



# INVESTMENT ENVIRONMENT & LABOR MARKET SURVEY

FINAL

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# **INVESTMENT ENVIRONMENT & LABOR MARKET SURVEY**

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DELOITTE CONSULTING LLP

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# ABSTRACT

This document reports on an Investment Environment and Labor Force Survey undertaken for Deloitte Consulting LLP in the framework of the USAID-funded Economic Prosperity Initiative (EPI) by ACT Research.

The objective of the survey was to study the investment environment and potential labor market for the apparel sector (as well as other sectors of the economy), in the locations of Kutaisi, Batumi, Poti and Ozurgeti.

The survey was undertaken through face-to-face interviews among the able-bodied population aged 18-35. One thousand six hundred individuals were interviewed; 280 women and 120 men in study area. The results presented within the report are based upon the active labor force; they exclude those that have not worked and are no seeking work.

The survey revealed a general willingness among the sample population toward work in the apparel sector, with residents of Ozurgeti exhibiting the highest degree of interest.

# ABBREVIATIONS/DEFINITIONS

ACT	ACT Research (Market Research & Consulting Company)
EPI	Economic Prosperity Initiative
FTF	Face-to-Face Interviewing Technique
GEL	Georgian Lari
GNIA	Georgian National Investment Agency
USAID	United States Agency for International Development
Hired Employee	Employees, who receive a basic remuneration not directly dependent on the revenue of the employer
Homemaker	A person who is responsible for housekeeping or household management
Job-Seeker	A person seeking work
Seaside Cities	Batumi and Poti
Target Segment	Target of Survey – able-bodied population aged 18-35
Word Of Mouth	Information received from informal sources – friends/relatives, colleagues, neighbors etc.

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# EXECUTIVE SUMMARY

## RESULTS BY GENDER

The survey target comprised the able-bodied population, aged 18-35, in the study areas of Kutaisi, Batumi, Poti, and Ozurgeti.

### WOMEN

The typical woman in the target population had higher (46%), secondary (26%) or professional (24%) education, was married (65%), had not previously worked and was seeking work for the first time (48%).

During the last 12 months, 35% of women worked with or without pay (homemakers). Employed women mainly worked as teachers (18%) in the state sector or in retail (15%) in the private sector. Women worked 41 hours on average each week. Their average personal income was GEL 243 each month, which was approximately half that of a man's income in the sample.

The major professions of women in the target population were in the fields of healthcare (23%), education (13%), and humanities (11%). Attendance at professional courses among women was quite high; one-third (31%) of women had attended some form of educational or professional course. The most popular professional courses focused on computer software (43%), foreign languages (12%), healthcare/pharmacy (11%), and business/finance (11%). Two percent of women had attended sewing courses.

The most common skills among women related to rural agricultural activities (30%) and dressmaking/sewing/embroidery (24%).

Women in the target population had a preference to work in the hospitality/tourism (62%), apparel manufacturing (52%), and trade/retail sectors (37%).

The majority of women (65% of the active labor force or 71% of job seekers) expressed a willingness to work in an apparel factory; approximately half (54% of the active labor force or 59% of job seekers) were willing to take on physical work for the sake of a stable income. The perceived benefits of working in an apparel factory, among women, were a stable job (23%) with high income (22%) and the opportunity to learn sewing skills (8%). Thirty-nine (39%) percent of women expressed a willingness to work for more than two years in an apparel factory.

### MEN

The typical man in the target population had higher (43%) or secondary (37%) education, was single (54%), and had worked with or without pay (64%) as a hired employee or independently, during the past 12 months. Forty-three percent were actively seeking work.

Men worked in a variety of spheres, but largely in private sector jobs (70%) that did not require specific qualifications and in jobs that required some level of physical activity (78%). Men worked 51 hours on average each week and earned, on average, GEL 419 each month.

Men tended to be loyal to their employers; the average period with one company or organization being three to four years.

The main male professions in the target population were in the fields of social and behavioral science (12%) or engineering (12%). Twenty-two (22%) had attended some form of educational or professional course; among them, like the women, the most popular related to computer software (39%), healthcare/pharmacy (12%), and business/finance (15%).

The most common skills among men related to rural agricultural activities (42%), cattle/poultry breeding (19%), construction (26%), and electrical repairs (19%). Men had experience working as paid employees in trade (12%) and construction activities (17%). One-fifth (21%) of men in the target population were involved in unpaid household-based agricultural activities during the previous 12 months.

Men in the target population had a preference to work in the hospitality/tourism (56%), construction (43%), and utility sectors (36%).

However, more than half the men in the target population (58% of the active labor force or 66% of job seekers) expressed a willingness to work in an apparel factory; 47% of the active labor force or 53% of job seekers were willing to work in positions that required physical activity. Thirty-five (35%) percent of men indicated that they saw work in an apparel factory as a long-term employment prospect (more than two years). The perceived benefits of working in an apparel factory among men were the same as for women.

## RESULTS BY LOCATION

### BATUMI

Among the four study areas, the highest rate of employment (55%) during the previous 12 months was observed in Batumi. Batumi also had a fewer number of people seeking work (45%), representing 9,349 women and 3,723 men.

The target group in Batumi was largely comprised of hired employees (79%); among them, teachers (8%) and retail staff (7%) making up the largest share. The fewest number of people engaged in physical work were recorded in Batumi and Poti (64%). Residents here had the highest average personal monthly (GEL 391) and household monthly (GEL 656) incomes.

The minibus (*Marshrutka*) was the most regularly used mode of transport to take people to work (42%) with the average travel time being 30 minutes.

In the previous 12 months, six percent (6%) of the young people (18-35) in Batumi were involved in household-based agricultural activities. The hospitality/tourism sector was the preferred sector for employment, with 68% of the target population indicating this preference. Batumi also had the highest proportion of people with experience working in the hospitality sector (7%).

Batumi residents were least interested in working in the apparel sector; 48% of the active labor force or 57% of job seekers indicated that they would work in an apparel factory and 33% of the active labor force (41% of job seekers) would be willing to undertake the work if it involved some physical activity.

## OZURGETI

The lowest level of education attainment was observed in Ozurgeti; 48% of the target population had completed only secondary education and one-fifth (23%) completed higher education. Forty percent (40%) of the target population declared that they had no specific profession.

Workers in Ozurgeti were more likely than other locations, to be involved in physical work rather than intellectual; half (49%) the employees had jobs that required only physical activity.

Ozurgeti residents walked to work (44%) rather than use various forms of transportation.

Ozurgeti demonstrated a relatively high proportion of residents looking for work (57%); 6,760 women and 4,484 men. However, the proportion of job seekers in Kutaisi (61%) was higher. The main reason cited for unemployment was a lack of vacant employment positions (92%).

Within this location, significant income sources included pension/social welfare payments (20%) and income gained from the sale of agricultural products (18%). Most of the households (63%) had household incomes lower than GEL 300 per month, while in other target locations only 23-35% of households had the same level of income.

Ozurgeti had the lowest personal monthly (GEL 220) and household monthly incomes (GEL 352).

Almost half the target population (49%) in Ozurgeti was involved in household unpaid agricultural activities, and one-fifth (21%) in unpaid cattle breeding/poultry-raising. The study also showed that paid agricultural and cattle breeding/poultry-raising jobs were significant. The majority of the target population (95%) preferred stable jobs to seasonal ones.

Ozurgeti residents, more than residents of other study areas, indicated that they had skills in dressmaking/sewing/ embroidery (21%).

Ozurgeti residents had the greatest desire to work in an apparel factory; 85% of the active labor force or 90% of job seekers expressed a desire, and 77% of the active labor force or 83% of job seekers in positions that required physical activity. These figures represent 9,361 women and 7,604 men willing to work in an apparel factory; 8,308 women and 6,832 men expressing a willingness to work in positions that required some level of physical activity. The most significant proportion of men willing to work in physically active positions in an apparel factory was in Ozurgeti (73% of the active labor force or 84% of job seekers).

Forty percent (40%) of Ozurgeti residents believed there were no disadvantages to working in an apparel factory. This figure is at least four times higher than in other study areas. Among the survey locations, Ozurgeti had the highest potentially stable labor force; 59% of the target population expressed an intention to work in a factory longer than three years. Eighty three percent (83%) of the residents believed that apparel factory employment was stable and suggested that they would not leave in search of higher seasonal wages.

## KUTAISI

The highest level of educational attainment among the four study areas was demonstrated in Kutaisi; approximately half (57%) of the target group in this city had completed higher education. The number of individuals indicating no specific profession was lowest in Kutaisi

(13%). Attendance at professional courses was quite high; almost one third of the target group (32%) had attended some type of course.

More than half (61%) the target group in Kutaisi was seeking work, the highest proportion among all four cities. According to population size, Kutaisi also had the highest absolute number of job seekers – 15,905 women and 10,154 men – more than three times that of Poti, and approximately twice that of Batumi and Ozurgeti.

More than one third (39%) of the target group worked in the previous twelve months. The average monthly personal income for Kutaisi residents was GEL 353; the average monthly household income being GEL 535.

Like Batumi, the minibus was also the most frequently used mode of transportation to take people to work among the target group (52%) with the average time taking 30 minutes.

In Kutaisi, 12% of the young people (18-35) in the target group were involved in household-based agriculture.

Kutaisi residents in the target group expressed a preference to work in the hospitality/tourism (58%), apparel manufacturing (37%), or utility sectors (33%). Among all the survey locations, Kutaisi had the largest absolute labor force willing to work in an apparel factory (15,147 women and 9,848 men). Forty-nine percent of the active labor force (51% of job seekers) was ready to undertake physical work in an apparel factory (representing 12,646 women and 8,204 men).

Kutaisi residents, more than others, indicated that they would likely switch to seasonal work (18%) if the salary was more attractive.

## POTI

In Poti, 43% of the target group had completed higher education and 32% had completed only secondary education. A larger proportion of people in Poti had attended professional courses (35%). Computer courses (51%) were the most popular.

Forty-six percent (46%) of the target group in Poti worked with or without pay (homemakers) during the previous 12 months. In absolute terms, Poti had the lowest number of job seekers (4,853 women and 2,368 men).

Being a port city, much of the town's employment focused on transport; 27% of the target group was employed in this sphere. Unlike residents of Kutaisi and Batumi, Poti residents tended to walk to work (41%); slightly less than in Ozurgeti.

Among the study areas, the average personal (GEL 382) and household (GEL 584) incomes in Poti were high; just slightly less than in Batumi.

Employment preferences among Poti residents focused on the hospitality/tourism (55%), apparel manufacturing (32%), and construction (34%) sectors.

After Ozurgeti, the willingness to work in an apparel factory was highest in Poti; 71% of the active labor force or 78% of job seekers were willing to work in a factory and 60% of the active labor force (65% of job seekers) was willing to do so in a position that required physical activity. However, due to its population size, Poti had a lower absolute number of willing potential employees – 5,624 women and 3,853 men.

