

Záverečné odporúčania na implementáciu opatrení podpory zamestnávania ľudí so zdravotným znevýhodnením v Gruzínsku

Výstup z projektu

Projekt: „Podporované zamestnávanie a optimalizácia služieb v politike práce v Gruzínsku“

Podporené v rámci programu Slovak Aid

Final recommendations of measures aimed at the supported employment of persons with disabilities in Georgia

Outcomes of the project supported by the SlovakAid programme

„SEOS - Supported employment and optimisation of services in the labour policy in Georgia“

LOCAL LEVEL	REGIONAL LEVEL	NATIONAL LEVEL
<p>Stakeholders that the recommendations have been addressed to: all local municipalities that have been involved in the project</p> <ul style="list-style-type: none"> • Gori Municipality City Hall • Gori Municipality City Council • Khashuri Municipality City Hall • Khashuri Municipality City Council • Akhaltsikhe Municipality City Hall • Akhaltsikhe Municipality City Council • Borjomi Municipality City Hall 	<p>Stakeholders that the recommendations have been addressed to: all regional municipalities that have been involved in the project</p> <ul style="list-style-type: none"> • Administration of State Representative of Mtskheta-Mtianeti • Administration of State Representative of Shida Kartli region • Administration of State Representative of Samtskhe-Javakheti region 	<p>Stakeholders that the recommendations have been addressed to:</p> <ul style="list-style-type: none"> • Government of Georgia, • Parliament of Georgia, • Supported Employment Promotion Agency, • Ministry of internally displaced persons from the occupied territories, labor, health and social affairs of Georgia; • Alliance of Social Enterprises

<ul style="list-style-type: none"> • Borjomi Municipality City Council • Dusheti Municipality City Hall • Dusheti Municipality City Council • Mtskheta Municipality City Council • Mtskheta Municipality City Hall 		
<ul style="list-style-type: none"> - Develop a policy document and a strategy for central authorities to delegate the power of supporting employment of PwDs 	<ul style="list-style-type: none"> - Develop a policy document and a strategy for central authorities to delegate the power of supporting employment of PwDs 	<ul style="list-style-type: none"> - Ensure coordination between agencies and promote local and national programs
<ul style="list-style-type: none"> - Introduce a targeted programs retraining/capacity building of PwDs to improve their employability 	<ul style="list-style-type: none"> - Ensure inter-agency coordination (local authorities, employment agency, businesses, CSOs, pubic agnecies etc) 	<ul style="list-style-type: none"> - Changes in a system of subsidies (increasing the among of subsidies)
<ul style="list-style-type: none"> - Create adapted environment for PwDs (i.e. sign language translator, assistant to PwDs) 	<ul style="list-style-type: none"> - Organize fairs and exhibitions of social enterprises 	<ul style="list-style-type: none"> - Concessional loans for businesses employing PwDs by the state
<ul style="list-style-type: none"> - Ensure inter-agency coordination (local authorities, employment agency, businesses, CSOs, pubic agnecies etc) 	<ul style="list-style-type: none"> - Raise awareness of PwDs, families, caretakers and employers regarding employment of PwDs 	<ul style="list-style-type: none"> - Prioritize those businesses which employ PwDs while allocating state grants
<ul style="list-style-type: none"> - Prepare a package of benefits for businesses to incentivize the employment of PwDs 	<ul style="list-style-type: none"> - Promote available public programs to potential beneficiaries 	<ul style="list-style-type: none"> - Encourage business to support social enterprises
<ul style="list-style-type: none"> - Organize information campaigns to promote available state programs 		<ul style="list-style-type: none"> - Introduce a targeted programs retraining/capacity building of PwDs to improve their employability
<ul style="list-style-type: none"> - Introduce a system of independent monitoring in order to assess decent working 		<ul style="list-style-type: none"> - Create adapted environment for PwDs (i.e. sign language translator, assistant to PwDs)

