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Policy Paper

Labor Market Engagement of Youth with Disabilities – Challenges and Opportunities

Development and Engagement Platform

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Executive Summary

The labor market engagement rate of persons with disabilities remains low. They are facing certain barriers in gaining access to employment on daily basis. On the one hand, a lack of flexible jobs and unadapted infrastructure make for exclusion of persons with disabilities, and, on the other hand, stereotyped attitudes and undervalued skills of persons with disabilities contribute to shaping them into a low-competitive group. This policy paper analyzes the challenges that youth with disabilities face in the job seeking and employment process. Based on the data obtained through quantitative and qualitative research, the document provides the assessment of employers' readiness, attitudes and motivation in terms of employment of persons with disabilities, identifying the needs facing the youth on the path toward employment. Based on the research findings, with the aim to improve the implementation of the rights of persons with disabilities, some recommendations have been developed on the issues of raising awareness about persons with disabilities, enhancing promotion and accessibility of employment-supporting services, as well as on introduction of additional mechanisms.

Introduction

„The State shall create special conditions for persons with disabilities to exercise their rights and interests“
Constitution.¹

An individual’s right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment is guaranteed under the Universal Declaration of Human Rights², the protection of which is a collective commitment assumed by world countries, including Georgia. Work can play an important role in individual’s life, ensuring financial independence and instilling a sense of security, developing new social relationships, increasing self-esteem and enhancing a perception of self-actualization.

Persons with disabilities continuously face barriers in gaining access to labor market and employment, including infrastructural barriers and stereotyped attitudes, which lead to discriminatory practices towards them in the labor market³. Realization of the labor rights of persons with disabilities is of utmost importance for the state to ensure inclusion, effective participation and equal opportunities for persons with disabilities⁴.

Realization of the labor rights of persons with disabilities remains a great challenge in Georgia. There is no precise statistics on the number of employed persons with disabilities, though the reports by various human rights organizations⁵ show there is still much work to be done in the country in this regard. The number of persons with disabilities employed in the public sector is also suggestive of their low employment rate. According to the data as of 2021, employed individuals with disability status make 0.6% of the total number of the employed (excluding Ministry of Internal Affairs (MIA), and 0.3% - including MIA).⁶ The growth dynamics of the number of persons with disabilities employed over the past 5 years through the state-run employment support programs is not observable either⁷.

The purpose of this document is to analyze the employment situation of persons with disabilities, to identify the extent to which youth skills match the labor market requirements, as well as the needs/challenges facing the youth, on the one hand, and the employers, on the other hand.

¹ Article 11, Chapter I, the Constitution of Georgia <https://bit.ly/3XxKVY3>

² Article 23, Universal Declaration of Human Rights <https://bit.ly/3GZr5xW>

³ 15th Session of the Conference of States Parties to the Convention on the Rights of Persons with Disabilities, 2022 <https://bit.ly/3XvGSeQ>

⁴ Human Rights Council Resolution, 2013. <https://bit.ly/3HvkWet>

⁵ e.g. Ombudsman’s Report, 2017 <https://bit.ly/3HvkYD7> ; Ombudsman’s Report 2022- <https://bit.ly/3kygbrp> ; Alternative Report to the First Periodic Report by the Government of Georgia to the UN Committee on the Rights of Persons with Disabilities, 2019 EMC etc. <https://bit.ly/3D54rCX>; Reasonable accommodation for persons with disabilities in the employment context , 2019, EMC <https://bit.ly/3wgJRvM>

⁶ Consolidated data on professional civil servants with disabilities and contract employees with disabilities. <http://csb.gov.ge/media/3308/statistics-in-civil-service-2021.pdf>

⁷ Report of the Public Defender’s Office- “Right to Work and Employment of Persons with Disabilities”, 2022:28.

Legislative Framework for Protection of Persons with Disabilities and the Employment Policy

Legislative Framework

Protection of the rights of persons with disabilities was regulated in Georgia stepwise through various legal documents. One of the first laws aimed at implementation of the rights of persons with disabilities was adopted back in 1995. *The Law of Georgia on Social Protection of Persons with Disabilities* determines the basis for the state policy towards the people with disabilities, regulating such issues as access to social infrastructure; provision of medical, professional and social rehabilitation; education and professional training; labor, sports and public associations. As regards regulation of the labor rights of persons with disabilities, under the abovementioned law, they are entitled to work at the enterprises under normal labor conditions, as well as at specialized institutions. In addition, *“persons with disabilities may not be refused employment or promotion, may not be dismissed at the initiative of the administration or without the consent of the person with disability transferred to another position on the grounds of disability.”*⁸

In 2008, Georgian Parliament approved the *Concept Paper on Social Integration of Persons with Disabilities*,⁹ which served as the foundation for the state policy document regarding the persons with disabilities. Based on the situational analysis, the concept paper reflected the challenges facing the persons with disabilities, determining the major goals, objectives and action principles of the state policy, as well as identifying the priority areas of the measures to be implemented.

