 16 revised and 10 Directives with full technical translation, by the end of the project</u> • Availability of Tables of Concordance (ENG-GEO versions) <u>Baseline: 16 Directives, 2023</u> <u>Target: Based on 9 Directive ToC is revised, Based on 10 Directives ToC is prepared, by the end of the</u> 	<p>Reports of the LIO; monitoring/assessment reports by international organizations such as ILO; EU-Georgia Association Agenda implementation report</p> <p>Translated Georgian versions of all OSH acquis covered by the project and translation of adopted normative acts based on work of project</p> <p>Analysis reports of the relevant Georgian legislation (including by-laws, amendments, and</p>		<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA</p> <p>Availability of local staff; good communication between the Beneficiary and other stakeholders</p> <p>Twinning MS partner(s) commitment</p> <p>All relevant national documentation available</p>

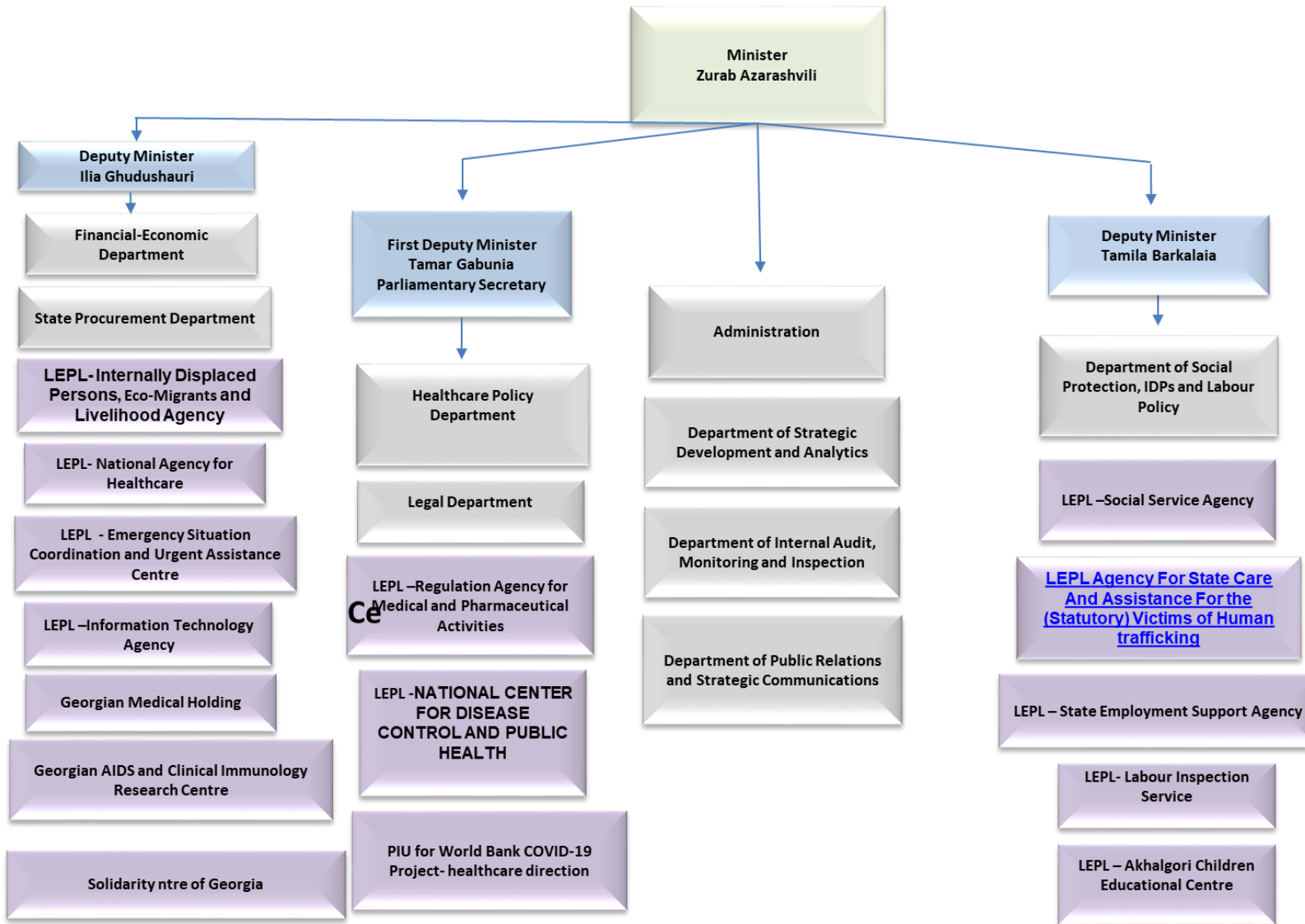
	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
		<p>project</p>	<p>administrative regulations); legislative amendments made in OSH Reports on regulatory and fiscal impact assessments of the legal amendments</p> <p>Tables of concordance in the area of occupational safety and health acquis</p> <p>Reports on administrative/institutional assessments, including legal basis for a modern labour inspection system</p> <p>STE mission reports; meeting notes and decisions on the topic from the technical working group and/or the Tripartite Social Partnership Commission</p>		
	<p>Sub-Result 2.1: Labour inspectors' knowledge and skills on inspection of compliance with occupational safety and health requirements enhanced, and a system of internal continuous training in place.</p>	<ul style="list-style-type: none"> • Availability of needs assessment of beneficiary and other stakeholders and necessary for full implementation of the new OSH regulations; Baseline: 0 , 2023 Target: 1, 1st half of 2024 • Availability of the training needs assessment including relevant training plan for the beneficiary and other stakeholder institutions; Baseline: 1, 2022 	<p>Project documentation (training programs and materials, list of participants by their gender, recommendations etc)</p> <p>Analysis reports on the training needs of the BA as well as other relevant institutions listed</p> <p>Short and long-term</p>		<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA</p> <p>Availability of local staff</p> <p>Good communication between the Beneficiary and</p>