<p><i>conditions for PwDs, how adapted the environment is etc</i></p>		
<ul style="list-style-type: none"> - <i>Ensure the incorporation of special needs of PwDs while preparing tender documents</i> - 		<ul style="list-style-type: none"> - <i>Prepare a package of benefits for businesses to incentivize the employment of PwDs</i> - <i>Organize information campaigns to promote available state programs</i>
<ul style="list-style-type: none"> - <i>Ensure routine psychological support for PwDs (before, during, after employment etc)</i> - 		<ul style="list-style-type: none"> - <i>Introduce a system of independent monitoring in order to assess decent working conditions for PwDs, how adapted the environment is etc</i>
<ul style="list-style-type: none"> - <i>Retrain annually staff of social services/units of the municipality (soft skills) to more effectively work with PwDs</i> - 		<ul style="list-style-type: none"> - <i>Ensure routine psychological support for PwDs (before, during, after employment etc)</i>
<ul style="list-style-type: none"> - <i>National authorities to introduce a regulation for obligatory employment of PwDs by local authorities (i.e. quotas)</i> 		<ul style="list-style-type: none"> - <i>National authorities to introduce a regulation for obligatory employment of PwDs by local authorities (i.e. quotas)</i>
<ul style="list-style-type: none"> - <i>Support in vocational training</i> 		<ul style="list-style-type: none"> - <i>Tax exemption when employing PwDs (% to be calculated by the number of the employed PwDs)</i>
<ul style="list-style-type: none"> - <i>Organize working meetings between businesses and vocational schools</i> 		<ul style="list-style-type: none"> - <i>Vocational/professional training/retraining for PwDs to get employed in a specific social enterprise</i>
<ul style="list-style-type: none"> - <i>Organize meetings/forums between businesses and PwDs by local authorities</i> 		<ul style="list-style-type: none"> - <i>Introduction of incentivizing mechanisms: award for the most socially responsible enterprise, a letter of recognition etc</i>

<ul style="list-style-type: none"> - Simplify tenders and priorities those businesses which employs PwDs 		<ul style="list-style-type: none"> - Affirmative action (given a priority while allocating state grants or applying to tenders/biddings)
<ul style="list-style-type: none"> - Retrain annually staff of social services/units of the municipality (soft skills) to more effectively work with PwDs 		<ul style="list-style-type: none"> - Recognition of a status of a social enterprise
<ul style="list-style-type: none"> - Co-financing from municipalities - Adapted transport (including underground) and commuting allowances 		<ul style="list-style-type: none"> - Organize fairs and exhibitions of social enterprises
<ul style="list-style-type: none"> - Adapted environment for PwDs (visually impaired, with hearing impairment, wheelchair users) 		<ul style="list-style-type: none"> - Media promotion on public channels, free advertisement
<ul style="list-style-type: none"> - More effective promotion of local and national programs among CSOs and enterprises 		<ul style="list-style-type: none"> - More effective promotion of local and national programs among CSOs and enterprises
<ul style="list-style-type: none"> - Identify and build capacity of those PwDs who wants to get employed 		<ul style="list-style-type: none"> - Increase the number of and retrain job coaches
<ul style="list-style-type: none"> - Add new social programs and improve the existing ones 		<ul style="list-style-type: none"> - Improve the procedure for granting a status of a PwDs
<ul style="list-style-type: none"> - Further develop the database of PwDs and create mechanisms for its effective use 		<ul style="list-style-type: none"> - Take measures to overcome stigma and stereotypes against PwDs
<ul style="list-style-type: none"> - Organize job fairs at a local level 		<ul style="list-style-type: none"> - Support businesses by introducing tax benefits (based on revenues)
<ul style="list-style-type: none"> - Create human resources in municipal bodies 		<ul style="list-style-type: none"> - Introduce the system of quotas