A new term - inclusive education appeared in the *Law of Georgia on General Education* in 2010 and promotion thereof was set as one of the priorities. The state assumed a commitment, under which it should ensure *“introduction of inclusive and multilingual education in public schools”*.¹⁰

In 2014, Georgia ratified the *Convention on the Rights of Persons with Disabilities*, thus undertaking to support, protect and ensure the rights of persons with disabilities. As it is emphasized in the Convention, persons with disabilities are entitled to participate fully in all aspects of life, including in the labor market. Labor and employment right of persons with disabilities is regulated by Article 27 of the Convention, which implies provision of open, inclusive and accessible labor market for persons with disabilities and elimination of discrimination with regard to all matters concerning all forms of employment. In addition, under the Convention, the States are committed to facilitate employment of persons with disabilities in the public and private sectors, as well as to promote opportunities for their self-employment and professional skills development.¹¹

The same year, in 2014, Georgian Parliament adopted the *Anti-discrimination Law*, intended *“to eliminate every form of discrimination and to ensure equal rights of every natural and legal person under the legislation of Georgia, irrespective of race, skin color, language, sex, age citizenship, origin, place of birth or residence, property or social status, religion or belief, national, ethnic or social identity, profession,*

⁸Article 21, Chapter V, Law of Georgia on Social Protection of Persons with Disabilities <https://bit.ly/3XvwgE2>

⁹ Resolution on the Concept Paper on Social Integration of the Persons with Disabilities <https://bit.ly/3iPgaxT>

¹⁰ Article 7, 3b, Chapter 1 of the Law on General Education <https://bit.ly/3WyRqIQ>

¹¹ UN Convention on the Rights of Persons with Disabilities (CRPD), <https://bit.ly/2Fkki34>

*marital status, health, disability, sexual orientation, gender identity and expression, political or other views or other characteristics*¹².”

Based on the above-listed characteristics, the **Labor Code of Georgia** prohibits any form of discrimination in the labor and pre-contractual relations, including when publishing a vacancy notice and at a selection stage.¹³ Following the 2020 amendments to the Labor Code, a concept of “reasonable accommodation” was introduced, thus making it binding for employers to observe its principles.

In 2020, the **Law on the Rights of Persons with Disabilities** was approved, “*defining the basic principles and mechanisms of accessibility for persons with disabilities to living independently and participating fully in all aspects of life without discrimination and on an equal basis with others*¹⁴”. Labor and employment spheres are regulated by Article 11 of the Law, under which the State shall provide persons with disabilities with employment opportunities in the open market on the equal basis with others, as well as shall ensure equal, fair and favorable labor conditions, access to a safe and healthy working environment, as well as protection against forced labor and discrimination.

In addition, the State undertakes to promote self-employment of persons with disabilities and organization of their own entrepreneurial activity, as well as facilitate their employment in the public and private sector by developing special programs, action plans and implementing relevant activities, which, among others, may involve “*introduction of preferential mechanisms for employers, delivery of special trainings and retraining for persons with disabilities, financial assistance to employer-initiated programs and other benefits.*”

¹²Article 1, Law on the Elimination of All Forms of Discrimination <https://bit.ly/3XPtbqK>