	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
		<p>Target: 2, 1st half of 2024</p> <ul style="list-style-type: none"> Availability of the document providing the best practices about Internal Training Centres operating under Labour Inspectorate, including proposals for LIO; <p>Baseline: 0, 2023</p> <p>Target: Documents providing best practices at list 5 EU countries and draft proposal for LIO.</p> <ul style="list-style-type: none"> Availability of a consolidated ‘Internal Training System’ proposal to sustainable and life-long education and training system within the LIO; <p>Baseline: 0, 2023</p> <p>Target: 1, 2024 and to be updated by the end of the project</p>	<p>training plans, training programmes and materials printed in a training handbook</p> <p>The names, gender and numbers of training participants from all relevant institutions and stakeholders</p> <p>Study visits’ and mission reports</p> <p>Plans for the improvement of administrative structure and resources for efficient and gender-sensitive enforcement</p> <p>Operational plans and procedures, implementation manuals and guidelines (in English and Georgian)</p>		<p>other stakeholders</p> <p>Twinning MS partner(s) commitment</p> <p>All relevant national documentation available</p>
	<p>Sub-Result 2.2. The capacity of LIO in international cooperation level has grown</p>	<p>Performance indicators linked to Sub-Result 2.2:</p> <ul style="list-style-type: none"> Availability of concrete cooperation proposals (e.g. Memorandum of Understanding, Inter-institutional Letters of Exchange) of thematically related organizations and 	<p>Project documentation (training programs and materials, list of participants, recommendations etc)</p> <p>Reports of the LIO and MoIDPLHSA, meeting reports of the Technical</p>		<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA</p>