## LABOR FORCE POTENTIAL BY SURVEY AREAS

Table 1 - Employment Status of Residents & Willingness to Work in an Apparel Factory in each of the Study Areas (as a Proportion of the Active Labor Force)

TABLE 1		Batumi			Ozurgeti			Kutaisi			Poti			Total		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
As % of Active Labor Force	Worked for pay or without pay	41%	72%	55%	35%	52%	43%	33%	48%	39%	31%	63%	46%	35%	57%	45%
	Did not work, but had a permanent job to go back to	1%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%	1%	0%	0%
	Did not work, but worked before, and available and seeking work	19%	8%	14%	14%	15%	14%	16%	20%	18%	15%	18%	17%	16%	15%	16%
	Did not work before, available and seeking work for the first time	40%	20%	31%	51%	33%	43%	51%	33%	43%	53%	19%	37%	48%	28%	39%
	<b>Willing to work in an apparel factory</b>	47%	50%	48%	89%	82%	85%	64%	51%	58%	79%	61%	71%	65%	58%	62%
	<b>Willing to undertake physical work in an apparel factory</b>	36%	30%	33%	79%	73%	77%	54%	42%	49%	63%	56%	60%	54%	47%	50%

Table 2 - Employment Status of Residents & Willingness to Work in an Apparel Factory in each of the Study Areas (as a Proportion of Job Seekers)

TABLE 2		Batumi			Ozurgeti			Kutaisi			Poti			Total		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
As % of Job Seekers	Did not work, but worked before, and available and seeking work	32%	27%	31%	21%	31%	25%	25%	38%	30%	22%	49%	31%	25%	36%	29%
	Did not work before, available and seeking work for the first time	68%	73%	69%	79%	69%	75%	75%	62%	70%	78%	51%	69%	75%	64%	71%
	<b>Willing to work in an apparel factory</b>	54%	64%	57%	89%	92%	90%	70%	54%	64%	81%	71%	78%	71%	66%	69%
	<b>Willing to undertake physical work in an apparel factory</b>	41%	42%	41%	83%	84%	83%	57%	42%	51%	66%	62%	65%	59%	53%	57%

*Table 3 - Employment Status of Residents & Willingness to Work in an Apparel Factory in each of the Study Areas (Estimated Absolute Numbers)*

TABLE 3	Batumi			Ozurgeti			Kutaisi			Poti			Total			
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	
<b>ABLE-BODIED POPULATION</b>	<b>20,013</b>	<b>15,169</b>	<b>35,182</b>	<b>12,141</b>	<b>10,051</b>	<b>22,192</b>	<b>31,073</b>	<b>22,887</b>	<b>53,960</b>	<b>8,157</b>	<b>6,921</b>	<b>15,078</b>	<b>71,384</b>	<b>55,028</b>	<b>126,412</b>	
Did not work, and not seeking work	3,913	1,782	5,695	1,656	750	2,406	7,313	3,513	10,826	1,037	580	1,617	13,919	6,625	20,544	
<b>ACTIVE LABOR FORCE</b>	<b>16,100</b>	<b>13,387</b>	<b>29,487</b>	<b>10,485</b>	<b>9,301</b>	<b>19,786</b>	<b>23,760</b>	<b>19,374</b>	<b>43,134</b>	<b>7,120</b>	<b>6,341</b>	<b>13,461</b>	<b>57,465</b>	<b>48,403</b>	<b>105,868</b>	
Worked for pay or without pay	6,612	9,664	16,276	3,651	4,817	8,468	7,756	9,220	16,976	2,208	3,973	6,181	20,227	27,674	47,901	
Did not work, but had a permanent job to go back to	139	0	139	74	0	74	99	0	99	59	0	59	371	0	371	
<b>JOB SEEKERS</b>	<b>9,349</b>	<b>3,723</b>	<b>13,072</b>	<b>6,760</b>	<b>4,484</b>	<b>11,244</b>	<b>15,905</b>	<b>10,154</b>	<b>26,059</b>	<b>4,853</b>	<b>2,368</b>	<b>7,221</b>	<b>36,867</b>	<b>20,729</b>	<b>57,596</b>	
Did not work, but worked before, and available and seeking work	2,986	1,019	4,005	1,428	1,406	2,834	3,906	3,816	7,722	1,064	1,168	2,232	9,384	7,409	16,793	
Did not work before, available and seeking work for the first time	6,363	2,704	9,067	5,332	3,078	8,410	11,999	6,338	18,337	3,789	1,200	4,989	27,483	13,320	40,803	
<b>Active Labor Force</b>	<i>Willing to work in an apparel factory</i>	<b>7,624</b>	<b>6,650</b>	<b>14,274</b>	<b>9,361</b>	<b>7,604</b>	<b>16,965</b>	<b>15,147</b>	<b>9,848</b>	<b>24,995</b>	<b>5,624</b>	<b>3,853</b>	<b>9,477</b>	<b>37,756</b>	<b>27,955</b>	<b>65,711</b>
	<i>Willing to undertake physical work in an apparel factory</i>	<b>5,774</b>	<b>4,034</b>	<b>9,808</b>	<b>8,308</b>	<b>6,832</b>	<b>15,140</b>	<b>12,646</b>	<b>8,204</b>	<b>20,850</b>	<b>4,529</b>	<b>3,560</b>	<b>8,089</b>	<b>31,257</b>	<b>22,630</b>	<b>53,887</b>
<b>Job Seekers</b>	<i>Willing to work in an apparel factory</i>	<b>5,050</b>	<b>2,394</b>	<b>7,444</b>	<b>6,048</b>	<b>4,127</b>	<b>10,175</b>	<b>11,088</b>	<b>5,484</b>	<b>16,572</b>	<b>3,931</b>	<b>1,679</b>	<b>5,610</b>	<b>26,117</b>	<b>13,684</b>	<b>39,801</b>
	<i>Willing to undertake physical work in an apparel factory</i>	<b>3,861</b>	<b>1,551</b>	<b>5,412</b>	<b>5,588</b>	<b>3,783</b>	<b>9,371</b>	<b>9,103</b>	<b>4,234</b>	<b>13,337</b>	<b>3,207</b>	<b>1,470</b>	<b>4,677</b>	<b>21,759</b>	<b>11,038</b>	<b>32,797</b>

# **APPENDICES**

- A. BACKGROUND**
- B. METHODOLOGY**
- C. SURVEY RESULTS**
- D. SURVEY RESULTS – BY STUDY AREA**
- E. KEY INFORMANT INTERVIEWS AND  
DESK RESEARCH RESULTS**

## A. BACKGROUND

EPI's goals for Georgia's apparel sector include the attraction of foreign direct investment (FDI), increased employment and increased exports.

The objective of this study was to analyze the potential labor market in the apparel and other sectors of the economy, including those that EPI specifically focuses on. The study areas were selected as Kutaisi, Batumi, Poti, and Ozurgeti. The results, although aimed at the apparel sector, will be useful for potential investors in other sectors.

Face-to-face interviews were conducted among the able-bodied population aged 18-35. One thousand, six hundred interviews (280 women and 120 men in each of the four study areas) were completed. In accordance with the study objectives, the survey sample is representative by gender and location (Kutaisi, Batumi, Poti, and Ozurgeti).

The results are presented in this report based, unless otherwise stated, on the active labor force, as defined below:

**Able Bodied Population** (1600 Respondents) – Able-bodied residents aged between 18 and 35 that have been permanently living for more than six months or intending to live for more than six months in the city/location where the interview takes place.

**Active Labor Force** (1349 Respondents) – Able-bodied population that:

- Worked for pay or without pay
- Did not work but had a permanent job to go back to
- Did not work but worked previously – available and seeking work
- Did not work before – available and seeking work for the first time

**Job Seekers** (786 Respondents) - Able-bodied population that:

- Did not work but worked previously – available and seeking work
- Did not work before – available and seeking work for the first time

## **B. METHODOLOGY**

### **B.1. RESEARCH GOAL AND OBJECTIVES**

The study researched and analyzed the investment environment and labor market in four locations in Georgia (Kutaisi, Batumi, Poti, and Ozurgeti).

As well as examining the willingness of the labor force to work in the apparel sector in each study area, through the survey, the study also aimed to gather data on the following (for those aged between 18 and 35 years of age):

- Age and gender of potential employees
- Labor costs
- Unemployment rate
- Education levels
- Risk factors and seasonal jobs in each region, such as tourism and hazelnut picking
- Sources of income
- Per capita and household income
- The productivity of the region's people (work or land-orientation; farmers or workers; long working hours, etc.)

The study also examined:

- Migration between the regions
- Transportation (distance to main roads, customs, airports, ports, railways, or free zones) and availability of local public transportation
- Availability of electricity (including increased voltage), gas, water, fuel oil, sewage
- Textile and other companies existing in each region, their capacities, number of employees, investment types and production groups
- Other industrial investments existing in each region
- Technological infrastructure
- Accessibility problems caused by snow in winter

### **B.2. RESEARCH METHODOLOGY**

In order to study the abovementioned objectives three techniques were used:

- Desk research
- Key informant interviews
- Quantitative survey

### B.2.1. DESK RESEARCH

Desk research was undertaken to obtain and analyze secondary information on particular fields of interest to the study. ACT investigated all issues that needed clarification by means of desk research then validated this with key informant interviews or quantitative survey methods, if required. (See *Desk Research results in Section E*)

### B.2.2. KEY INFORMANT INTERVIEWS

Interviews with key informants (experts in selected fields able to provide information to supplement desk research) were undertaken to collect information on the following issues: capacity, number of employees, investment types and production groups of textile and other companies existing in each region, and other industrial investments. (See *Key Informant Interview results in Section E*)

ACT conducted 21 key informant interviews in total. Companies were selected from the following sectors:

- Agriculture
- Food Processing
- Apparel Manufacturing
- Utility Sector (gas, electricity, water)
- Construction
- Trade & Retail
- Hospitality & Tourism
- Packaging Production

### B.2.3. QUANTITATIVE SURVEY

Face-to-Face (FTF) interviews were undertaken among the able-bodied population, aged 18-35 years old. The length of each interview was 35-40 minutes, on average.

**Sampling Design:** Since one of the objectives was to assess the investment environment and labor market for particular investments (establishing an apparel manufacturing facility, where women would predominantly work as sewing machine operators), the sampling design focused on obtaining representative data on women. Another objective was to assess the risks and opportunities for possible investments in other sectors, where a male labor force is largely required. Therefore, ACT applied a two-stage cluster sample. The total sample size was 1,600 FTF interviews (400 in each study area). This sample size has a five to six percent sample error for overall analysis. According to the study objectives, the survey sample is representative by gender, as well as geographic area (Kutaisi, Batumi, Poti, and Ozurgeti). (See *Table 4 – Interview Distribution by Study Area*)

*Table 4 - Interview Distribution by Survey Area*

Area	Total Sample Size	Women	Men	Error Rate (total)	Error Rate (women)	Error Rate (men)
<b>Kutaisi</b>	400	280	120	5%-6%	5.5%-6.5%	9%-10%
<b>Batumi</b>	400	280	120	5%-6%	5,5%-6,5%	9%-10%
<b>Poti</b>	400	280	120	5%-6%	5,5%-6,5%	9%-10%
<b>Ozurgeti</b>	400	280	120	5%-6%	5,5%-6,5%	9%-10%

**Data Weighting:** In order to examine absolute numbers of the labor force, data adjustments were made based on the 2002 Census. Weights were applied to take account of the number of households in each study area, and the gender and age distribution of the population in each study area. The final weights ensured correct data interpretation.

