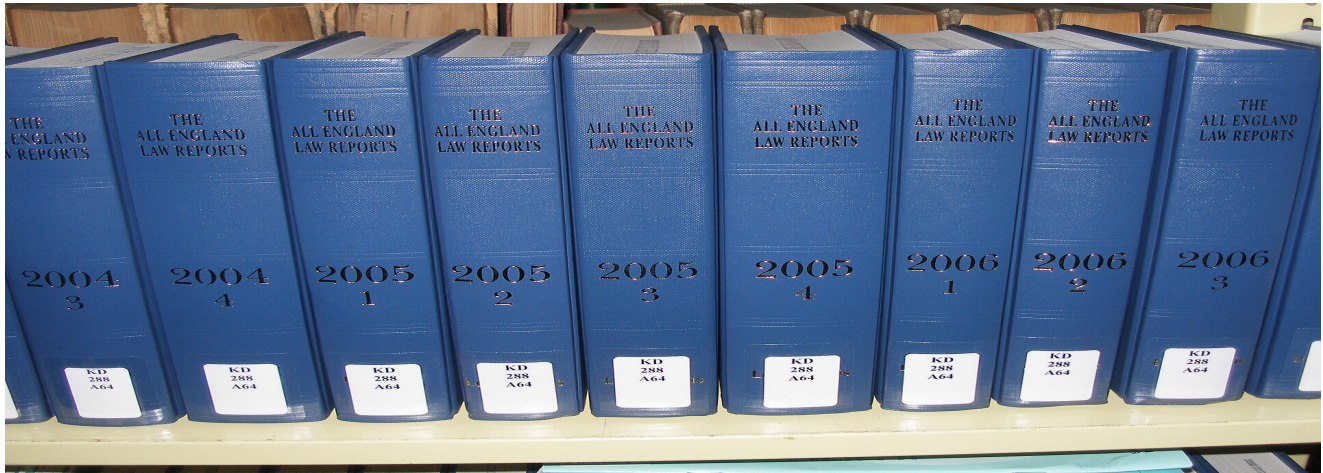




GILS LEARNING · CERTIFICATE COURSE 6 OF 7 · GILS-C06

Labour Code Compliance after the 2020 Reform

Practical compliance with Georgian labour law: contracts, working time, discrimination, fixed-term work and labour inspection.

Status	In development — contributors wanted
Format	Self-paced online, on GMJ Academy (academy.gmj.ge)
Workload	About 25 hours (planned)
Languages	English and Georgian (planned)
Assessment	Knowledge check at start and end; module quizzes
Certificate	Certificate of Completion — GMJ Academy & GILS
Fee and start date	To be announced
Contact	info@accreditation.ge

Introduction to the course

The 2020 Labour Code reform changed the rules on working time, overtime, rest, equality and inspection. This course turns the law into practice: contracts, working time, fixed-term work, anti-discrimination and preparing for inspection, with Georgian examples throughout.

Why this course

- The 2020 reform, adopted on 29 September 2020, introduced rules on working time, overtime, night work, rest, equal pay and anti-discrimination; the Labour Inspection Service received a full mandate from 2021.
- Fixed-term contracts, overtime and discrimination remain frequent areas of dispute.
- This course focuses on the reform's practical consequences, drawing on GILS legal analyses.

Who should attend

- HR managers and specialists
- Employers and business owners
- In-house lawyers and legal advisers
- Accountants and payroll staff

Learning outcomes

On completion, participants will be able to:

- Draft and review employment contracts in line with the Labour Code
- Apply rules on working time, overtime, rest and leave
- Prevent discrimination and handle complaints
- Prepare for a Labour Inspection Service inspection

Planned modules

1. The Labour Code and the 2020 reform
2. Contracts, including fixed-term contracts
3. Working time, overtime and leave
4. Equality and anti-discrimination
5. Labour inspection and dispute resolution

Provisional outline, to be finalised with module authors and reviewers.

How you will learn

- A short knowledge check at the start and at the end of the course
- Self-guided modules with readings, short videos and quizzes
- Georgian case material drawn from sourced GILS analyses
- An end-of-course assessment leading to the certificate

Call for contributors

GILS and GMJ Academy invite experts to author or review modules. We are looking for: Labour lawyers and HR practitioners with Georgian practice experience. Contributors are credited by name. Write to info@accreditation.ge with a short CV.

About the certificate

The Certificate of Completion is issued by GMJ Academy and the Georgian Institute of Labour Studies. It is not a state-recognised qualification and does not carry CPD credits unless such accreditation is obtained and announced on the course page.

Series editor: Prof. Giorgi Pkhakadze, MD, MPH, PhD · Course page: labour.edu.ge/learning/labour-code-compliance/ · Information as of October 2026.

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