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<ul style="list-style-type: none"> - Introduce accessibility officers in municipalities 		<ul style="list-style-type: none"> - Adopt a law on social enterprises
<ul style="list-style-type: none"> - Train members of disability councils with regard to employment (i.e. fundraising etc) 		<ul style="list-style-type: none"> - Provide information about social enterprises to PwDs for improved employability
<ul style="list-style-type: none"> - Implement homecare programs 		<ul style="list-style-type: none"> - Provide information about free employment programs for the blind
<ul style="list-style-type: none"> - Support capacity building of PwDs in preschool and schools 		<ul style="list-style-type: none"> - Create a unified employment portal
<ul style="list-style-type: none"> - Strengthen partnership between mayoral representatives and social workers 		<ul style="list-style-type: none"> - Tax cuts, tax revenue benefits
<ul style="list-style-type: none"> - Retrain family members according to standards 		
<ul style="list-style-type: none"> - Promote and disseminate information about those employers who give jobs to PwDs - 		
<ul style="list-style-type: none"> - Provide exhaustive information about available benefits, services, and programs to PwDs in an adapted manner (including visually impaired etc) - 		
<ul style="list-style-type: none"> - Retrain sign language specialists to work with information agencies and media outlets at a local level - 		

- Adapted municipal transport (including taxes) with information about available social services and programs for PwDs -		
- Adapted bus stops -		
- Organize awareness raising campaigns among local communities (including rural ones) -		
- Retrain specialists for community work (to organize community meetings mentioned above)		
- Organize coordination meetings with CSOs working on issues of PwDs and public entities to exchange information (including media)		
- Routine upgrading of the PwDs database		
- Strengthen ties with businesses for future cooperation and effective communication		
- Work with children and their families from early years to prepare for independent life		
- Organize information stands about PwDs services in rural public places		
- Introduce braille books in local libraries		
- Assign a consultant/officer in the municipalities to assist PwDs in local municipalities		



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All recommendations have been developed within the project implementation together with representatives of involved municipalities, institutions and organisations.

The SOCIETY BILIKI organisation will guarantee the process of the following discussions with the relevant stakeholders in order to prioritise recommendations that will be implemented and put into practice.

The contact persons:

1. *Representatives of Gori Municipality City Hall: Mayor Vladimer Khinchegashvili, Assistant of Mayor-Nino Khucishvili info@gori.gov.ge nino.khutsishvili1985@gmail.com*
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5. *Mtskheta Municipality City Council: Chairman of the Georgian Dream faction-Nino Bitsadze, nino.biwadze85@gmail.com*
6. *Mtskheta Municipality City Hall: Mayor Davit Zurabishvili, Head of Social Service-Nino Chichinadze nino_chichinadze@yahoo.com*
7. *Dusheti Municipality City Hall: Mayor Manana Narimanidze, Head of Social Service- Tamar Nadirashvili tamunanadirashvili9@gmail.com*
8. *Akhaltsikhe Municipality City Hall: Mayor Irakli Lazarashvili, , The head of the administration of the municipality's city hall- Baia Ivelashvili, baiko.ivelashvili@gmail.com First rank specialist of the City Hall- Elene Gogoladze gogoladze.elo@gmail.com*
9. *Akhaltsikhe Municipality City Council: Representative of the City Council-Nino Mikaberidze nin.miqaberidze@gmail.com*
10. *Borjomi municipality City Council: Deputy Chairman of the City Council-Manana Orjonikidze morjonikidze7@gmail.com*
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13. *Administration of State Representative of Mtskheta-Mtianeti: Deputy Trustee Gocha Qavtaradze luba.kipiani@mtskheta-mtianeti.gov.ge*
14. *Administration of State Representative of Samtskhe-Javakheti: Head of Administration Besik Amiranashvili s.j.gubernia@gmail.com*



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17. Administration of the President of Georgia: Adviser to the President on issues of disabled persons- Simon Petridis simoni@europe.com
18. Chairman of Tbilisi Council working on issues of disabled people: Giga Sopromadze gigasofromadze@gmail.com
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