**Pilot Study:** In order to finalize the questionnaire, a pilot study was carried out, including five interviews in each study area (20 interviews in total). Upon completion of each pilot interview, the interviewers completed special forms to record notes related to the questionnaire. Based on the interviewers' notes, the pilot study questions were revised.

**Fieldwork:** Fieldwork was conducted between 25 August and 16 September 2011.

## C. SURVEY RESULTS

### C.1 SOCIO-DEMOGRAPHIC PROFILE

One of the aims of the study was to create a socio-demographic profile of the potential labor force – residents of the study areas aged 18-35, identifying their marital status, education, employment, and sources of income.

The majority of women in the target segment were married (65%). The ratio of married to single people in each area favored those who were married, although those in Kutaisi and Batumi had a higher proportion of married individuals. (See Table 5 - Marital Status)

Table 5 - Marital Status

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Single	31%	54%	40%	48%	40%	46%
Married	65%	44%	56%	49%	58%	52%
Widowed	1%	0.2%	1%	1%	1%	0.2%
Divorced	3%	2%	4%	3%	2%	2%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

### C.2. EDUCATION

#### C.2.1 HIGHEST EDUCATIONAL LEVEL COMPLETED

Only a small proportion of the target segment (7% of women and 7% of men) was studying in an educational institution. Among those who already completed their studies, there was an equal balance (43% women and 41% men) for those with the highest level of education. Thirty-seven percent (37%) of men and 26% of women completed only secondary education (11<sup>th</sup> or 12<sup>th</sup> class).

Table 6 - Highest Educational Level Completed

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Primary School (4 Class)	0.3%	0%	0%	0.3%	0.2%	0%
Incomplete Secondary (8 Class)	2%	2%	1%	3%	1%	3%
Secondary School (11 or 12 Class)	26%	37%	29%	48%	25%	32%
College/Professional – Technical	24%	15%	25%	24%	15%	21%
Incomplete Higher	1%	2%	1%	2%	2%	2%
Complete Higher	43%	41%	39%	22%	54%	41%
Post Graduate/Scientific	3%	2%	5%	1%	3%	2%
	N=929	N=415	N=324	N=353	N=315	N=352
Data calculated based on those who were not studying at an educational institution N=1344						

In terms of study area, Kutaisi had a higher proportion of educated individuals (54% completing higher education), followed by Batumi and Poti. (See Table 6 - Highest Educational Level Completed).

### C.2.2. LEVEL OF EDUCATION ATTENDED

Among those that were attending an educational institution, the majority (76% of women and 73% of men) was seeking a bachelor's degree and approximately one tenth were studying at a technical school. (See Table 7 - Level of Education Attended)

Table 7 - Level of Education Attended

	Women	Men* <sup>1</sup>
Secondary (4-12 Classes)	9%	15%
College/Professional – Technical	10%	8%
Bachelor's	76%	73%
Master's	5%	5%
PhD Program	1%	0%
Data calculated based on those studying at an educational institution N=218		

## C.3. PROFESSIONS

Along with analyzing employment status, the study also looked at the major professions in the target segment. The study showed that the main professions<sup>2</sup> differed between women and men; female professions focused on healthcare (23%), teacher training and education (13%), and humanities (11%), while male professions focused on social and behavioral science (12%), and engineering and engineering trades (12%). (See Table 8 – Main Professions)

Table 8 - Main Professions

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Without Profession	20%	22%	17%	40%	13%	24%
Health	23%	3%	13%	10%	17%	9%
Teacher Training/ Education Science	13%	2%	9%	4%	10%	5%
Social and Behavioral Science	4%	12%	9%	7%	6%	11%
Business/Administration	7%	8%	4%	5%	10%	10%
Law	5%	8%	7%	3%	7%	9%
Humanities	11%	1%	6%	4%	8%	5%
Engineering/Engineering Trades	1%	12%	5%	4%	7%	7%
Transport Services	0%	8%	9%	3%	1%	4%

<sup>1</sup> Due to lack of data, analysis of given data is not statistically valid by geographic area

<sup>2</sup> Main professions are coded in compliance with UNESCO education categories.

Personal Services	3%	1%	3%	3%	2%	1%
Computer Services	1%	4%	3%	0%	2%	1%
Arts	2%	1%	2%	2%	2%	1%
Architecture/Construction	0%	4%	1%	3%	2%	2%
Journalism/Information	2%	1%	1%	1%	3%	1%
Manufacturing/Processing	2%	1%	2%	1%	1%	1%
Life Sciences	2%	0.4%	1%	0%	2%	1%
Agriculture/Forestry/Hunting/Fishery	0%	2%	0%	1%	1%	1%
Security Services	0%	2%	1%	0%	1%	1%
Environmental Protection	0%	1%	1%	1%	1%	1%
Physical Sciences	0.3%	0%	0%	0.2%	0.3%	0.2%
Mathematics and Statistics	0.2%	0%	0%	0%	0%	0%
Social Services	0.2%	0%	0%	0%	0.2%	0.2%
I Don't Know/Refused To Answer	3%	7%	6%	6%	4%	7%
Data calculated from the overall sample unit N=1349						

## C.4. EXPERIENCE IN ATTENDING EDUCATIONAL/ VOCATIONAL COURSES

The study demonstrated that attendance at professional courses in the target segment was quite high, especially among women; almost one third of women (31%) and one fifth of men (22%) attended some form of educational or vocational course.

Attendance at educational/vocational courses was especially high in Kutaisi and Poti. Approximately one third of the target segment in these cities (Poti - 35%, Kutaisi - 32%) had attended some type of course, while the same experience in Batumi and Ozurgeti was relatively low and did not exceed one fifth of the target segment (Batumi - 18%, Ozurgeti - 20%). (See Table 9 – Attendance at Educational/Vocational Courses)

Table 9 - Attendance at Educational/Vocational Courses

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Have Attended At Least One Educational/Vocational Course	31%	22%	18%	20%	32%	35%
	N=289	N=89	N=63	N=76	N=104	N=135
Data calculated from the overall sample unit N=1349						

Computer courses were the most popular professional course among the target segment. Other popular courses included healthcare/pharmacy, and business/finance. Unlike men, women actively attended foreign language courses. Two percent (2%) of women attended sewing courses.

Computer courses were most popular in Poti, and least popular in Kutaisi, while foreign language courses were most popular in Batumi. (See Table 10 – Educational/Vocational Courses Attended)

Table 10 - Educational/Vocational Courses Attended

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Computing	43%	39%	49%	47%	34%	51%
Foreign Language	12%	2%	17%	6%	7%	3%
Healthcare/Pharmacy	11%	12%	2%	11%	16%	10%
Business/Finance	11%	15%	14%	10%	11%	11%
Hairdressing	4%	1%	3%	4%	3%	2%
Cooking	3%	2%	3%	1%	3%	2%
Teacher Training	4%	1%	1%	5%	3%	4%
Management	1%	2%	0%	1%	2%	2%
Driving	0%	3%	3%	6%	0%	0%
Sewing	2%	0%	1%	1%	2%	0%
Auto Service	0%	4%	3%	2%	0%	4%
Radio/TV Repair	0%	3%	0%	0%	2%	0%
Rescue	0%	3%	2%	0%	1%	0%
Audit	0%	3%	0%	0%	1%	2%
Welding	0%	3%	0%	0%	1%	2%
Customs	0%	3%	0%	0%	2%	0%
Logistics/Project Management	0%	3%	0%	0%	1%	3%
Chemistry	1%	0%	0%	0%	1%	3%
Massage/Beauty Therapy	1%	0%	0%	1%	1%	0%
Security Service	0%	2%	0%	0%	1%	0%
Immunology/Bacteriology Courses	1%	0%	1%	0%	1%	0%
Other	7%	5%	3%	5%	7%	6%
	N=289	N=89	N=63	N=76	N=104	N=135
Data calculated based on those that attended some form of educational/vocational course N=378						

Table 11 - Providers of Educational/Vocational Courses

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Private Organization	60%	49%	60%	57%	53%	59%
State Organization	22%	37%	24%	22%	32%	24%
Non-Governmental Organization	4%	3%	5%	4%	4%	0%
I Do Not Know/Refused To Answer	14%	11%	10%	17%	11%	17%
	N=289	N=89	N=63	N=76	N=104	N=135
Data based on those that attended some form of educational/vocational course N=378						

The main providers of educational/vocational courses were private organizations. Courses for 37% of men and 22% of women were provided by the state. (See Table 11 – Providers of Educational/Vocational Courses)

Between 84% and 97% of educational/vocational courses provided certificates upon completion. (See Table 12 – Certification of Educational/Vocational Courses)

Table 12 - Certification of Educational/Vocational Courses

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Received Diploma/Certificate Following Graduation	89%	95%	97%	84%	91%	96%
	N=289	N=89	N=63	N=76	N=104	N=135
Data based on those that attended some form of educational/vocational course N=378						

## C.5. SKILLS TO PERFORM VARIOUS ACTIVITIES

Respondents were asked how well they could perform a specific job and how well qualified they were to undertake the job for a salary<sup>3</sup>.

The most common skills were agricultural/rural activities, dressmaking, sewing, and embroidery. Dressmaking, sewing, and embroidery could be performed by 24% of women. The most common skills among men were agricultural/rural activities (42%), cattle breeding/poultry-raising (19%), construction (26%), and electrical repairs (19%).

Ozurgeti residents were more pre-disposed to undertake a variety of activities. Skills were less developed in Poti, with over one tenth of the target segment unable to perform any of the jobs listed.

Ozurgeti (21%) and Kutaisi (14%) residents were best able to perform dressmaking/sewing/embroidery jobs. (See Table 13 – Skills to Perform Various Activities)

Table 13 - Skills to Perform Various Activities

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Agricultural-Rural Activities (Farming, Harvesting, etc.)	30%	42%	23%	68%	36%	7%
Cattle Breeding/Poultry-Raising	17%	19%	10%	42%	15%	5%
Food Production (Dairy Products, Baking, etc.)	12%	5%	7%	19%	7%	2%
Dressmaking/Sewing/Embroidery	24%	1%	10%	21%	14%	4%

<sup>3</sup> Activities were chosen based on EPI priorities

Shoe-Making/Shoe Repairs	1%	2%	1%	2%	2%	1%
Construction (Carpentry, Grinding, Welding, etc.)	0%	26%	8%	13%	15%	10%
Electrical Repairs	1%	19%	10%	11%	9%	5%
Plumbing	0%	13%	4%	8%	6%	4%
Heating Supply Services	0%	3%	1%	0%	3%	0%
Tourism Specializations – Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, etc.	3%	4%	6%	3%	3%	1%
Trading/Selling Goods	17%	13%	12%	14%	20%	7%
	N=289	N=89	N=63	N=76	N=104	N=135
Data calculated from the overall sample unit N=1349						

Unlike subjective estimation of skills, the target segment displayed very little experience in performing these activities for payment.

