



GILS LEARNING · CERTIFICATE COURSE 7 OF 7 · GILS-C07

Social Dialogue and Fair Pay

How tripartite dialogue and collective bargaining work, and what the evidence says about minimum and living wages — presented neutrally for all sides.

Status	In development — contributors wanted
Format	Self-paced online, on GMJ Academy (academy.gmj.ge)
Workload	About 20 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

Fair pay and fair negotiation are central to decent work. This course explains how tripartite dialogue and collective bargaining operate, reviews the evidence on minimum and living wages, and compares Georgia with EU practice — presenting the positions of governments, employers and workers neutrally.

Why this course

- Georgia's private-sector minimum wage has been GEL 20 per month since 1999, and proposals to replace it have not been enacted.
- The Tripartite Social Partnership Commission, created in 2009, brings together the Government, GEA and GTUC; no official statistic on collective bargaining coverage is published.
- Training on social dialogue is usually provided by one side; this course presents the evidence and the positions of all parties.

Who should attend

- Representatives of trade unions
- Representatives of employers' organisations
- Officials working on wages and social dialogue
- Researchers and students

Learning outcomes

On completion, participants will be able to:

- Explain how tripartite dialogue and collective bargaining operate
- Assess evidence on minimum and living wages
- Compare minimum wage setting in Georgia and the EU
- Prepare evidence-based positions for negotiation

Planned modules

1. Social dialogue: ILO principles
2. The Tripartite Commission in Georgia
3. Collective bargaining in practice
4. Minimum and living wages: the evidence
5. Negotiation and evidence-based advocacy

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: Industrial relations specialists, labour economists, experienced negotiators from both sides. 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/social-dialogue-fair-pay/ · Information as of October 2026.

Cover image — Photo: BiiJii / Wikimedia Commons, CC BY-SA 3.0