¹³ Article 2, Labor Code of Georgia <https://bit.ly/3QZoGrm>

¹⁴ Law on the Rights of Persons with Disabilities <https://bit.ly/3wiUDBJ>

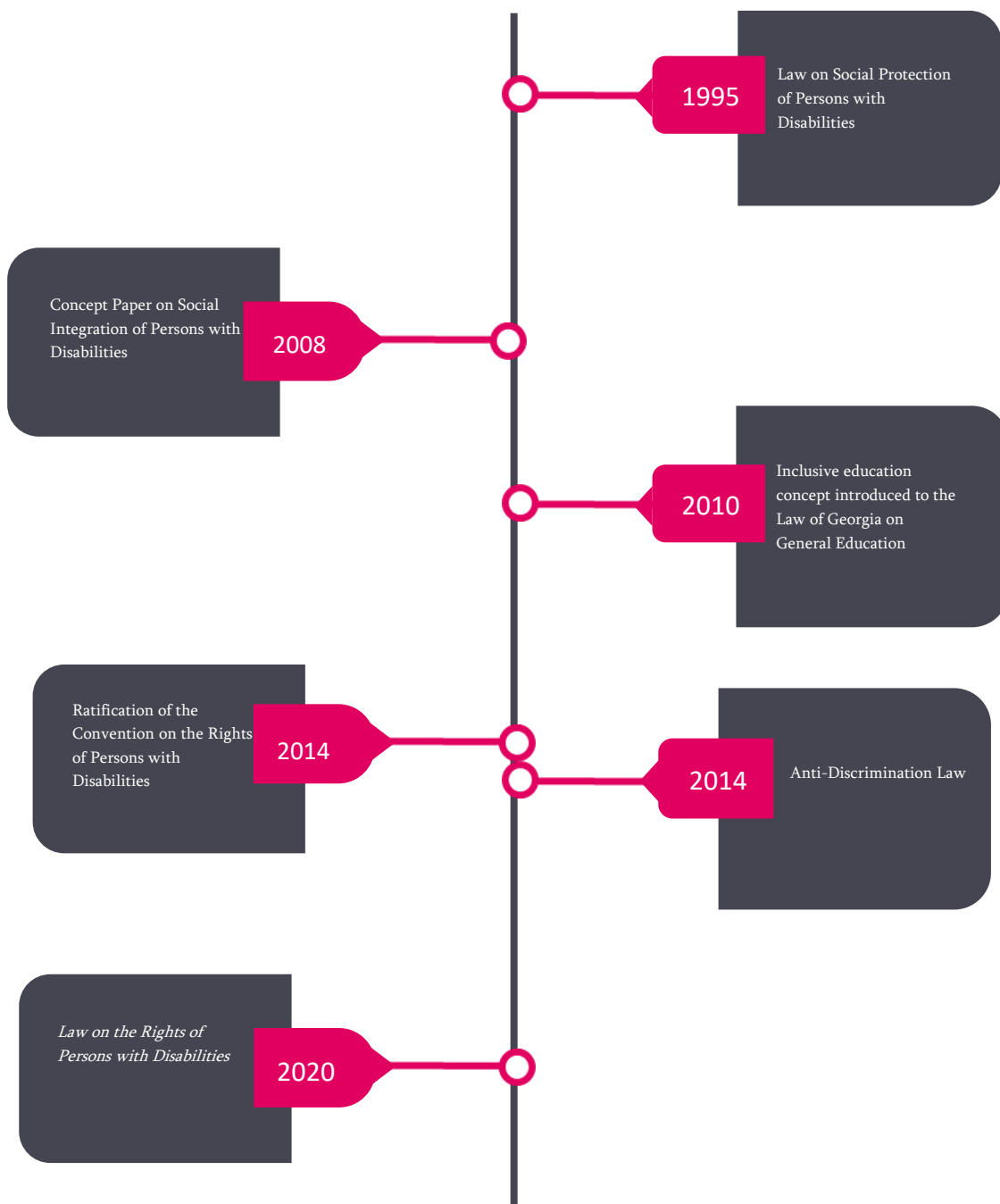


Figure # 1. Timeline of enactment of the important documents related to the protection of persons with disabilities

State Employment Policy for Persons with Disabilities

Through introduction of various mechanisms Georgia seeks to fulfill its commitments assumed following ratification of the UN Convention on the Rights of Persons with Disabilities, as well as those imposed by the national legislation. The most important in terms of employment of persons with disabilities is the state employment support program. LEPL State Employment Support Agency is the body in charge of implementation of this program since 2020. Program target group includes persons with disabilities and members of various vulnerable groups. However, it is noteworthy that employment support for persons with disabilities has been singled out by the agency as a separate area¹⁵.