Women were the most experienced in having been paid for trading (15%), while men, along with trading (12%), had experience of being paid for construction activities (17%).

*Table 14 - Payment for Performed Activities*

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Agricultural-Rural Activities (Farming, Harvesting, etc.)	3%	3%	1%	12%	2%	1%
Cattle Breeding/Poultry-Raising	1%	1%	0%	2%	0%	1%
Food Production (Dairy Products, Baking, etc.)	1%	1%	0%	2%	1%	1%
Dressmaking/Sewing/Embroidery	3%	0%	1%	1%	3%	1%
Shoe-Making/Shoe Repairs	1%	1%	0%	0%	2%	1%
Construction (Carpentry, Grinding, Welding, etc.)	0%	17%	5%	5%	12%	6%
Electrical Repairs	0%	4%	2%	2%	1%	2%
Plumbing	0%	4%	2%	1%	2%	3%
Heating Supply Services	0%	1%	0%	0%	1%	0%
Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, etc.)	3%	4%	6%	3%	3%	1%
Trading/Selling Goods	15%	12%	12%	13%	16%	6%
	N=289	N=89	N=63	N=76	N=104	N=135
Data calculated from the overall sample unit N=1349						

Poti residents showed the least experience of being paid for the activities listed. Residents of all cities had experience in trading. Ozurgeti residents were most experienced in having been paid for agricultural activities, while the Kutaisi labor force was paid largely for construction activities. In Batumi, a tourism city, respondents showed more experience of being paid for tourist services. (See Table 14 - Payment for Performed Activities)

## C.6. EMPLOYMENT

### C.6.1 EMPLOYMENT RATE

During the previous 12-month period, 64% of women and 43% of men were unemployed and were seeking work. Kutaisi (61%) and Ozurgeti (57%) showed a slightly higher proportion of residents seeking work than Poti (54%), while the lowest proportion seeking work was in Batumi (45%). (See Table 15 – Employment During Previous 12 Months).

Table 15 - Employment During Previous 12 Months

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Worked For Pay Or Without Pay (Homemaker)	35%	57%	55%	43%	39%	46%
Did Not Work But Have A Permanent Job To Go Back To (Maternity Or Sick Leave)	1%	0%	0%	0%	0%	0%
Did Not Work But Worked Before - Available And Seeking Work	16%	15%	14%	14%	18%	17%
Did Not Work Before, Available And Seeking Work For The First Time	48%	28%	31%	43%	43%	37%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

Table 16 - Number of Employees and Job Seekers by Study Area

	Batumi		Ozurgeti		Kutaisi		Poti	
	Women	Men	Women	Men	Women	Men	Women	Men
Worked For Pay Or Without Pay	6,612	9,664	3,651	4,817	7,756	9,220	2,208	3,973
Did Not Work But Have A Permanent Job To Go Back To	139	0	74	0	99	0	59	0
Did Not Work But Worked Before - Available And Seeking Work	2,986	1,019	1,428	1,406	3,906	3,816	1,064	1,168
Did Not Work Before, Available And Seeking Work For The First Time	6,363	2,704	5,332	3,078	11,999	6,338	3,789	1,200

If the data is analyzed by population size, Kutaisi has the largest number of job seekers (15,905 women and 10,154 men), and Poti has the smallest number (4,853 women and 2,368 men). (See Table 16 – Number of Employees and Job Seekers by Study Area).

## C.6.2 NUMBER OF EMPLOYED HOUSEHOLD MEMBERS

The target segment was categorized by three types of households – households with one to three, four to five, and six or more members, and the number of employed members was defined for each household.

The largest proportion of households where none of the members was employed was in Ozurgeti and Kutaisi (34-35%), while the proportion of these kinds of households in Poti and Batumi were less (12-13%).

Households with one to three members have one employed member on average in all surveys areas; there were two employed members on average in households with four to five, and six or more members. (See Table 17 – Number of Employed Household Members in Study Areas)

Table 17 - Number of Employed Household Members in Study Areas

	Number of HH members											
	Batumi			Ozurgeti			Kutaisi			Poti		
	1-3 Members	4-5 Members	6 Or More Members	1-3 Members	4-5 Members	6 Or More Members	1-3 Members	4-5 Members	6 Or More Members	1-3 Members	4-5 Members	6 Or More Members
No One	12%	8%	14%	35%	21%	14%	34%	19%	17%	13%	16%	4%
1 Member	58%	39%	11%	44%	30%	20%	38%	32%	28%	54%	32%	27%
2 Members	28%	27%	28%	19%	31%	30%	21%	28%	38%	30%	32%	26%
3 Members	2%	17%	31%	2%	13%	18%	7%	17%	10%	4%	18%	26%
4 Or More Members	0%	8%	16%	0%	5%	18%	0%	4%	7%	0%	2%	18%
Avg. No. Of Employed HH Members	1	2	2	1	2	2	1	2	2	1	2	2

## C.6.3 WORKING STATUS

Among the working residents of the target segment, hired labor dominated compared to other types of working status; 76% of women and 64% of men were hired labor. Additionally, the proportion of self-employed men was relatively high (21%).

The share of hired labor was high, compared to other types of employment, in Batumi (79%), and Poti (76%), as were self-employed individuals in Ozurgeti (28%), and Kutaisi (20%). (See Table 18 – Working Status)

Table 18 - Working Status

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Employees	76%	64%	79%	58%	66%	76%
Employer	7%	12%	7%	5%	14%	9%
Self-Employed	14%	21%	10%	28%	20%	15%
Member Of Producers' Cooperative	1%	1%	2%	1%	0%	0%
Contributing Family Worker	2%	2%	1%	8%	1%	0%
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the previous 12 months had worked for pay or without pay (homemaker) and did not work but had a permanent job to go back to (maternity or sick leave) N=781						

Almost half of women worked 21-40 hours per week. An equal percentage of men (32%) worked 21-40 hours and 41-60 hours per week. Men (51 hours) worked 10 hours more per week than women did (41 hours).

The weekly working hours were largely identical among the study areas and, on average, were 47 hours. Ozurgeti was the exception: the target segment worked 45 hours per week on average. (See Table 19 – Weekly Working Hours)

Table 19 - Weekly Working Hours

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
1-20 Hours	14%	6%	8%	13%	9%	8%
21-40 Hours	45%	32%	40%	35%	37%	43%
41-60 Hours	28%	32%	25%	30%	32%	33%
61+ Hours	14%	31%	26%	22%	22%	17%
	N=484	N=297	N=213	N=195	N=175	N=198
Average Weekly Working Hours	41 hours	51 hours	47 hours	45 hours	47 hours	47 hours
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the previous 12 months had worked for pay or without pay (homemaker) or did not work but had a permanent job to go back to (maternity or sick leave) N=781						

The majority of women (64%) and men (72%) were casual full-time workers with a permanent, stable job, and one quarter of women (25%) were casual part-time workers with a permanent, stable job. The proportion of seasonal workers was very low in the target segment and does not exceed 4% of women and 5% of men.

Casual full time workers were represented in all study areas. On average, one-fifth was casual part time workers. Seasonal workers were mostly employed in Ozurgeti (12%). In other study areas, the proportion of seasonal workers did not exceed 4%. (See Table 20 – Employment Type)

Table 20 - Employment Type

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Casual Full Time Worker (With Permanent Job)	64%	72%	71%	56%	71%	75%
Casual Part Time Worker (With Permanent Job)	25%	12%	19%	19%	19%	14%
Seasonal Full Time Worker (Work Only Seasonally)	2%	2%	0%	6%	2%	2%
Seasonal Part Time Worker (Work Only Seasonally)	2%	3%	0%	6%	2%	2%
Temporary Worker	6%	10%	9%	13%	6%	8%
I Do Not Know/Refused To Answer	1%	1%	1%	0%	1%	1%
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the past 12 months had worked for pay or without pay (home -maker) or did not work but had a permanent job to go back to (maternity or sick leave) N=781						

#### C.6.4 OCCUPATION SPHERES AND SECTORS

Over the previous 12 months, employed women were mainly teachers (18%) or retail sales staff (15%), while men worked in various spheres as non-qualified labor (10%) or in security (8%).

In all study areas, retail staff made up a significant share of the employed. In Ozurgeti, there were many non-qualified employees engaged in various spheres (19%), while in Kutaisi, teachers made up a significant share. (See Table 21 - Occupations)

Table 21 - Occupations<sup>4</sup>

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Teacher	18%	2%	8%	7%	13%	6%
Retail Sales Assistant	15%	3%	7%	12%	8%	8%
Non-Qualified Labor In All Fields	4%	10%	1%	19%	7%	6%
Security Guard	0%	8%	5%	2%	5%	3%
Mid-Level Administrative Personnel	4%	4%	4%	1%	5%	2%
Secretary/Keyboard Operator	3%	4%	5%	1%	3%	4%
Public/Civil Service Specialist	3%	2%	4%	2%	2%	1%
Cash Operator	3%	2%	3%	2%	3%	3%
Distributor	1%	4%	4%	2%	2%	3%
Legal Specialist/Professional	2%	2%	2%	1%	4%	2%

<sup>4</sup> Occupation is coded in compliance with the ISCO.

Nurse	5%	0%	3%	0%	3%	1%
Household/Catering Organization Employee	4%	1%	4%	1%	2%	2%
Doctor/Pharmacist/Veterinarian	3%	1%	3%	1%	3%	1%
Other Individual Service Provider	3%	2%	1%	3%	2%	3%
Vehicle Driver	0%	4%	4%	2%	0%	6%
Mid-Level Healthcare Personnel (Except Nurses)	5%	0%	0%	4%	3%	2%
Mid-Level Finance/Trade Personnel	3%	1%	1%	4%	2%	2%
Nursery Worker	0%	4%	1%	1%	3%	2%
Housekeeper/Janitors	4%	1%	2%	5%	1%	0%
Construction/Installation Professional	0%	4%	3%	1%	1%	2%
Armed Forces	0%	3%	1%	0%	3%	2%
Personnel Engaged In Sports/Arts/Entertainment	1%	2%	3%	0%	2%	0%
Agriculture/Forestry/Hunting/Fishery	2%	1%	2%	1%	1%	2%
Transport /Road Workers	0%	3%	0%	2%	2%	2%
Other	16%	32%	26%	25%	20%	33%
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the previous 12 months had worked for pay or without pay (homemaker) and did not work but had a permanent job to go back to (maternity or sick leave) N=781						

Employed women were mainly engaged in the retail (21%), education (20%), and healthcare (11%) sectors, while men were mainly engaged in transportation (11%), state activities (10%), and education (11%).

