



The Honorable David Sergeenko
Minister of Labor, Health and Social Affairs of Georgia
Tbilisi, Georgia

Subject: Legal Minimum Wage for Private Sector Workers in Georgia

25 August 2015

Dear Excellency:

The Fair Labor Association and our undersigned member companies have a keen interest in fair compensation for workers in global supply chains and specifically in the setting of a fair minimum wage for workers in Georgia's growing apparel sector.


The Fair Labor Association (FLA) is a not-for-profit organization that combines the efforts of business, civil society organizations, and colleges and universities to promote and protect workers' rights and to improve working conditions globally through adherence to international standards. Companies affiliated with the FLA implement the FLA Workplace Code of Conduct on compensation, which is based on international conventions of the International Labor Organization (ILO), throughout their supply chain. At present, the approximately 50 large and medium multinational companies in the apparel and footwear, electronics, and agriculture industries affiliated with the FLA source from over 50 countries, including Georgia.

We understand that the Ministry of Labor Health and Social Affairs is playing a very active role in the Georgian government's efforts to bring its legal labor rights framework in line with ILO standards, a policy initiative that our organization strongly supports. Among the areas in which Georgia's current labor standards can be improved is wages. The absence of an updated legal minimum wage for private sector workers in Georgia has led to wages for garment workers that are incompatible with FLA-affiliated companies' commitment to fair compensation. We have attached here our recent briefing paper on Georgia's minimum wage.

We strongly encourage the government to establish a meaningful minimum wage along with other basic protections for workers such as effective labor inspections. Legal minimum wages should be negotiated in consultation with workers and their trade unions, civil society, employer associations, and suppliers. As a confirmation of its intent, we encourage the government to ratify ILO conventions 26 and 131 concerning the setting of minimum wages.

A fair minimum wage can improve workers' lives in Georgia and build an industry that attracts rather than deters international companies committed to paying fair compensation to workers in their supply chains. We hope that we can support Georgia on this path and would be pleased to meet with you in the coming weeks in Tbilisi.

Sincerely yours,


Jason Judd
Vice President
Fair Labor Association

Attachment: Fair Labor Association Georgia Minimum Wage Issue Brief (June 2015)

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