State Employment Support Program includes three sub-programs that, in turn, split into a number of measures. Measures that are of particular importance for persons with disabilities are laid down in the employment support service development and jobseekers' skills enhancement sub-programs:

Employment Support Service Development Subprogram serves the following purpose: *"Development/implementation of the active labor market policy and employment support services"*¹⁶. The subprogram includes as follows:

- Development of the Labor Market information System (www.worknet.gov.ge);
- Individual (continuous) and group (once a quarter) counseling for jobseekers to introduce them to the code of conduct in the labor market and raise their competitiveness;
- Mediation between employers and jobseekers, connecting them to each other;
- Assessment of jobseeker beneficiary's skills and needs by employment support consultant and cooperation with employer, provision of relevant information on a person with disability and/or person with special educational needs;
- Provision of wage and workplace safety subsidies (for persons with disabilities and persons with special educational needs);
- Organization of employment forums, awareness-raising campaigns on the agency activity, cooperation with partners and monitoring of job vacancies.

www.worknet.gov.ge is the labor market information portal, as of 2021 featuring 350 009 registered jobseekers, including 12 292 persons with disabilities¹⁷. A total of 8 994 citizens, including 278 individuals with disability status, registered with the portal in 2021. Overall 11 414 vacancies from the total of 875 employers were published on the portal in 2021¹⁸.

In 2021, 198 persons with disabilities were offered individual counseling with the aim to introduce them to code of conduct in the labor market and raise their competitiveness. As for the group counseling, it was not provided due to the pandemic. As regards the supported employment component, a total of 220 persons were consulted and 38 persons with disabilities managed to find job. Most of the consultations were delivered in Tbilisi and Imereti, and the number of people employed in these locations is higher than in other regions.¹⁹

¹⁵ Expert interview #1

¹⁶ Article 1, Jobseekers' Professional Skills Enhancement Subprogram <https://bit.ly/3HmFISE>

¹⁷ Public Defender's Office, "Right to Work and Employment of Persons with Disabilities" <https://bit.ly/3ZUj6e3>

¹⁸ Georgian Ministries' Annual Report on the Implementation of the 2021 Action Plans on the Rights of Persons with Disabilities, 2022

¹⁹ *ibid.*

Regions	Number of employment support consultations	Number of Individuals Employed
Tbilisi	81	17
Adjara	19	5
Guria	2	0
Imereti	65	8
Kakheti	24	5
Samegrelo-Zemo-Svaneti	12	1
Kvemo Kartli	9	1
Shida Kartli	8	1
Total	220	38

Table #1. Quantitative distribution of employment and supported employment consultations provided to persons with disabilities by regions

In 2021, the agency organized 11 employment forums, bringing together a total of 341 employers and more than 2 500 jobseekers, including 15 persons with disabilities who managed to find a job.²⁰

Professional skills enhancement subprogram aims to increase jobseekers’ competitiveness and promote their employment. The subprogram includes as follows:

- Provision of professional counseling and career planning services in the regions, agency’s territorial entities;
- Development of jobseekers’ key competencies – personal and social competences, digital competence, entrepreneurial competence and multilingual competence (German, English, French);
- Jobseekers’ professional training and retraining (2-4 months) and skills upgrading, which, in turn, implies enhancing jobseekers’ competence and organizing internships for the purpose of gaining practical experience and further employment. A monthly stipend amounting to GEL200 is allocated for this purpose.²¹

In 2021, the employment support agency offered consulting services to 144 persons with disabilities. Number of PwDs involved in various programs made as follows: professional training and retraining program - 29, key core competency training course - 44, internship program - 3 PwDs.²²

Despite the government’s declared intention to ensure realization of the rights of persons with disabilities, their employment remains a great challenge. Data for the past five years show that there is no obvious progress in terms of employment of persons with disabilities. According to the Health Ministry data²³ provided to the Public Defender’s Office, a total of 452 persons with disabilities found job through the

²⁰ ibid.

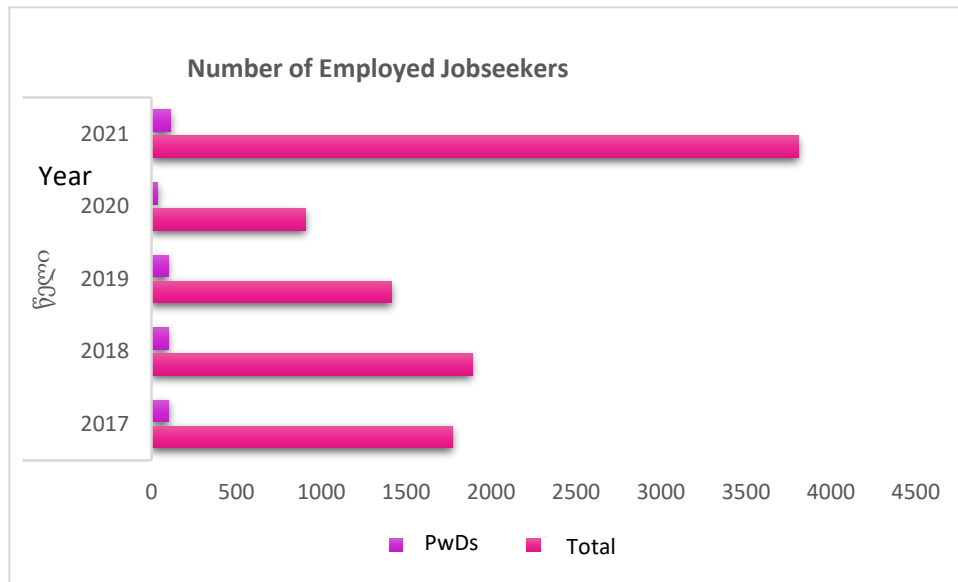
²¹ In case of remote internship, the amount of stipend makes GEL100.