Retail trade and education were common sectors for all study areas. Additionally, in Batumi (10%) and Kutaisi (8%), state activities were prominent, and in Poti, 27% were employed in transportation. (See Table 22 – Occupation Spheres)

Table 22 - Occupation Spheres<sup>5</sup>

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Retail Trade	21%	8%	14%	17%	13%	13%
Secondary And Higher Education	20%	11%	12%	8%	15%	8%
State Activities/General State Governance	4%	10%	10%	3%	8%	4%
Healthcare-Related Activities/Social Aid	11%	2%	6%	3%	9%	3%
Marine/Road/Railway Transport	1%	11%	6%	3%	2%	27%
Entertainment And Show Activities/Arts And Sports-Related Activities	5%	5%	7%	5%	5%	2%
Construction/Installation/Engineering Activities	1%	7%	4%	3%	6%	3%
Production Of Food And Beverages	2%	3%	1%	6%	2%	2%
Hotels/Canteens/Bars/Restaurants	5%	3%	7%	2%	3%	3%

<sup>5</sup> Occupation coded in compliance with NACE.

Financial Mediation	3%	2%	3%	2%	2%	4%
Production Of Textiles/Apparel	4%	1%	2%	1%	4%	0%
Civic Organization Activities	2%	1%	2%	2%	1%	1%
Auto Service	0%	4%	0%	5%	2%	2%
Investigation/Security	0%	3%	1%	1%	3%	2%
Wholesale Trade	1%	2%	0%	2%	2%	1%
Mail And Delivery/Electronic Communications	1%	1%	0%	0%	1%	0%
Law/Accounting/Audit Activities	1%	1%	0%	1%	2%	2%
Individual Services	2%	1%	1%	3%	0%	2%
Other	17%	32%	22%	34%	23%	24%
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the previous 12 months had worked for pay or without pay (homemaker) or did not work but had a permanent job to go back to (maternity or sick leave) N=781						

A larger proportion of the target segment (60% of women and 70% of men) was involved in private business. One third of women (34%) and one quarter of men (26%) were involved in the public sector.

The largest share of private sector workers was in Ozurgeti and Poti. (See Table 23 – Employment Sectors)

Table 23 - Employment Sectors

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Private Sector	60%	70%	65%	75%	58%	75%
Public Sector	34%	26%	27%	23%	37%	21%
Non-Governmental Organization	3%	1%	2%	2%	3%	1%
International Organization	0.4%	0.4%	1%	0%	0.4%	0.3%
Mixed (Public and Private)	1%	2%	2%	0%	2%	3%
Other	1%	1%	3%	1%	1%	0%
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the previous 12 months had worked for pay or without pay (homemaker) and did not work but had a permanent job to go back to (maternity or sick leave) N=781						

## C.7. PHYSICAL WORK EXPERIENCE

### C.7.1 LEVEL OF PHYSICAL ACTIVITY ON CURRENT JOB

Respondents were asked whether their current job required more physical or intellectual activity.

One quarter of female jobs (25%) and nearly half of male jobs (46%) required more physical than intellectual activity.

Workers in Ozurgeti had the most physical employment; half of the employees in this area had jobs that required only physical activity. The jobs with the least physical activity were recorded in Batumi and Poti (both 36%). (See Table 24 – Level of Physical Activity for Current Employment)

Table 24 - Level of Physical Activity for Current Employment

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Only Physical Activities	17%	31%	19%	49%	17%	28%
More Physical Than Intellectual Activities	8%	15%	11%	12%	12%	11%
Physical And Intellectual Activities Equally	33%	32%	34%	20%	39%	26%
More Intellectual Than Physical Activities	20%	12%	16%	12%	17%	15%
Only Intellectual Activities	22%	10%	20%	7%	15%	21%
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the previous 12 months had worked for pay or without pay (homemaker) or did not work but had a permanent job to go back to (maternity or sick leave) N=781						

## C.7.2 ATTITUDES TOWARD PHYSICAL WORK

The survey included questions about the respondents' attitudes toward physical work. In particular, respondents were introduced to two contradicting statements and were asked to say which one they agreed with.

Table 25 - Attitudes Toward Physical Work

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
I Prefer Not To Work At All, Than Work In A Position Which Requires Physical Activity	33%	25%	31%	17%	32%	34%
I'm Ready To Work In A Position Which Requires Physical Activity If I Have A Stable Salary	51%	60%	42%	71%	58%	48%
(Both)	5%	6%	6%	6%	5%	5%
(Neither)	6%	6%	16%	4%	2%	2%
(I Don't Know/Refused To Answer)	6%	3%	5%	3%	3%	11%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

Half of women (51%) and more than half of men (60%) were willing to undertake physical work for the sake of a stable income. In the case where respondents could be employed in stable employment, the highest willingness for physical work was seen in Ozurgeti (71%), while the least willing were seen in Batumi (42%). (See Table 25 - Attitudes Toward Physical Work)

## C.8. POTENTIAL LABOR STABILITY

One of the aims of the study was to define the stability of the potential labor force. Respondents were asked about the maximum period of time they had worked in one company/establishment.

The target segment can be described as a reliable labor force: the average period of work experience in one company/establishment was three to four years.

## C.9. UNEMPLOYMENT PROBLEMS

### C.9.1 REASONS FOR UNEMPLOYMENT

The majority of unemployed people (57% of women and 69% of men), who were not job seekers, were full-time students.

Among those who were unemployed and not looking for a job, 67% in Kutaisi and 75% in Poti were students, while in Batumi and Ozurgeti, in addition to students, the potential labor force had no hope of finding a job. (See Table 26 – Reasons for Not Seeking Employment).

Table 26 - Reasons for Not Seeking Employment

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
No Hope To Find Job	13%	22%	23%	31%	11%	10%
Full-Time Student/Pupil	57%	69%	51%	45%	67%	75%
Income Recipient	16%	2%	20%	2%	10%	5%
Too Old Or Sick	3%	0%	1%	0%	3%	0%
Disabled	2%	7%	5%	2%	3%	4%
Housewife	8%	0%	1%	17%	5%	4%
Pregnant	1%	0%	0%	2%	1%	2%
Data calculated for those who within the previous 12 months had not been working and had not been seeking employment N=251						

Respondents were asked to share their opinion on what causes youth unemployment in their area.

The study revealed that unemployment was largely perceived to be due to a lack of vacant positions. In all four study areas, respondents also named the following reasons for not being able to find a job: lack of contacts/relationships, lack of foreign language skills, and lack of qualifications/experience. (See Table 27 – Factors Causing Youth Unemployment).

Table 27 - Factors Causing Youth Unemployment

	Batumi	Ozurgeti	Kutaisi	Poti
Lack Of Vacant Positions	79%	92%	90%	88%
Lack Of Contacts/Relationships	29%	12%	29%	21%
Lack Of Foreign Language Skills	27%	12%	16%	12%
Lack Of Qualifications/Experience	20%	10%	16%	14%
Not Having The Required Education/Specialization	12%	8%	11%	8%
I Don't Know/Refused To Answer	5%	0%	1%	2%
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

### C.9.2 INFORMATION SOURCES FOR POTENTIAL EMPLOYMENT VACANCIES

The most significant source of information about employment vacancies in the study areas was “word of mouth”; most of the target segment received information about vacancies from their friends and relatives.

Nearly half of the target segment used the internet to look for information. The internet was used less in Ozurgeti, which may be explained by the fact that this area includes villages where internet coverage is limited. (See Table 28 – Information Sources for Potential Employment Vacancies)

Table 28 - Information Sources for Potential Employment Vacancies

	Batumi	Ozurgeti	Kutaisi	Poti
Friends/Relatives	81%	79%	55%	82%
Internet	48%	15%	45%	32%
TV/Radio	22%	15%	19%	22%
Private Employment Agency	9%	5%	16%	9%
State Employment Agency	4%	8%	17%	6%
Newspapers/Magazines	8%	9%	12%	10%
Never Experienced	0%	5%	3%	1%
I Don't Know/Refused To Answer	0%	6%	2%	2%
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

## C.10. AGRICULTURAL AND SEASONAL ACTIVITIES IN THE STUDY AREAS

### C.10.1. AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

At the beginning of the study, one hypothesis proposed was that agricultural and other seasonal activities could encourage the labor force to quit employment in an apparel factory. Therefore, the study looked at experience in agricultural and seasonal activities among the target segment.

Agricultural activities were less common in the cities – only 10-19% of households in Kutaisi, Batumi, and Poti undertook these activities. The only exception was Ozurgeti where most households (72%) were involved in some form of agricultural activity. Cattle breeding/poultry-raising in target cities was even less developed. Only a small proportion (3-8%) of households in Batumi, Poti, and Kutaisi were involved in this unpaid household-based activity, while in Ozurgeti, cattle breeding/poultry-raising involved half of the local households. (See Table 29 – Agriculture and Cattle-Breeding/Poultry-Raising Experience in Households).

Table 29 - Agriculture and Cattle Breeding/Poultry-Raising Experience in Households

	Batumi	Ozurgeti	Kutaisi	Poti
Household Undertakes Agricultural Activities	11%	72%	19%	11%
Household Undertakes Cattle Breeding/Poultry-Raising	3%	50%	8%	8%
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

An even smaller proportion of the target segment was personally involved in agriculture and cattle breeding/poultry-raising activities; over the previous 12 months, one tenth of women (12%) and one-fifth of men (21%) were involved in unpaid household-based agricultural activities.

Table 30 - Involvement in Household Agriculture and Cattle Breeding/Poultry-Raising

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Personally Involved In Agricultural Activities	12%	21%	6%	49%	12%	2%
Personally Involved In Cattle Breeding, Poultry-Raising	6%	5%	0.3%	21%	2%	2%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

Over the previous 12 months, the number of respondents claiming to have been involved in household agricultural activities was 49% in Ozurgeti, 12% in Kutaisi, 6% in Batumi, and 2% in Poti. The number claiming to have been involved in cattle breeding was 21% in Ozurgeti,

2% in Kutaisi, 0.3% in Batumi, and 2% in Poti. (See Table 30 – Involvement in Household Agriculture and Cattle Breeding/Poultry-Raising)

Household agricultural activities were mainly undertaken in summer and autumn. Seasons did not matter in terms of cattle breeding/poultry-raising and the target segment was involved in these activities year round. (See Table 31 - Involvement in Agricultural Activities by Season and Table 32 - Involvement in Cattle Breeding/Poultry-Raising by Season)

Table 31 - Involvement in Agricultural Activities by Season

	Batumi	Ozurgeti	Kutaisi	Poti
Winter	0%	12%	3%	0%
Spring	3%	29%	9%	1%
Summer	5%	42%	9%	1%
Autumn	4%	44%	9%	1%
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

Table 32 - Involvement in Cattle Breeding/Poultry-Raising by Season

	Batumi	Ozurgeti	Kutaisi	Poti
Winter	0%	20%	1%	2%
Spring	0%	21%	1%	2%
Summer	0%	21%	2%	2%
Autumn	0%	21%	1%	2%
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

### C.10.2. SEASONAL EMPLOYMENT

Respondents were asked to consider their and their family's unpaid agricultural activities, whether there were seasonally paid agricultural jobs available locally and, if so, whether they were involved in such activities.

