

Labour contract

Georgia \_\_\_\_\_, 20\_\_

\_\_\_\_\_, acting in his/her own name and as per personal intentions, hereinafter referred to as the «Employee», on the one part, and «\_\_\_\_\_», being a legal entity, established and acting in accordance with the Georgian legislation, hereinafter referred to as ‘the Employer’, represented by \_\_\_\_\_, the General Director, acting on the basis of the Charter, on the other part, hereinafter jointly referred to as «the Parties», have concluded this Contract of Employment (hereinafter referred to as “the Contract”), regulating the relations between the parties, on the following:

1. The Employee is employed in \_\_\_\_\_ (place of employment) in accordance with the Job description for the position \_\_\_\_\_ (the employment ex officio, by profession, specialty with the indication of the qualification, concrete type the work to be assigned to the Employee) with/without full property accountability (indicate as appropriate).

2. The Employee’s regular hours of work shall be fixed on terms of:

- full time;
- part-time (half-time);
- irregular working hours (indicate as appropriate)

3. This Contract is:

- a contract for direct employment,
- a contract for a dual position.

(indicate as appropriate)

4. The term of this Contract:

- it is an indefinite term contract, effective \_\_\_\_\_
- it is a fixed-term contract for the period starting \_\_\_\_\_ till \_\_\_\_\_.

5. The probation period

- no probation period;
- the probation period for \_\_\_\_\_ months (indicate as appropriate)

6. The Employee’s main rights and obligations:

6.1. The Employee is entitled for:

- execution, amendments and cancellation of this Contract of Employment in the order and on the grounds stipulated by the Code, other federal laws;
- work stipulated in this Contract of Employment;
- working place corresponding to the state normative requirements relating to labor protection and conditions envisaged by the collective Contract;
- salary drawing in due time and in full measure in accordance with his/her qualification, degree of the work complexity, quality and quantity of the work executed;
- rest, provided by a normal duration of work time, part-time work for certain professions and categories of employees, by weekly days-off, non-working holidays, annual paid vacation;

- complete and reliable information as regards the conditions of work and labor protection requirements at his/her working place;
- professional training and improvement of his/her qualification in the order stipulated by the Code and other Georgian laws;
- uniting, including the right to found trade unions and joining them in order to protect his/her labor rights, freedoms and legitimate interests;
- participation in the organization administration in the forms stipulated by the Code, other federal laws and collective Contract;
- conducting of collective negotiations and execution of collective Contracts through his/her representatives, as well as for information relating to the fulfillment of the collective Contract (-s);
- protection of his/her labor rights, freedoms and legitimate interests in a legal manner;
- resolution of personal and collective labor disputes, including the right to strike in the order stipulated by the Code and other Georgian laws;
- reimbursement of a damage, including moral damage, which may be caused to him/her in connection with the Employee's fulfillment of his/her obligations in the order stipulated by the Code and other federal laws;
- obligatory social insurance in cases envisaged by the federal laws.

For the full text of the contract, contact to Attorney at law Guram Kontuadze tel / viber / whatsapp +995591976764 e-mail: [guram.kontuadze@gmail.com](mailto:guram.kontuadze@gmail.com) site: [www.advokontu.ge](http://www.advokontu.ge)