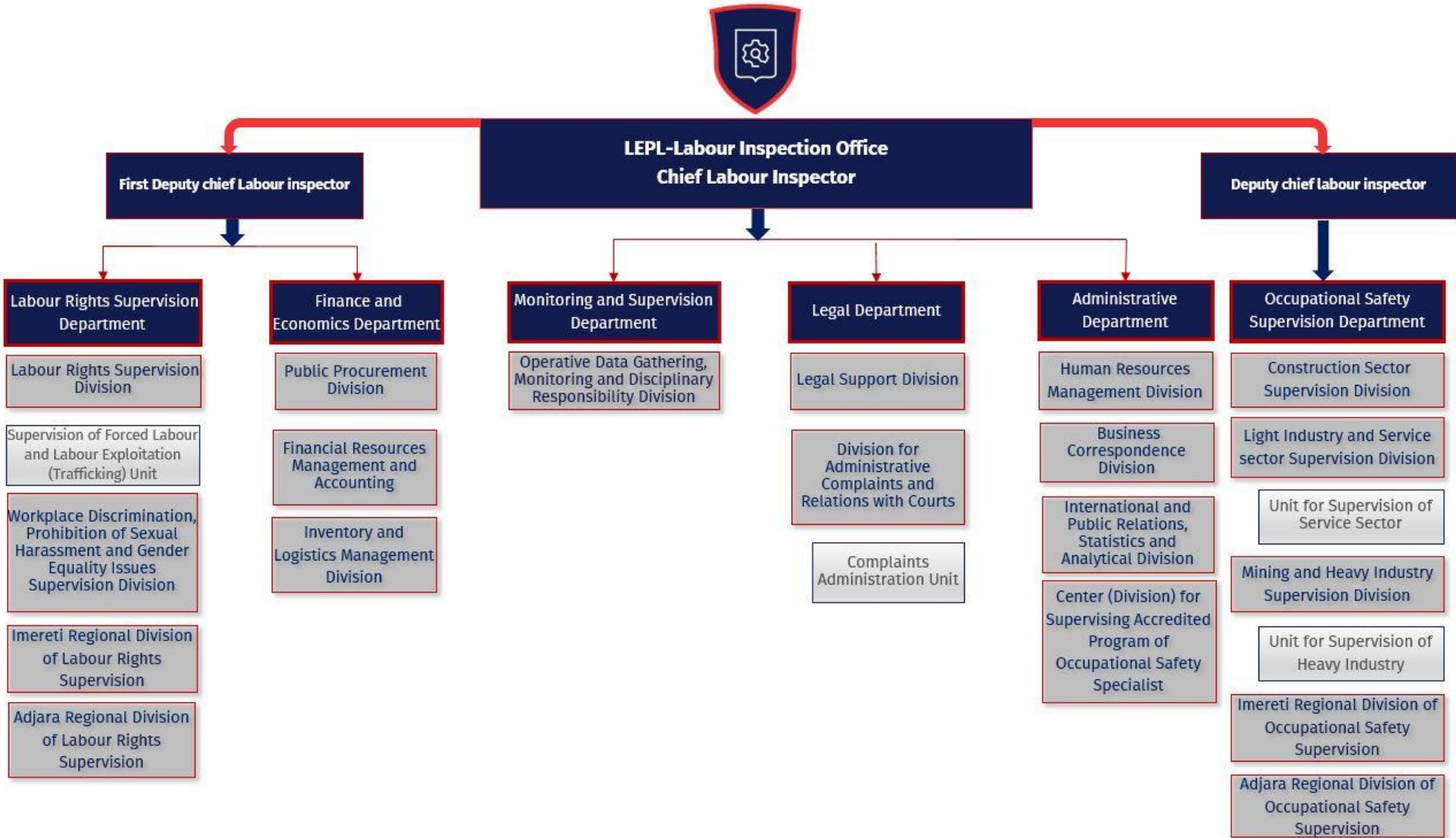
	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
		<p>agencies on OSH issues at European and international levels (e.g. ILO, OSHA, EEA, ECHA, etc.)</p> <p>Baseline: 0, 2023</p> <p>Target: 2 Memorandum of Cooperation prepared by the end of the project</p> <ul style="list-style-type: none"> Number of labour inspection office staff trained on project cycle management and able to develop and implement new project proposals for fundraising. <p>Baseline: 0, 2023</p> <p>Target: 25 staff managerial position, 2024</p>	<p>Working Group and other stakeholders</p> <p>Study visits' and mission reports</p> <p>List of LIO staff received project management training disaggregated by gender</p>		<p>Availability of local staff</p> <p>Good communication between the Beneficiary and other stakeholders</p> <p>Twinning MS partner(s) commitment</p> <p>All relevant national documentation available</p>
	<p>Sub-Result 3.1. Public awareness on OSH is raised, especially among employers and employees in both public and private sectors</p>	<p>Performance indicators linked to Sub-Result 3:</p> <ul style="list-style-type: none"> Number of informational seminars, conferences and other events are organized; <p>Baseline: 6 seminars/conferences, 2022</p> <p>Target: 20 seminars/conferences/ contests, by the end of the project</p> <ul style="list-style-type: none"> Availability of campaign and promotional materials (leaflets, slogans, videos, posters, stories, media contests, etc.) <p>Baseline: 6</p> <p>Target: 20 short written materials/videos, by the end of the project</p> <ul style="list-style-type: none"> Availability of series of events related to the World OSH Day and EU OSH Week <p>Baseline: 2 events conducted on OSH world day 2022</p> <p>Target: 5 events conducted on OSH world day and</p>	<p>Reports of the LIO and MoIDPLHSA</p> <p>Mission reports</p> <p>Promotional materials, links to public information campaigns, mission reports, participants' list, and/or training lists; web-site/social media/viewership data</p>		<p>Government commitment on the fulfilment of AA/ DCFTA requirements continued</p> <p>Strong support and commitment from the senior management of the MoIDPLHSA;</p> <p>Availability of local staff</p> <p>Good communication between the Beneficiary and other stakeholders</p> <p>Twinning MS partner(s) commitment</p> <p>All relevant national documentation available</p>