Paid agricultural and cattle breeding/poultry-raising employment was most common in Ozurgeti, while tourist jobs were widespread in Batumi. (See Table 33 – Seasonal Employment)

Table 33 - Seasonal Employment

	Batumi	Ozurgeti	Kutaisi	Poti
Agricultural Activities	25%	70%	13%	11%
Cattle Breeding/Poultry-Raising	15%	24%	6%	11%
Tourism Activities	71%	15%	10%	15%
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

Even though seasonal jobs were available in the study areas, the level of involvement in such jobs remained low. Even in Ozurgeti, where cattle breeding/poultry-raising activities

were widespread, the share of employees in this sphere did not exceed 6%. Therefore, seasonal employment would be little risk to an apparel factory in the study area. (See Table 34 - Involvement in Seasonal Employment)

Table 34 - Involvement in Seasonal Employment

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Agricultural Activities	1%	2%	0.3%	6%	1%	1%
Cattle Breeding/Poultry-Raising	0.3%	0.1%	0%	1%	0%	1%
Tourism Activities	1%	1%	3%	2%	0.2%	0.4%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

### C10.3. SEASONAL VERSUS PERMANENT EMPLOYMENT

The majority of the target segment preferred stable to seasonal employment. Attitudes of men and women in this regard were similar. Stable employment was particularly preferred in Poti (98%) and Ozurgeti (95%). (See Table 35 - Seasonal Versus Permanent Employment)

Table 35 - Seasonal Versus Permanent Employment

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Seasonal Work Maybe More Profitable, But Is Not Consistent. So, I Prefer To Have A Permanent Job With A Stable Salary	91%	89%	83%	95%	91%	98%
Seasonal Work Is More Profitable For Me And Provides Enough Income From Season To Season. I Prefer To Carry Out Seasonal Work Rather Than Have A Stable Job	5%	7%	5%	4%	8%	1%
Both	1%	2%	4%	1%	0%	1%
Neither	2%	1%	5%	1%	0%	0%
I Don't Know/Refused To Answer	1%	1%	2%	0%	1%	0%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

## C.11. INCOME SOURCES

### C.11.1. MAIN INCOME SOURCES

The main source of income in all study areas was salary/payment for employment. Another significant source of income in Ozurgeti was pension/other social welfare payments (20%) and income gained from agricultural products (18%)<sup>6</sup>. Eleven percent of the target segment in Kutaisi relied on relatives living abroad for income. (See Table 36 – Household Income Sources)

Table 36 - Household Income Sources

	Batumi	Ozurgeti	Kutaisi	Poti
Salary/Payment For Performing Everyday Work	85%	47%	67%	79%
Pension/Other Social Benefits (Retirement Pension/Disabled/Veteran/Student/Child Benefit)	5%	20%	9%	11%
Help From Relatives Living In A Foreign Country (Money, Products)	2%	4%	11%	3%
Help From Local Relatives (Money, Products)	3%	3%	6%	2%
Money (Or Equivalent) Gained From Selling/Exchanging Products Harvested From Farming Performed By Family Member	0.3%	18%	1%	0%
Income From Real Estate	2%	1%	1%	0%
Personal Savings	1%	1%	3%	0.2%
Seasonal Work	1%	3%	1%	2%
Temporary Work (e.g. Cleaning)	1%	1%	1%	3%
Sale Of Meat Products From Domestic Animals	0%	1%	0.4%	0.2%
Dividends/Shares,	0%	0%	1%	0%
Credit/Money Taken As A Loan	0.3%	0%	0%	0%
Selling Items From House	0%	0.2%	0%	0%
Alimony	0%	0%	0%	0.2%
I Don't Know/Refused To Answer	0.4%	1%	0%	0.4%
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

### C.11.2. PERSONAL INCOME

The majority of women in the target segment (62%) and half of men (45%) had no personal income.

Personal incomes of 33% of women and 39% of men did not exceed GEL 600 per month. The average monthly personal income for men was GEL 419, which was almost twice as high as the average monthly personal income for women (GEL 243).

<sup>6</sup> Money (or its equivalent) gained from selling/exchanging products harvested from farming performed by family member.

The lowest average monthly personal income was observed in Ozurgeti (GEL 220) and the highest in Batumi (GEL 391). (See Table 37 – Monthly Personal Income)

Table 37 - Monthly Personal Income

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Have No Personal Income	62%	45%	49%	53%	58%	56%
< Gel 100	10%	6%	7%	16%	5%	7%
Gel 101-300	18%	17%	17%	20%	18%	12%
Gel 301-600	5%	16%	14%	8%	8%	13%
Gel 601-900	1%	8%	7%	2%	3%	6%
Gel 901-1300	0.2%	1%	0.3%	0.3%	0.4%	2%
Gel 1301-1600	0.2%	1%	2%	0%	1%	0%
> Gel 2001	0.2%	0%	0%	0%	0.3%	0%
I Don't Know/Refused To Answer	4%	6%	4%	2%	7%	5%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						
Average Income	GEL 243	GEL 419	GEL 391	GEL 220	GEL 353	GEL 382
	N=325	N=202	N=135	N=162	N=108	N=122
Data calculated for those with personal income N=527						

### C.11.3. HOUSEHOLD INCOME

Table 38 - Monthly Household Income

	Batumi	Ozurgeti	Kutaisi	Poti
< GEL100	3%	18%	3%	4%
GEL 101-300	20%	45%	32%	27%
GEL 301-600	36%	24%	31%	28%
GEL 601-900	13%	6%	15%	15%
GEL 901-1300	11%	3%	8%	11%
GEL 1301-1600	4%	1%	2%	3%
GEL 1601-1900	1%	0%	0%	0%
GEL 1901-2000	2%	1%	1%	2%
> GEL 2001	1%	0%	1%	1%
I Don't Know/Refused To Answer	8%	2%	9%	8%
Average Income	GEL656	GEL 352	GEL 535	GEL 584
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

The highest average household income was recorded in Batumi (GEL 656) and the lowest in Ozurgeti (GEL 352). Most of the households in Ozurgeti (63%) had household incomes lower than GEL 300 per month. (See Table 38 – Monthly Household Income)

## C.12. MODES OF TRANSPORTATION USED

### C.12.1. MODES OF TRANSPORTATION USED TO GET TO WORKPLACE

Respondents were asked to name transportation modes they used to travel to their work place or city/district center.

The most widespread mode of transport was the minibus or *Marshrutka*; 42% of women and 39% of men used this mode of transportation to get to work. One third of women (34%) and 27% of men preferred to walk to their workplace.

The *Marshrutka* was used more frequently in Batumi and Kutaisi. Residents of Ozurgeti and Poti largely walked to their workplace. (See Table 39 – Modes of Transport Used to Get to Workplace).

Table 39 - Modes of Transport Used to Get to Workplace

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Minibus ( <i>Marshrutka</i> )	42%	39%	42%	20%	52%	28%
Bus	9%	5%	6%	7%	9%	1%
Walk	34%	27%	28%	44%	22%	41%
Own Car	7%	19%	16%	15%	11%	16%
With Friend's/Neighbor's Car	1%	3%	1%	4%	1%	2%
Taxi	1%	2%	0%	0%	3%	2%
Bicycle	0%	0%	0%	1%	0%	0%
N/A – Working At Home	1%	2%	2%	3%	1%	1%
I Don't Know/Refused To Answer	5%	4%	5%	6%	2%	10%
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the previous 12 months had worked for pay or without pay (homemaker) or did not work but had a permanent job to go back to (maternity or sick leave) N=781						

The target segment mainly used one mode of transport to get to their workplace. However, one tenth of the residents of Kutaisi and Poti traveled with two modes of transport before they reached their workplace. The average travel time to the workplace in all the study areas was 30-40 minutes. (See Table 40 – Number of Modes of Transport Used to Get to Workplace).

*Table 40 - Number of Modes of Transport Used to Get to Workplace*

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
One Mode Of Transport	86%	92%	92%	90%	89%	82%
Two Modes Of Transport	8%	4%	3%	2%	9%	8%
Three Modes Of Transport	0%	0%	0%	1%	0%	0%
I Don't Know/Refused To Answer	6%	4%	5%	8%	2%	11%
	N=484	N=297	N=213	N=195	N=175	N=198
Data calculated for those who within the previous 12 months had worked for pay or without pay (homemaker) or did not work but had a permanent job to go back to (maternity or sick leave) N=781						

### C.12.2. MODES OF TRANSPORT USED TO TRAVEL TO CITY CENTER

Similarly to workplace transportation, the most widespread mode of transport used to get to the city center was the minibus; 55% of women and half of men (52%) used this mode of transport.

The minibus was the most used mode of transport in all study areas. However, in the seaside cities (Batumi and Poti), along with the minibus, residents actively walked, while in Ozurgeti, residents also actively used buses. In Kutaisi, other modes of transportation, besides the minibus, were rarely used. (See Table 41 – Modes of Transport Used to Travel to City Center)

*Table 41 - Modes of Transport Used to Travel to City Center*

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Minibus ( <i>Marshrutka</i> )	55%	52%	44%	45%	67%	38%
Bus	13%	9%	7%	20%	13%	1%
Walk	24%	21%	38%	16%	10%	45%
Own Car	8%	17%	11%	17%	9%	15%
Taxi	0.4%	1%	0.2%	0%	1%	1%
With Friend's/Neighbor's Car	0.4%	0.4%	0.3%	2%	0%	0.2%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

In all cases, only one mode of transport was used to travel to the city center. Average travel time was 20-30 minutes.

## C.13. MIGRATION

Respondents were asked whether someone from their household was away from the city/country to study, work, live, or get married.

The level of migration was higher in Kutaisi and Ozurgeti, with about one-fifth of households having one member away from home. The level of migration in the seaside cities (Batumi and Poti) did not exceed one tenth. The main reason for migration was to find employment. (See Table 42 – Migration)

Table 42 - Migration

	Batumi	Ozurgeti	Kutaisi	Poti
Left The Town/Village To Work	10%	19%	20%	7%
Left The Town /Village To Study	1%	3%	2%	1%
Left The Town /Village To Live/Wed	2%	3%	0.2%	1%
	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349				

## C.14. PREFERENCES

### C.14.1. PREFERRED SPHERES OF EMPLOYMENT

The study looked at preferred spheres of work in the target segment. Respondents were told the EPI priority spheres and were asked to name the three they most preferred; those they would agree to work in.

Table 43 - Preferred Spheres of Employment

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Hospitality/Tourism	62%	56%	68%	52%	58%	55%
Apparel Manufacturing	52%	17%	26%	49%	37%	32%
Trade/ Retail	37%	29%	41%	38%	26%	33%
Utility Sector (Natural Gas, Electricity, Water)	21%	36%	23%	24%	33%	23%
Packaging Production	30%	23%	19%	33%	31%	19%
Construction	6%	43%	23%	24%	20%	34%
Food Processing	27%	15%	21%	19%	24%	20%
Agriculture	9%	25%	13%	25%	15%	15%
I Wouldn't Work In Any Of The Given Fields	13%	13%	17%	6%	14%	13%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

The most preferred sphere of employment for both men and women was hospitality/tourism. Along with hospitality/tourism (62%), women also preferred to work in apparel manufacturing

(52%) and trade/retail (37%). Men, following hospitality/tourism (56%), preferred construction (43%) and the utility sector (36%).