²² Georgian Ministries’ Annual Report on the Implementation of the 2021 Action Plans on the Rights of Persons with Disabilities, 2022

²³ Report of the Public Defender’s Office- “Right to Work and Employment of Persons with Disabilities”, 2022:28.

employment support services in the period from 2017 through 2021. The employment rate for persons with disabilities was particularly low in 2020, which was presumably due to the COVID-19 pandemic. In 2021, the number of employed persons with disabilities made 115, which does not show a considerable progress as compared to the non-pandemic years (103 – in 2017; 99 – in 2018; 98 – in 2019).

Figure #2. Number of employed jobseekers, including persons with disabilities, by years



Source: Report of the Public Defender's Office, 2022

To identify the reasons behind a lack of dynamic growth of employment of persons with disabilities through state employment services it is necessary to analyze operation of those services, which is not profoundly covered by this study. Despite that, some important indicators have been identified as a result of assessment of the employment needs of youth with disabilities and those indicators should be taken into account in the state policy strategy. The chapter below provides an overview of the survey findings, based on which some recommendations have been offered on how to improve implementation of the rights of persons with disabilities.

Youth Employment Needs Assessment – Survey Findings

Survey design

The purpose of the needs assessment study of employability of persons with disabilities was to explore the labor market condition of persons with disabilities. Particularly, to examine to what extent youth skills match the labor market requirements; To identify what are the needs/challenges facing the youth, on the one hand, and employers, on the other hand.

A mixed model design (quantitative and qualitative) was selected for the survey. A total of 306 employers were surveyed through quantitative technique in Tbilisi and three regions of Georgia – Adjara, Imereti and Kakheti. Three focus-group sessions with employers (17 employers with no experience of cooperating with persons with disabilities; 6 employers who had employed persons with disabilities) were conducted as part of the qualitative research. In addition, 12 young people with disabilities and 6 field experts from governmental and non-governmental services of employment support were surveyed through a semi-structured interview technique.

Survey Participant Organizations' Profile

A total of 306 employers in Tbilisi and three regions of Georgia – Adjara, Imereti and Kakheti, participated in a quantitative survey conducted through a face-to-face interview technique. Representatives of the organizations with high level of awareness of /decision-makers on company's employment issues were selected as survey respondents. The geographical distribution of the respondents was as follows: Tbilisi - 206, Adjara - 30, Imereti - 40, Kakheti - 30 organization representatives.

Location	Number
Tbilisi	206
Adjara (Batumi)	30
Imereti (Kutaisi)	40
Kakheti (Telavi)	30

Table #2 Geographical distribution of respondents

Organizations were selected based on the 2018 data of the National Statistics Office of Georgia The selection criteria were as follows:

- ✓ Organization size (based on the employee number);
- ✓ Organization’s legal form (private, public, NGO/international);
- ✓ Organization’s economic status (based on the organization’s activity);

The size of the organizations selected as part of the survey was distributed approximately in the following proportion: small - 50%, medium - 30% and large - 20%. The table below shows the percentage distribution of the respondent organizations by the number of their employees.

Number of employees	Organizations’ Percentage Share
Up to 5	18%
6-10 persons	35%
11-30 persons	16%
31-50 persons	12%
51-100 persons	11%
100 and more	8%

Table #3 Percentage distribution of organizations by the number of people employed

The majority of survey participant organizations were the joint stock companies and limited liability companies.

