

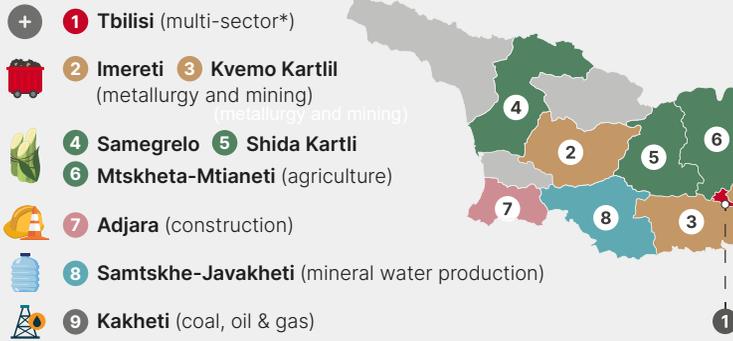
Interim Evaluation of the Project Engaging Workers and Civil Society to Strengthen Labor Law Enforcement in Georgia



Sistemas, Familia y Sociedad Ltd. (SFS)

Objective

The project promoted the effective engagement by workers and CSO with the government and employers to improve enforcement of labor laws.



Period of Performance

January 2019
– July 2022



Funding

\$1,994,173
USD



Implementer

American Center for
International Labor
Solidarity (SC)

Partners

- Georgian Trade Unions Confederation (GTUC)
- Center for International Private Enterprise (CIPE)
- Economic Policy Advocacy Coalition (EPAC)

Grant Number

IL-32531-18-75 K (FY18)

* Construction; metallurgy and mining; chemicals; transport (including mini-buses, metro services and aviation), railways, municipal cleaning services, water and power supply, health care, seafarers, communications, medical goods.

Key Results

Coherence

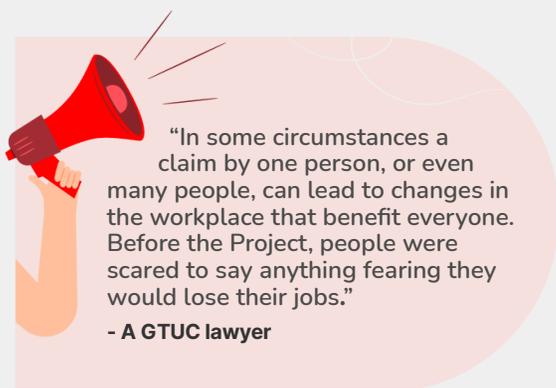
SC and GTUC have worked together in USG projects in Georgia since 2014. This project was different from previous USG projects in Georgia because it explicitly focused on improving enforcement of labor reforms.

Effectiveness

The project experienced delays in implementation and in reaching its targets, particularly regarding LTO3 and LTO4. The claims-tracking system (LTO3) was performing, although lawyers had some difficulty to keep it updated; indicators lacked targets and documentation of claims data was limited. The awareness-raising activities (LTO4) were high-quality and wide-ranging, using different platforms. However, few bipartite or tripartite activities had been completed at the time of the evaluation.

Efficiency

The project made improvements to its performance monitoring system to make it more useful for capturing self-reporting training engagement data and is in the process of conducting training surveys. However, the project missed the opportunity to analyze data on awareness-raising campaigns.



Overall Impact

- Longer-term results (in terms of transformative change) are not yet documented.
- Performance data, to date, measures the effectiveness of interventions (related to the OSH law and labor code), rather than labor reform outcomes and impacts in Georgia over the long term.