Hospitality/tourism remained the most preferred sphere in all study areas. Apparel manufacturing was the second most popular sphere in each of the study areas. For the third priority, Batumi and Ozurgeti residents named trade/retail, while Kutaisi residents named the utility sector, and Poti residents named construction. (See Table 43 – Preferred Spheres of Employment)

## C.14.2. WORKPLACE-CHANGING MOTIVATIONS

Motivations for job changes were similar among both men and women, including additional benefits and professional development opportunities. For women, warm friendly environment/colleagues, and for men, pleasant working conditions (modern facilities, etc.) were significant factors.

The most important factor for residents of Batumi, Kutaisi and Poti was professional development. The most important factor for the residents of Ozurgeti was additional benefits. Another interesting motivation recorded was pride and prestige of the new company; in Batumi (39%) and Poti (39%). (See Table 44 - Workplace-Changing Motivations).

Table 44 – Workplace-Changing Motivations

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Additional Benefits (Health Insurance, Pension)	55%	60%	49%	66%	62%	46%
Warm, Friendly Environment	46%	43%	38%	46%	48%	46%
Recognition/Appreciation From The Management	24%	24%	22%	21%	26%	25%
Professional Development/Increasing Qualification Opportunities	62%	57%	67%	43%	63%	56%
Pleasant Working Conditions (Modern Facilities, etc.)	43%	47%	49%	48%	44%	31%
Good Location (Near To House)	23%	19%	17%	35%	19%	15%
Transport Available Or Accessible	11%	10%	12%	13%	10%	8%
Pride And Prestige Of New Company	28%	31%	39%	21%	24%	39%
I Don't Know/Refused To Answer	2%	3%	2%	1%	1%	9%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

## C.15. ATTITUDES TOWARD APPAREL FACTORIES

### C.15.1. WILLINGNESS TO WORK IN AN APPAREL FACTORY

Respondents were asked for their attitudes toward the establishment of an apparel factory producing clothes in their city/area, their attitudes about working in a factory in positions that

required physical activity, as well as perceived strengths and weaknesses of working in a factory.

The general attitude in the target segment toward working in an apparel factory was positive; 65% of women (I would definitely work there - 12%, I would be happy to work there - 53%) and 58% of men (I would definitely work there - 10%, I would be happy to work there - 48%) expressed their readiness to seek employment.

The greatest willingness to work in apparel manufacturing was expressed in Ozurgeti, as the vast majority of respondents (85%) were willing to be employed at a factory. The least willing were Batumi respondents (48%). (See Table 45 – General Attitude Toward Working in an Apparel Factory)

Table 45 - General Attitude Toward Working in an Apparel Factory

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
I Would Definitely Work There	12%	10%	4%	22%	10%	17%
I Would Be Happy To Work There	53%	48%	44%	63%	48%	54%
I Would Not Be Inclined To Work There	19%	21%	26%	11%	20%	20%
I Would Never Work There	15%	21%	25%	3%	22%	10%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

The largest number of people willing to work in an apparel factory, in terms of population, was in Kutaisi; 24,995 people would definitely work or would be happy to work in an apparel factory. 2,523 women and 1,601 men in this city declared that they would definitely work there. The number of respondents who declared they would definitely work in an apparel factory was also high in Ozurgeti – 2,620 women and 1,787 men. (See Table 46 – Size of Potential Labor Force)

Table 46 - Size of Potential Labor Force

	Batumi		Ozurgeti		Kutaisi		Poti	
	Women	Men	Women	Men	Women	Men	Women	Men
I Would Definitely Work There	695	541	2620	1787	2523	1601	1237	988
I Would Be Happy To Work There	6929	6109	6741	5817	12624	8247	4387	2865
I Would Not Be Inclined To Work There	4640	2916	932	1273	4050	4646	1120	1521
I Would Never Work There	3697	3821	136	424	4563	4880	376	924
I Don't Know/Refused To Answer	139	0	56	0	0	0	0	43

Willingness to work in an apparel factory reduced when dealing with positions that required physical activity, 54% of women however, and nearly half of men (47%) expressed their willingness even under these terms.

Willingness to work in the apparel factory decreased by 12% on average for positions that required physical activities – almost eight out of ten residents in Ozurgeti (77%), just under two thirds in Poti (60%), almost half in Kutaisi (49%), and one-third in Batumi (33%) would agree to work in active positions. (See Table 47 - Willingness to Work in an Apparel Factory in Positions that Required Physical Activity)

Table 47 - Willingness to Work in an Apparel Factory in Positions that Required Physical Activity

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
I Would Definitely Work There	11%	10%	3%	22%	9%	15%
I Would Be Happy To Work There	43%	37%	30%	55%	40%	45%
I Would Not Be Inclined To Work There	24%	24%	32%	17%	22%	25%
I Would Never Work There	19%	26%	31%	4%	27%	13%
I Don't Know/Refused To Answer	2%	3%	4%	2%	3%	3%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

The most significant number of women ready to work in a position requiring physical activity is in Kutaisi (12,646). Men who expressed readiness to work in a position that required physical activity mostly lived in Ozurgeti (1,963). (See Table 48 – Size of Potential Labor Force in Positions that Require Physical Activity)

Table 48 - Size of Potential Labor Force in Positions that Require Physical Activity

	Batumi		Ozurgeti		Kutaisi		Poti	
	Women	Men	Women	Men	Women	Men	Women	Men
I Would Definitely Work There	528	399	2346	1963	2303	1403	1084	999
I Would Be Happy To Work There	5246	3635	5962	4869	10343	6801	3445	2561
I Would Not Be Inclined To Work There	5440	3901	1773	1624	4917	4724	1836	1466
I Would Never Work There	4316	4911	216	674	5671	5821	694	995
I Don't Know/Refused To Answer	570	541	188	171	526	625	61	320

### C.15.2. PERCEIVED STRENGTHS AND WEAKNESSES OF WORKING IN AN APPAREL FACTORY

Both women (23%) and men (19%) stated that the main advantage of working in an apparel factory would be the stable employment. Twenty-two percent (22%) of women and 16% of men perceived that the advantage of working in an apparel factory would be the high salary. Unlike men, one advantage for women (8%) was the opportunity to learn sewing.

Job stability and high salary were most recognized by Ozurgeti respondents. For Kutaisi respondents, the opportunity to learn sewing was significantly important (8%). (See Table 49 – Perceived Strengths of Working in an Apparel Factory)

Table 49 - Perceived Strengths of Working in an Apparel Factory

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
No Advantages	2%	4%	2%	2%	4%	1%
Stable Salary/Stable Job	23%	19%	17%	28%	24%	11%
High Salary	22%	16%	16%	25%	21%	10%
Opportunity To Learn Sewing	8%	1%	2%	2%	8%	2%
Limited Physical Work	3%	3%	1%	2%	4%	2%
Opportunity To Acquire Work Experience	3%	0.3%	1%	1%	3%	2%
Work Environment/Atmosphere	2%	1%	3%	2%	1%	0.2%
Personal Interest	1%	1%	0%	1%	2%	0%
Clean Work	1%	0.4%	0%	1%	1%	0.2%
All Ages Can Be Employed	0.1%	0%	0.3%	0%	0%	0%
Fixed Working Hours	0.2%	0%	1%	0%	0%	0%
Close Location	0%	0.2%	0%	0.4%	0%	0%
Convenient For Women	0.2%	0%	0%	0.2%	0%	0.4%
Prestige	0.2%	0%	0%	1%	0%	0%
I Don't Know/Refused To Answer	45%	59%	61%	43%	43%	75%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

An equal share of women and men (14-15%) anticipated that the apparel factory would offer low salaries. Women more actively pointed to the hard physical work (15%) and poor work conditions (8%).

Forty percent (40%) of Ozurgeti residents thought that working in an apparel factory had no weaknesses. This figure is at least four times higher than any other study area. (See Table 50 - Perceived Weaknesses of Working in an Apparel Factory)

Table 50 - Perceived Weaknesses of Working in an Apparel Factory

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
No Disadvantages	14%	13%	4%	40%	9%	8%
Low Salary	15%	14%	34%	8%	8%	3%
Hard Physical Work	15%	6%	12%	11%	13%	1%
Poor Work Conditions ( <i>Dust, Noise, Etc.</i> )	8%	4%	6%	5%	7%	4%
Varied Work Hours	3%	1%	4%	1%	1%	1%
Irrelevant To Personal Interests	2%	2%	1%	1%	3%	1%
Strict Rules	1%	1%	3%	0.4%	1%	0%
Unstable Salary	1%	1%	1%	0%	1%	0%
Unsuitable For Men	0%	2%	1%	0%	1%	1%
Salary Incompatible To Work	1%	0%	1%	0.4%	1%	0%

Harmful For Health	1%	0%	1%	1%	0%	1%
Other	2%	1%	1%	1%	1%	1%
I Don't Know/Refused To Answer	47%	59%	43%	35%	59%	81%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

### C.15.3. ANTICIPATED PERIOD OF EMPLOYMENT AT AN APPAREL FACTORY

Over one third of the target segment would provide a stable labor force for a factory; 39% of women and 35% of men expressed willingness to work two or more years in a factory.

Ozurgeti and Poti residents can be regarded as the most stable labor force, as the majority of respondents in Ozurgeti (65%) and half of the respondents in Poti (51%) expressed willingness to work two or more years in a factory.

Forty-eight percent (48%) of respondents in Batumi responded that they would not work in an apparel factory at all and 21% would work only up to a year.

In Kutaisi, two out of five respondents (40%) would not plan to work in an apparel factory at all, while 20% would work for only up to one year. (See Table 51 – Anticipated Period of Employment in an Apparel Factory)

Table 51 - Anticipated Period of Employment in an Apparel Factory

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
I Would Not Work In An Apparel Factory	31%	39%	48%	12%	40%	24%
Up To 3 Months	9%	8%	13%	7%	8%	5%
3-6 Months	5%	2%	4%	2%	4%	4%
6-12 Months	6%	6%	4%	4%	8%	7%
1-2 Years	8%	8%	6%	10%	9%	6%
2-3 Years	4%	2%	2%	6%	3%	4%
More Than 3 Years	35%	33%	22%	59%	26%	47%
I Don't Know/Refused To Answer	2%	2%	1%	0.4%	2%	4%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

At the beginning of the study, the hypothesis that seasonal activities could encourage workers to quit jobs in an apparel factory was proposed. To analyze this hypothesis respondents were asked to gauge two contradicting statements and say which of them they agreed with.