Organizations’ Legal Form	Organizations’ Percentage Share
Non-governmental organization (NNLE)	2%
Individual entrepreneur (I/E)	2%
Legal Entity of Public Law (LEPL)	9%
Limited Liability Company (LLC)	38%
Joint Stock Company (JSC)	49%

Table #4 Percentage distribution of organizations by legal form

Survey Participant Youth Profile

Semi-structured in-depth interviews with 12 persons with disabilities were conducted in Tbilisi and Adjara region. The respondents were selected through a Snowball sampling technique – survey participant youth were selected on the recommendation of the representatives of NGOs working in the field, as well as the respondents themselves. Both, the employers and jobseekers were interviewed as part of the survey.

	Location	Sex	Age	Disability Type	Social Status	Education
1	Tbilisi	Female	31	Physical	Jobseeker	Higher
2	Tbilisi	Male	35	Physical	Employed	Basic general
3	Tbilisi	Male	24	Physical	Jobseeker	Student
4	Adjara	Female	22	Physical	Intern (as part of the project)	Basic general
5	Adjara	Male	25	Physical	Employed	Higher
6	Tbilisi	Female	24	Physical	Employed (with NGO assistance)	Vocational
7	Adjara	Female	29	Physical	Jobseeker	Complete general
8	Adjara	Female	35	Physical	Self-employed (grant as part of the project)	Complete general
9	Tbilisi	Male	24	Sensory	Passive jobseeker	Student
10	Rustavi	Male	24	Sensory	Jobseeker	Higher
11	Tbilisi	Male	25	Sensory	Jobseeker	Student
12	Adjara	Female	23	Neurological	Employed (as part of the project)	Complete general

Table #5 Demographic data of survey participants

The majority of survey participants had different types of physical impairment. Youth with neurological and sensory impairments were also interviewed. At the time of conducting the survey, there were 4 employed respondents, 1 self-employed respondent, 1 intern and 6 jobseekers. The respondents were interviewed remotely, through various platforms that survey participants found convenient.

Challenges and Solutions

Awareness and Accessibility of Public Services

The study revealed a low level of awareness of the state employment support program among both, employers and persons with disabilities. The predominant majority of respondents did not have any information about the program. Only a few of them reported they had heard about the program, but they found it hard to share any details or name a particular subprogram. It is important to increase the awareness about the services and to pursue an active campaign through various communication channels so that the viewers, listeners and readers' audience can be covered to the extent possible.

It is quite hard to obtain information about the employment support services in digital mode nowadays. There is no single platform with accumulated data on all available services to be used by a job seeker. Information in social media is scattered and does not allow individuals concerned to obtain service-related information in bulk. As for the worknet.moh.gov.ge, information about the aim and intended purpose of this platform is not available either. There is no separately allocated area where the visitor would be explained what the platform serves, what makes it different from other employment portals and what is its added value. In addition, the vacancies registered in the database are not visible to visitor, making it difficult for a user to get a general idea about the platform. As one of the respondents mentioned during the interview, his family member with disability does not send CV to the vacancies that do not specifically indicate the readiness to employ persons with disabilities. This is obviously the result of frustration experienced in practice. If worknet.moh.gov.ge is a platform intended to support vulnerable groups, information about it should be disseminated so as to provide additional motivation to jobseeker with disabilities.

It is important to increase the accessibility of the program, which could be achieved through the service management digitalization. Although the scope of employment consultant services covers the majority of Georgia's regions, but this is hardly enough to ensure the availability of services. People residing in rural and remote areas will be always at risk of being excluded from services. When interviewed, the respondents with disabilities mentioned the need for flexible job vacancies. It is equally important that the state itself could offer them a flexible service, allowing them to receive counseling remotely. The presence of daily barriers and a sense of isolation can have a negative impact on person's motivation. It is important to have a means of initial contact with the agency, allowing a beneficiary to quickly get information upon request.

Education Quality and Skills of Persons with Disabilities

The study revealed low quality of general education delivery, especially when the matter concerned special education teacher's home-based services. On one occasion, there was a direct violation of the right to education of a person with disabilities, when the school administration urged him to quit the ninth grade, and when the latter refused, they forged the respondent's signature. In addition, a low level of

motivation and self-esteem was revealed in those young people who have had a negative experience receiving education at the general education stage. The stories told by the youth participating in the study point to the importance of continuous monitoring of the delivery of home-based education and studying the needs of the students involved in the education process.