	Description	Indicators (with relevant baseline and target data)	Sources of verification	Risks	Assumptions(external to project)
		<p>EU OSH Week, by the end of the project;</p> <p>Number of media debates, press conferences, media spots and similar events conducted; <u>Baseline: 18 TV rubrics prepared, 2023</u> <u>Target: 40 overall activities by the end of the project;</u></p> <ul style="list-style-type: none"> • Number of Staff trained on public information campaigns <u>Baseline: 0, 2023</u> <u>Target: 25, managerial positions, 2024</u> 			

Annex 2: MoIDPLHSA Organisational Chart



Annex 3: LIO Organisational Chart



Annex 4: Full list of *Union acquis* included in the EU-Georgia Association Agreement/DCFTA (26 OSH Directives)

1. 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work (EU Framework Directive)
2. 89/654/EEC on minimum safety and health requirements for the workplace
3. 2009/104/EC on minimum safety and health requirements for the use of work equipment by workers at work
4. 89/656/EEC on the minimum health and safety requirements for the use of personal protective equipment
5. 92/57/EEC on minimum safety and health requirements at temporary or mobile construction sites
6. 2009/148/EC on the protection of workers from the risks related to exposure to asbestos at work
7. 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work (sixth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
8. 2000/54/EC on the protection of workers from risks related to exposure to biological agents at work (seventh individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
9. 90/270/EEC on the minimum safety and health requirements for work with display screen equipment
10. 92/58/EEC on the minimum requirements for the provision of safety and/or health signs at work
11. 92/91/EEC concerning the minimum requirements for improving the safety and health protection of workers in the mineral-extracting industries through drilling (eleventh individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
12. 92/104/EEC on the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries (twelfth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
13. 98/24/EC on the protection of the health and safety of workers from the risks related to chemical agents at work (fourteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
14. 1999/92/EC on minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres (fifteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
15. 2002/44/EC on the minimum health and safety requirements regarding the exposure of workers to the risk arising from physical agents (vibration) (sixteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
16. 2003/10/EC on the minimum health and safety requirements regarding the exposure of workers to the risk arising from physical agents (noise) (seventeenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
17. 2004/40/EC on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (eighteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)
18. 2006/25/EC on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (artificial optical radiation) (nineteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)
19. 93/103/EC concerning the minimum safety and health requirements for work on board fishing vessels (thirteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)
20. 92/29/EEC on the minimum safety and health requirements for improved medical treatment on board vessels
21. 90/269/EEC on the minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers (fourth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)

22. 91/322/EEC on establishing indicative limit values by implementing Council Directive 80/1107/EEC on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work
23. 2000/39/EC establishing a first list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC on the protection of the health and safety of workers from the risks related to chemical agents at work
24. 2006/15/EC establishing a second list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC
25. 2009/161/EU establishing a third list of indicative occupational exposure limit values
26. 2010/32/EU implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector concluded by HOSPEEM and EPSU in implementation of Council Directive 98/24/EC.

