



“SEOS - Supported employment and optimization of services in the labor policy in Georgia”

The goal of the project: to increase the capacity of target municipalities to support the employment of PwD and improve the quality of their life.

Recommendations for the State Agencies:

1. Adoption of the Law "On Social Entrepreneurship"
2. Support the business sector by introducing tax benefits, and promoting employment of disabled persons in the framework of social responsibility.
3. Permanent cooperation of the State with the business sector to support the employment of PwD.
4. „Accessibility standards officer“ - create position and assignment of duties.
5. Ensure inter-agency coordination and promote local and national programs.
6. Permanent update and share of the database of persons with disabilities.
7. Provide libraries with books printed in braille.
8. Create an employer portal where vacancies and portfolios of job seekers will be posted
9. In the process of issuing state grants, prioritize companies that will support the employment of PwD.
10. Increase public awareness about the rights and legal status of PwD.
11. Organize information campaigns to raise public awareness.
12. Provide information about existing state services to beneficiaries.
13. Increase the number of employment support consultants and retrain the existing ones.
14. Determine the status of a disabled person - transition to the social model.
15. Raise qualifications and support the professional development of PwD.
16. Break existing stigmas and stereotypes by conducting the proper information campaign.
17. Ensure the involvement of people working with PwD in the process of legislative amendments.
18. Retrain sign language specialists and increase the number of professionals.

Recommendations for the Regional Organizations:

1. The regional government facilitates the coordinated work of the central and local governmental organizations.
2. The regional government ensure the development of a policy document and a strategy; the promotion of employment of PwD should be mandatory for the municipalities.

Recommendations were developed by local governments, non-governmental sector representatives, as well as the PwD community of six municipalities: Gori, Khashuri, Akhaltsikhe, Borjomi, Mtskheta and Dusheti, in the framework of the conducted survey of the needs of PwD, round-table-panel discussion and final conference.

3. Ensure inter-agency coordination (local government, employment agency, business sector, CSO, public institutions, etc.)
4. Organize fairs and expo-sale of the products produced by social enterprises.
5. Conduct information campaigns for raising the awareness of persons with disabilities, their family members and employers
6. Ensure access to public information and promote relevant programs to beneficiaries

Recommendations for the Municipalities:

1. Create a unified municipal database of persons with disabilities, which will contain their contact information, as well as information on work capacity, work skills and education, which will facilitate communication between the employer and the job seeker.
 2. Increase the number of professional staff in the municipalities to support the employment of PwD.
 3. Establish a position of a consultant, responsible for receiving and providing information about persons with disabilities in the municipalities.
 4. Revision of the cost of medical insurance services for persons with disabilities, improve and create the insurance packages according to the needs of PwD.
 5. Create municipal and state programs to encourage the employment of persons with disabilities, which will be focused on long-term results;
 6. Ensure the involvement of social workers and PwD in the process of developing programs in the municipalities.
 7. Promote rehabilitation programs for PwD.
 8. Development of social programs according to the needs of PwD.
 9. Promotion of the professional development of persons with disabilities by the municipality.
 10. Development of various training programs for persons with disabilities, which will increase their competitiveness in the labor market.
 11. Establish the day centers for PwD in the municipalities.
 12. Capacity building of day centers through financial or non-financial support.
 13. Removal of age restrictions in day centers, to deliver services to 18-29 year old beneficiaries.
 14. Create social enterprises with the financial support of municipalities.
 15. Allocate the space for the opening of social enterprises by the municipality.
 16. Promote the employment of PwD in social enterprises and/or allocate grants for its creation.
 17. Organize expo sales for social enterprises.
 18. Transfer of buildings and structures to persons with disabilities/organizations with usufruct
 19. Introduction of tax benefits for companies employing people with disabilities.
 20. Increase the capacity of the councils of persons with disabilities, which formally exist in municipalities, so that they can be involved in decision-making processes
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21. Create initiative groups including persons with disabilities and cooperate with the City Council and City Hall.
22. Create programs that will cover transportation expenses for PwD from the village to vocational schools.
23. Create programs for the promotion of local entrepreneurship.
24. Delivery of information about state services to beneficiaries.
25. Increase public awareness against stigma and stereotypes.
26. Active involvement of disabled persons of all ages and close consultations with them through cooperation with organizations defending their rights.
27. Sharing the experiences of other countries.
28. Promote the integration of PwD into society and the presentation of their abilities.
29. Plan activities, even one-off, to increase the participation of persons with disabilities.
30. Create a social worker network in the community and actively work with them.
31. Create a policy document and a strategy on the issues of disabled persons.
32. Interagency coordination - between the municipalities and the State Supported Employment Agency.
33. Involvement of councils of persons with disabilities in the process of tender document preparation.
34. Promote the employment of PwD in tender conditions.
35. Annual retraining of social service employees of the municipalities.
36. Conduct an advocacy campaign to increase the effectiveness of the ordinances.
37. Facilitate the organization of workshops between the business sector and vocational schools through forums and other events.
38. Establish the annual awards by the municipality; award the enterprise with high social responsibility.
39. Training specialists and conducting informational campaigns in the community.
40. Provide information about services for PwD on municipal advertising banners.
41. Work with children and parents from an early age, inform them, and prepare them for independent living.
42. Set up information stands in rural centers.
43. Provide adapted public transportation by municipalities.
44. Adapt pedestrian paths and stops.
45. Regulation of adapted space in private companies and its control by the municipality or any other responsible agency.
46. Adaptation to the environment is a prerequisite for all other initiatives.
47. Adaptation of educational spaces, both for students and teachers, to ensure free movement in the educational area.
48. Compliance with the regulations of the adapted environment in the municipality and ensure the involvement of disabled persons in the development or evaluation process.
49. Involvement of a disabled person in the process of monitoring infrastructure projects.
50. Training of the members of the disabled persons' councils at the City Hall in the fund-raising issues.

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51. Inclusion of a disabled person or parents in the board council, who will be the contact person in the process of receiving or providing any kind of information.
52. Selection of the members of the council by competition.
53. Raise awareness of the members of the Council about their duties and responsibilities.
54. The council should have a sign language interpreter and Braille font.
55. Based on experience, 16 members of the Council is the optimal number.
56. Protection of gender balance in the composition of the Council and ensuring the involvement of women.
57. Ensuring a diverse composition of the members of the Council, ensure the involvement of persons with any kind of disabilities or their representatives in the composition of the Council.
58. The commitment of financial resources to the Council.
59. Create a transparent environment for the Council's activities - public availability to the reports of the Council's activities twice a year.
60. Increase the competencies and motivation of the council members with the support of the municipality.

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