Interviews with experts working in various employment support services for persons with disabilities revealed that jobseekers with disabilities have misperceptions with regard to their skills and market requirements, which is basically manifested in two ways *i. low motivation and self-esteem; ii lack of skills* and, despite this, willingness to be employed in a specific professional area. This proves the importance of conducting professional orientation and career planning trainings for students at the general education stage, allowing the youth to properly plan their future in terms of professional development and education.

Employers' motivation and attitude towards employment of persons with disabilities

The quantitative research revealed a low level of employers' readiness to employ persons with disabilities. The respondents themselves explain it by a low level of activity on part of persons with disability and inappropriate infrastructural environment. Focus group sessions and in-depth interviews revealed that employers still have a stereotypical attitude towards persons with disabilities. They are focused more on the health-related problems rather than on one's skills. Such attitudes point to the low level of employers' awareness on the issues of persons with disabilities. It is important not only to motivate employers, but also to promote facilitation program services and introduce its benefits. Besides, it is necessary to conduct awareness raising trainings with employers on the issues related to persons with disabilities.

To identify employers' motivation in terms of employment of persons with disabilities, within the study respondents were asked about the measures that the state could take to increase their motivation to employ persons with disabilities. Focus group participants unanimously stressed the importance of infrastructure adaptation. It was revealed that employers expect the state to take the workplace adaptation measures. The respondents' focus on infrastructure adaptation was also revealed in the quantitative research part, and it is obvious that employers show interest in this issue.

It is noteworthy that as part of the employment facilitation service development sub-program, the state has observed the workplace subsidy component, which implies workplace adaptation with 50% co-participation. This is definitely a positive step forward, but there is a need to further promote the service and monitor how suffice a 50% co-funding is for encouraging employers.

Additional mechanism for increasing employment of persons with disabilities

Expert interviews, as well as in-depth interviews with persons with disabilities revealed that there is a demand on part of the state to toughen the law and introduce a quota system as an interim measure. The youth and field experts' recommendation implies the employer's obligation to employ persons with disabilities on a quota basis. The employers were asked to share their opinion in this regard and they expect the state to take the initiative on this matter and initially ensure the employment of people with disabilities in the public sector itself.

The Constitution of Georgia declares that Georgia is a social state that shall “take care of strengthening the principles of social justice, social equality and social solidarity within the society²⁴”. Regulation of the employment policy and creation of job opportunities in the public sector for the vulnerable groups that have been ousted from the private sector is a common practice for the social states.²⁵

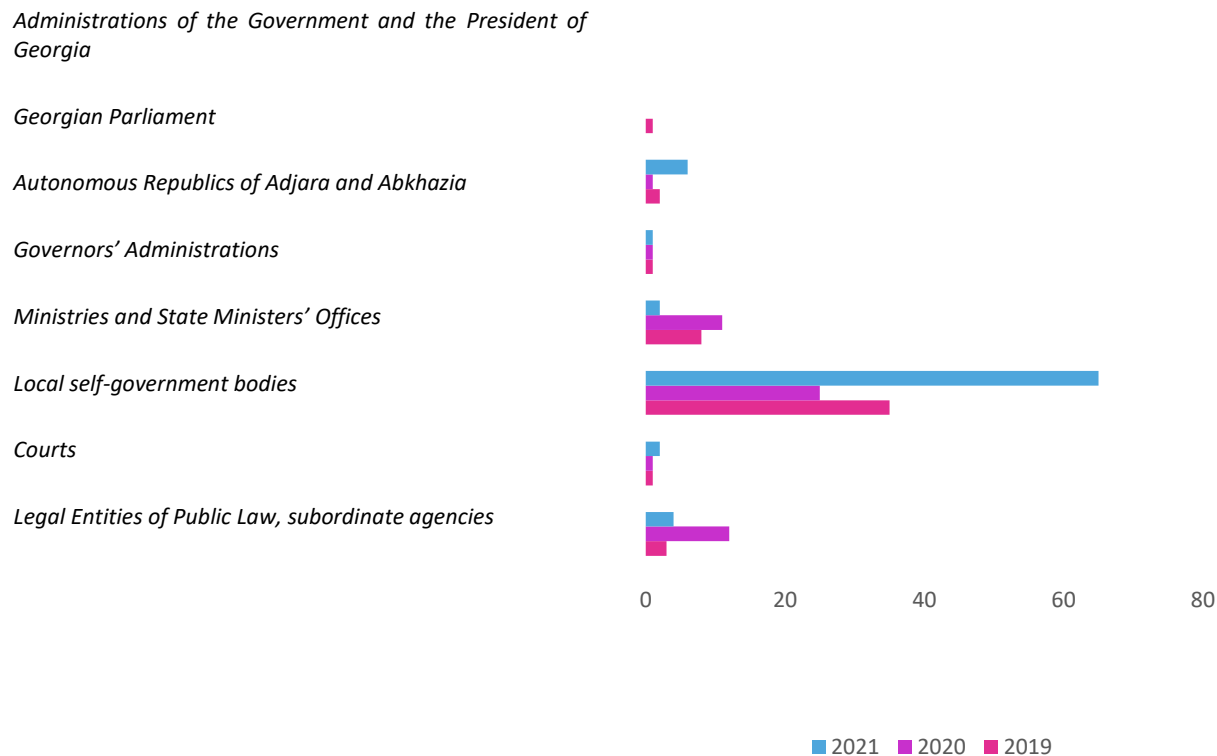
The employment rate of persons with disabilities in the public sector is rather low. According to the data as of 2021, employed individuals with disability status make 0.6% of the total number of the employed (excluding Ministry of Internal Affairs (MIA), and 0.3% - including MIA).²⁶ A growing tendency of employment of persons with disabilities in the public sector could be observed in local self-government bodies over the past three years, which is a highly welcome trend. As for the rest of the institutions, the number of employed persons with disabilities has either dropped or slightly increasing (Autonomous Republics of Adjara and Abkhazia +5; Courts +1).