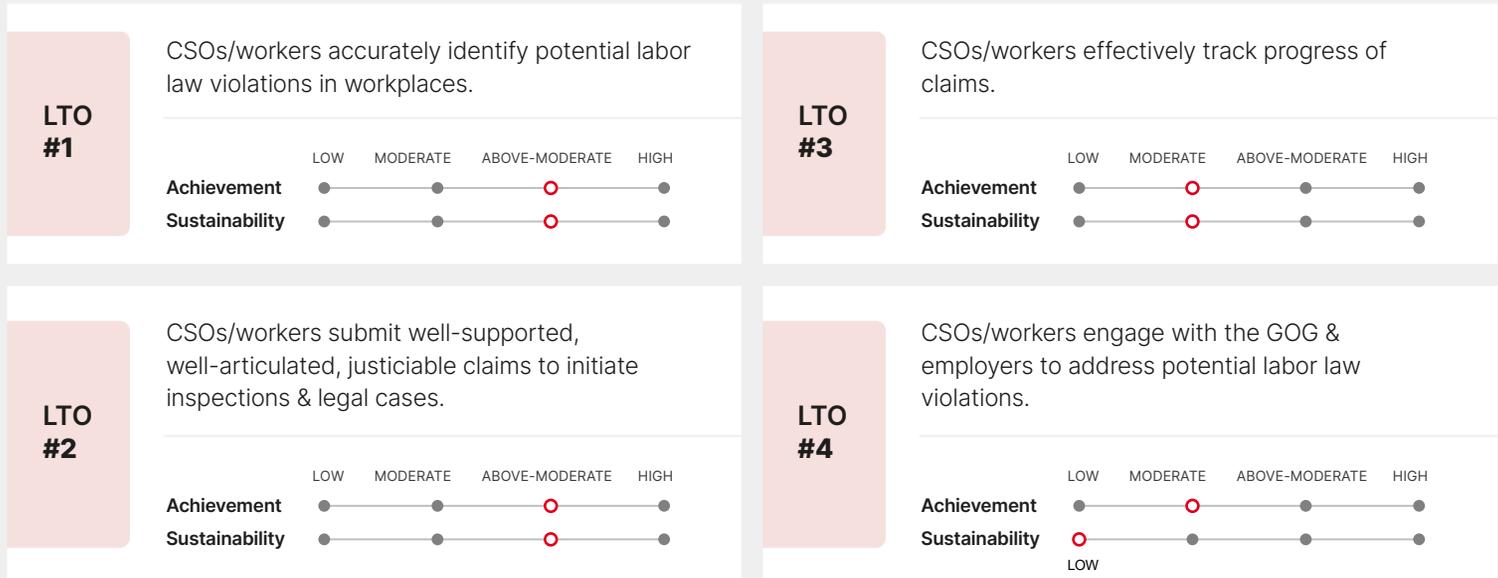
Sustainability

- There are limited resources (financial and human) to meet the high demand from workers for continued information, advice, and legal assistance.
- The ability of the project to convene tripartite social dialogues may be challenged by workers' and employers' long-time mistrust of the process.





✓ Long-Term Outcomes (LTO) and rating



RESPONSE TO COVID-19

Due to COVID-19, an extensive lockdown occurred in Georgia during two periods (March to July 2020; and October 2020 to February 2021), with varying forms of restrictions thereafter. SC's offices were closed, staff worked from home, and face-to-face activities and events such as campaigns, roundtable events, and training sessions were modified, curtailed, or ceased. As a result of pandemic-related restrictions on gatherings and trainings, the project's ability to engage employers and GOG in addressing labor law violations was reduced. The attainment of LTO4 was particularly affected by the pandemic.

- Promising Practices**
- The Project recruited and embedded specialized lawyers into the GTUC who provided technical assistance, practical support, and mentoring to a cadre of GTUC lawyers.
 - The Project convened 2 bilateral worker-employer roundtables (service sector and construction sector), bringing people together to discuss needs, priorities, and current key issues, which is a positive first step in tripartite social dialogue.
 - The Project's training on the identification of violations and the submission of evidence-based claims was a unique learning experience for workers and TUs.

- Lessons Learned**
- The adoption of the labor code and the Coronavirus pandemic sparked high demand for labor law enforcement information. The pandemic generated a high number of dismissals and an increase in reduced work hours/salaries.
 - Union workers in the regions in high-risk sectors preferred leaflets, whereas non-union urban workers in low-risk sectors, preferred the hotline to receive information on their rights.
 - As workers' awareness in labor law enforcement increased, so did the demand for OSH specialists' and lawyers' services, leaving them less time to regularly input data and follow-up the claims tracking system.
 - A sector-specific needs assessment, conducted at the beginning of implementation, would have been beneficial to determine workers' needs for each sector.

"No one has invented anything more constructive and effective than a dialogue. It is the best form of communication where problems can be identified, where parties listen to each other, and not blame each other. Otherwise, nothing would be resolved... because 99% of problems that people have today come from the absence of communication and wrong communication channels. We like dialogues because it brings parties together with an open mind, to be ready to listen, not move to a defense mode, and to work toward a solution."

- An employer

RECOMMENDATIONS		USDOL	SC
1	Legal Support: In future projects, ensure that the recruitment and training of a cadre of lawyers in workers' organizations, including regional affiliated unions, is adapted to respond to the high demand for legal support services.	✓ USDOL	
2	GESI Strategy in Current and Future Projects: Projects should explicitly include a gender and social inclusion (GESI) strategy with specific targets, goals, and outcomes, and regularly report against these.	✓ USDOL	✓ SC
3	Needs Assessment in Current and Future Projects: Establish a requirement for projects to produce a formal, written needs assessment at sector level, but also (if appropriate) at stakeholder/institutional level to inform project interventions. Consider designing and implementing training for GTUC and partner organizations on how to conduct a sector-specific or worker-specific needs assessment.	✓ USDOL	✓ SC
4	Sustained Tripartite Dialogue Mechanisms: Continue bilateral worker-employer social dialogue (roundtables) to influence GOG action. Conduct more employers-government and union-employers' roundtables. Consider encouraging the tripartite body to convene the roundtables to ensure ownership and sustainability.		✓ SC
5	Behavior Change Communication: For this or future projects consider using a Behavior Change Communication (BCC) strategy for mindset change , particularly regarding mediation and tripartite social dialogue.		✓ SC
6	Claims tracking system: Improve the comprehensiveness of the claims tracking system; promote regular input of data, and ensure semi-annual data analysis and reporting of results to the donor, government, and the public.		✓ SC
7	Project performance monitoring system: Improve the project's performance monitoring system to effectively capture data for analysis and reporting. Set measurable targets, disaggregate data (e.g., by gender, people with disabilities, underserved groups). Analyze the social media and communications strategy and clearly align reporting with the target of reaching 17,000 workers. Prioritize and track services to underserved groups within the global target.	✓ USDOL	✓ SC
8	Replacement Resources: Improve the GTUC's and partner organizations' ability to generate replacement resources or establish cost recovery mechanisms to expand their services, especially to historically underserved groups, such as workers in the informal sector.		✓ SC



Photo credit: Solidarity Center



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