



On December 3<sup>rd</sup> 2012 ICC Georgia HR commission held a follow up meeting to review new developments regarding current labour code amendments. Special expert, Tamar Kovziridze was invited to the commission in order to provide independent evaluation of the Codex. International Investors Association attended the meeting too. Several commission members expressed their concerns about particular articles of the labour code and supported their arguments with clear examples of conflicts that may occur between the Government legislations and internal company policies .

Moreover, ICC Georgia HR commission detected numerous facts of inappropriate interpretations of original International labour organization (ILO) developed Codex, vague statements, several rushed ideas that can potentially fuel irresolvable and unjustified disputes. The commission has set several priorities as well as an action plan in order to avoid otherwise imminent danger, threatening Georgian Businesses. ICC Georgia will continue being heavily involved in all the future decision making regarding the law, attending parliament meetings and working closely with the officials involved in regulating amendments to the codex, in order to defend interests of Georgian businesses.