²⁴ Article 5, Chapter I, Constitution of Georgia <https://bit.ly/3WxDq1Q>

²⁵ UNRISD, 1996, Welfare states in transition : national adaptations in global economies

²⁶ Consolidated data on professional civil servants with disabilities and contract employees with disabilities.
<http://csb.gov.ge/media/3308/statistics-in-civil-service-2021.pdf>

Figure. #3 Number of professional civil servants with disabilities, including Mol officers



Source: Civil Service Bureau, Statistics for the year 2019, 2020, 2021

Against such a background, the position of the private sector employers is not surprising. They are pointing at the state, expecting it to take the initiative. This picture clearly shows that implementation of the employment rights of persons with disabilities and promotion of this issue should be actively pursued not only in the private sector, but in the public sector as well. State should initiate introduction of the quota mechanism within its agencies, taking an important step towards implementation of the labor rights of persons with disabilities and setting an example of social responsibility for the private sector.

Conclusion and Recommendations

The Needs Assessment Study on the Employability of Youth with Disabilities revealed that access to the labor market for persons with disabilities is still associated with challenges. The most common difficulties that the respondents encounter during the job search process are the infrastructural barriers, lack of flexible jobs, stereotypes and employers' prejudice regarding the work capacity of persons with disabilities.

In addition, the accessibility problems in the general education process and the low quality of provided education have been also identified, which affects further professional development. Besides, a low level of awareness of professional orientation and career planning among job seekers with disabilities, inappropriate presentation of personal skills that mismatch the labor market requirements, manifested through low and/or high, unrealistic self-esteem, has been also revealed. As for the employers, the study revealed low level of awareness, alienation and stereotypical attitudes towards persons with disabilities. They have little interest and are less motivated to employ persons with disabilities.

The aforesaid factors hinder the engagement of persons with disabilities in the labor market. Although there are state employment services services, the level of awareness about them is low, and there is no observable growth dynamics of the number of persons with disabilities employed through those services. Besides, the number of civil servants with disabilities in state structures is low, and in most institutions they are dwindling in numbers from year to year. It is important that the state pursue an active employment policy and work with both, the persons with disabilities and with the employers.

Professional orientation trainings	<ul style="list-style-type: none"> ▪ Introduction of professional orientation and career development module to the general education system school students.
Education quality control	<ul style="list-style-type: none"> ▪ Monitoring of education provided to students involved in inclusive education; Conducting students' needs assessment study. ▪ Provision of transport to the teachers involved in home schooling in the remote villages, located far from the center.
Promotion of public services	<ul style="list-style-type: none"> ▪ Provision of information to listeners, viewers and readers through digital and TV media, radio and other mechanisms. ▪ Creation of info platform accumulating information on the available employment facilitation services
Improving service accessibility	<ul style="list-style-type: none"> ▪ Ensuring flexibility of consulting services through their digitalization
Increasing the employment rate of persons with disabilities in the public sector	<ul style="list-style-type: none"> ▪ Introduction of quota mechanism in public structures

Table #6 Recommendations

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