



Labor Freedom and Qualified Labor Force

Georgia simultaneously offers the world's best Labor Code, the world's most literate workforce, and very competitive prevailing wage rates.

Georgia leads the world on the Adult Literacy Rate indicator of the 2006 Human Development Report produced by UNDP. The country's new Labor Code has been hailed as one of the world's best. The Heritage Foundation ranks Georgia first in the world in the Labor Freedom category of the Index of Economic Freedom, and the World Bank ranks Georgia fourth in the world on the Employing Workers indicator of its Doing Business 2008 Survey.

Key features of the new Labor Code, which took effect in May 2006, include:

- No severance pay is required if the employee is terminated during a probation period (up to 6 months) or for cause.
- Employees may be held liable for financial harm caused to an employer.
- Employees are entitled to 24 working days of paid annual vacation only after 11 months of employment with their current employer.
- If the statutory holidays stipulated by the Georgian Labor Code occur on weekends, they are not transferred to the next working day.