Annex 5: Current status of approximation of the EU Directives to be covered by Twinning Project (19 Directives)

No	EU Directives in Occupational Safety and Health	Current state of art in the time of writing this project
1.	Directive 2009/104/EC on minimum safety and health requirements for the use of work equipment by workers at work	The relevant draft technical regulation is in the final stage of approval. Technical expertise is still needed.
2.	Directive 92/91/EEC concerning the minimum requirements for improving the safety and health protection of workers in the mineral-extracting industries through drilling (eleventh individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Directive is translated, ToC is prepared; The draft technical regulation combines 2 directives (92/91/EEC and 92/104/EEC) into 1 technical regulation. Technical expertise is needed.
3.	Directive 92/104/EEC on the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries (twelfth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Directive is translated, ToC is prepared; The draft technical regulation combines 2 directives (92/91/EEC and 92/104/EEC) into 1 technical regulation. Technical expertise is needed.
4.	Directive 92/57/EEC on minimum safety and health requirements at temporary or mobile construction sites	The directive is partially represented in the Resolution N477 of the Government of Georgia. A draft technical regulation and ToC is prepared. Technical expertise is needed.
5.	Directive 2002/44/EC on the minimum health and safety requirements regarding the exposure of workers to the risk arising from physical agents (vibration) (sixteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Directive is translated; The draft technical regulation and ToC is prepared. Terminological improvement of translation and Technical expertise is needed.
6.	Directive 2009/148/EC on the protection of workers from the risks related to exposure to asbestos at work	Directive is translated; The draft technical regulation and ToC is prepared. Terminological improvement of translation and Technical expertise is needed.
7.	Directive 1999/92/EC on minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres (fifteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Directive is translated; The draft technical regulation and ToC is prepared. Terminological improvement of translation and Technical expertise is needed.

8.	Directive 2006/25/EC on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (artificial optical radiation) (nineteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Directive is translated; The draft technical regulation and ToC is prepared. Terminological improvement of translation and Technical expertise is needed.
9.	Directive 93/103/EC concerning the minimum safety and health requirements for work on board fishing vessels (thirteenth individual directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Directive is translated; The draft technical regulation and ToC is prepared. Terminological improvement of translation and Technical expertise is needed.
10.	Directive 2004/37/EC of the European Parliament and of the Council of 29 April 2004 on the protection of workers from the risks related to exposure to carcinogens or mutagens at work (sixth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Needs full translation and all the technical expertise
11.	Directive 2000/54/EC of the European Parliament and of the Council of 18 September 2000 on the protection of workers from risks related to exposure to biological agents at work (seventh individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Needs full translation and all the technical expertise
12.	Directive 98/24/EC of 7 April 1998 on the protection of the health and safety of workers from the risks related to chemical agents at work (fourteenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Needs full translation and all the technical expertise
13.	Directive 2003/10/EC of the European Parliament and of the Council of 6 February 2003 on the minimum health and safety requirements regarding the exposure of workers to the risk arising from physical agents (noise) (seventeenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Needs full translation and all the technical expertise
14.	Directive 2004/40/EC of the European Parliament and of the Council of 29 April 2004 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (electromagnetic fields) (18th individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC)	Needs full translation and all the technical expertise (This Directive has been repealed by Directive 2013/35/EU, but in case this directive will be applied for Georgia, it will be reflected accordingly)
15.	Directive 91/322/EEC of 29 May 1991 on establishing indicative limit values by implementing Council Directive 80/1107/EEC on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work	Needs full translation and all the technical expertise
16.	Directive 2000/39/EC establishing a first list of indicative occupational exposure limit values in implementation of Council Directive 98/24/E on the protection of the health and safety of workers from the risks related to chemical agents at work	Needs full translation and all the technical expertise
17.	Directive 2006/15/EC establishing a second list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC and amending Directives 91/322/EEC and 2000/39/EC	Needs full translation and all the technical expertise
18.	Directive 2009/161/EU of 17 December 2009 establishing a third list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC and amending Commission Directive 2000/39/EC	Needs full translation and all the technical expertise
19.	Directive 2010/32/EU of 10 May 2010 implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector concluded by HOSPEEM and EPSU.	Needs full translation and all the technical expertise