Seasonal activities were not considered as a risk factor for the apparel factory; only 11% of women and 15% of men said they would quit working at an apparel factory for the sake of seasonal employment. Sixty-seven percent of women and 57% of men thought that work in an apparel factory would be stable and indicated they would not leave even for higher seasonal wages. This opinion is supported particularly by the residents of Ozurgeti (83%), while Kutaisi residents, more than others, said they would change their job for seasonal activities. (See Table 52 - Attitudes to Quit Apparel Factory for Seasonal Activities)

*Table 52 - Attitudes to Quit Apparel Factory for Seasonal Activities*

	Women	Men	Batumi	Ozurgeti	Kutaisi	Poti
Working In An Apparel Factory Is A Stable Job. I Would Not Replace It With A Seasonal Job, Even If The Salary Was Higher	67%	57%	46%	83%	63%	65%
I Would Leave The Apparel Factory For Seasonal Employment, As The Salary Is Better.	11%	15%	11%	10%	18%	6%
(Both)	3%	4%	8%	0%	3%	0%
(Neither)	12%	15%	25%	4%	11%	10%
(I Don't Know/Refused To Answer)	7%	10%	11%	4%	6%	19%
	N=930	N=419	N=328	N=353	N=316	N=352
Data calculated from the overall sample unit N=1349						

## D. SURVEY RESULTS BY STUDY AREA

### D.1. BATUMI

#### D.1.1. MARITAL STATUS

What is your marital status?

Married	56%
Single	40%
Divorced	4%
Widowed	1%

#### D.1.2. HIGHEST LEVEL OF EDUCATION ATTAINED

What was your highest level of education attained?

Primary (4 Class)	0%
Incomplete Secondary (8 Class)	1%
Secondary (11 Or 12 Class)	29%
College/Professional – Technical	25%
Post Graduate/Scientific	5%
Incomplete Higher	1%
Complete Higher	39%

#### D.1.3. PROFESSIONS

What is your main profession/specialization?

Without Profession	17%
Health	13%
Social And Behavioral Sciences	9%
Teacher Training/Educational Science	9%
Transport Services	9%
Law	7%
Humanities	6%
Engineering/Engineering Trades	5%
Business/Administration	4%
Computer Services	3%
Personal Services	3%
Arts	2%
Manufacturing/Processing	2%
Journalism/Information	1%
Life Sciences	1%
Architecture/Construction	1%
Security Services	1%
Environmental Protection	1%

I Don't Know/Refused To Answer	6%
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#### D.1.4. EXPERIENCE IN ATTENDING EDUCATIONAL/VOCATIONAL COURSES

Have you ever attended any educational/vocational courses?

Have Attended At Least One Educational/Vocational Course	18%
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#### D.1.5. EXPERIENCE IN ATTENDING EDUCATIONAL/VOCATIONAL COURSES

What course did you attend at the educational/vocational school?

Computing	49%
Foreign Language	17%
Business/Finance	14%
Hairdressing	3%
Cooking	3%
Driving	3%
Auto Service	3%
Healthcare/Pharmacy	2%
Rescue	2%
Immunology/Bacteriology	1%
Teacher Training	1%
Sewing	1%
Other	3%

#### D.1.6. EDUCATIONAL/VOCATIONAL COURSE PROVIDERS

Who delivered this course?

Private Organization	60%
Public Organization	24%
Non-Governmental Organization	5%
I Do Not Know/Hard To Answer	10%

#### D.1.7. CERTIFICATION OF EDUCATIONAL/VOCATIONAL COURSES

Did you obtain a diploma/certificate following graduation from this vocational school?

Obtained Diploma/Certificate Following Graduation	97%
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#### D.1.8. SKILLS TO PERFORM VARIOUS ACTIVITIES

In general, have you ever performed any of the following activities?

Agricultural/Rural Activities (Farming, Harvesting, Etc.)	23%
Trading/Selling Goods	12%
Cattle Breeding/Poultry-Raising	10%
Dressmaking/Sewing/Embroidery	10%
Electrical Repairs	10%
Construction (Carpentry, Grinding, Welding, Etc.)	8%
Food Production, (Dairy Products, Baking, Etc.)	7%
Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting	6%

Rooms, Etc.)	
Plumbing	4%
Shoe-Making/Shoe Repairs	1%
Heating Supply Services	1%

#### D.1.9. PAYMENT FOR ACTIVITIES PERFORMED

Have you ever undertaken these activities for pay/for profit?

Trading/Selling Goods	12%
Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, Etc.)	6%
Construction (Carpentry, Grinding, Welding, Etc.)	5%
Electrical Repairs	2%
Plumbing	2%
Agricultural/Rural Activities (Farming, Harvesting, Etc.)	1%
Dressmaking/Sewing/Embroidery	1%

#### D.1.10. EMPLOYMENT DURING THE PAST 12 MONTHS

During the past 12-month period, did you work at least three months for pay (or without pay), profit, in kind, or for family business?

Worked For Pay Or Without Pay (Homemaker)	55%
Did Not Work But Have A Permanent Job To Go Back To (Maternity Or Sick Leave)	0%
Did Not Work But Worked Before - Available And Seeking Work	14%
Did Not Work Before, Available And Seeking Work For The First Time	31%

#### D.1.11. NUMBER OF EMPLOYEES AND JOB SEEKERS BY STUDY AREA

During the previous 12-month period, did you work at least 3 months of the time for pay (or without pay), profit, in kind, or for family business?

	Women	Men
Worked For Pay Or Without Pay	6 612	9 664
Did Not Work, But Have A Permanent Job To Go Back To	139	0
Did Not Work, But Worked Before - Available And Seeking Work	2 986	1 019
Did Not Work Before, Available And Seeking Work For The First Time	6 363	2 704
Did Not Work And Not Seeking Work	3 913	1 782

**D.1.12. NUMBER OF EMPLOYED HOUSEHOLD MEMBERS IN STUDY AREAS**

Number Of Employed HH Members	Number Of HH Members		
	1-3 Members	4-5 Members	6 Or More Members
None	12%	8%	14%
1 Member	58%	39%	11%
2 Members	28%	27%	28%
3 Members	2%	17%	31%
4 Or More Members	0%	8%	16%
Average Number Of Employed HH Members	1	2	2

**D.1.13. WORKING STATUS**

What was/is your main status of employment?

Employee	79%
Self-Employed	10%
Employer	7%
Member Of Producers' Cooperative	2%
Contributing Family Worker	1%

**D.1.14. WEEKLY WORKING HOURS**

How many working hours do you usually work at your main job during a week, excluding lunch hours?

1-20 Hours	8%
21-40 Hours	40%
41-60 Hours	25%
61+ Hours	26%
Average Weekly Working Hours	47 hours

**D.1.15. TYPE OF JOB**

Specify, according to the working hours, what type your job you have?

Casual Full Time Worker (With Permanent Job)	71%
Casual Part Time Worker (With Permanent Job)	19%
Seasonal Full Time Worker (Work Only Seasonally)	0%
Seasonal Part Time Worker (Work Only Seasonally)	0%
Temporary Worker	9%
I Do Not Know/Refused To Answer	1%

### D.1.16. OCCUPATION

What was your occupation in the main job that you worked (most of the time)?

Teacher	8%
Retail Sales Assistant	7%
Security Guard	5%
Secretary/Keyboard Operator	5%
Mid-Level Administrative Personnel	4%
Public/Civil Service Specialist	4%
Distributor	4%
Household/Catering Organization Employee	4%
Vehicle Driver	4%
Personnel Engaged In Sports, Arts And Entertainment	3%
Cash Operator	3%
Doctor/Pharmacist/Veterinarian	3%
Nurse	3%
Construction/Installation Professional	3%
Legal Specialist/Professional	2%
Housekeeper/Janitor	2%
Agriculture/Forestry/Hunting/Fishery	2%
Other Individual Service Provider	1%
Non-Qualified Labor In All Fields	1%
Mid-Level Finance/Trade Personnel	1%
Nursery Worker	1%
Armed Forces	1%
Other	26%

### D.1.17. OCCUPATIONAL SPHERE

What was your main place of work, or the main activity at your main place of work?

Retail Trade	14%
Secondary And Higher Education	12%
State Activities/General State Governance	10%
Hotels/Canteens/Bars/Restaurants	7%
Entertainment And Show Activities/Arts And Sports-Related Activities	7%
Healthcare-Related Activities/Social Aid	6%
Marine/Road/Rail Transport	6%
Construction/Installation/Engineering Activities	4%
Financial Mediation	3%
Production Of Textiles/Clothes	2%
Civic Organization Activities	2%
Production Of Food And Beverages	1%
Investigation And Security	1%
Individual Services	1%

Other	22%
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#### D.1.18. EMPLOYMENT SECTOR

Which organization type does the company/establishment/structure in which you are currently working belong?

Private Sector	65%
State Institution	27%
Non-Governmental Organization	2%
Mixed (State And Private)	2%
International Organization	1%
Other	3%

#### D.1.19. LEVEL OF PHYSICAL ACTIVITY ON THE CURRENT JOB

Does your current job require more physical or intellectual activity?

Only Physical Activities	19%
More Physical Than Intellectual Activities	11%
Physical And Intellectual Activities Equally	34%
More Intellectual Than Physical Activities	16%
Only Intellectual Activities	20%

#### D.1.20. ATTITUDE TOWARD PHYSICAL WORK

I Prefer Not To Work At All, Than Work In A Position Which Requires Physical Activity	31%
I'm Ready To Work In A Position Which Requires Physical Activity If I Have A Stable Salary	42%
[Both]	6%
[Neither]	16%
[I Don't Know/Refused To Answer]	5%

#### D.1.21. REASONS FOR NOT SEEKING JOBS

Why are you not seeking work?

Full-Time Student	51%
No Hope To Find Employment	23%
Income Recipient	20%
Disabled	5%
Too Old Or Sick	1%
Housewife	1%
Pregnant	0%

#### D.1.22. FACTORS CAUSING YOUTH UNEMPLOYMENT

In your opinion, what is the main problem for young people (aged 18-35) seeking employment in your city/village/region?

Lack Of Vacant Positions	79%
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Lack Of Contacts/Relationships	29%
Lack Of Foreign Language Skills	27%
Lack Of Qualifications/Experience	20%
Lack Of Required Education/Specialization	12%
I Don't Know/Refused To Answer	5%

#### D.1.23. SOURCES OF INFORMATION ABOUT EMPLOYMENT VACANCIES

Please tell me, when required, where do you seek information about available jobs?

Friends/Relatives	81%
Internet	48%
TV/Radio	22%
Private Employment Agency	9%
Newspapers/Magazines	8%
State Employment Agency	4%
Never Experienced	0%
I Don't Know/Refused To Answer	0%

#### D.1.24. HOUSEHOLD INVOLVEMENT IN AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

Please tell me, does your household carry out agricultural activities on your own/rented plot of land and does your household undertake any cattle-breeding/poultry-raising?

Household Carries Out Agricultural Activities	11%
Household Undertakes Cattle-Breeding/Poultry Raising	3%

#### D.1.25. PERSONAL INVOLVEMENT IN AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

Please tell me, have you been/are you personally involved in household agricultural and farming activities within the last year without salary?

Personally Involved In Agricultural Activities	6%
Personally Involved In Cattle-Breeding/Poultry-Raising	0.3%

#### D.1.26. PERSONAL INVOLVEMENT IN AGRICULTURE BY SEASON

Please tell me, have you undertaken any seasonal work in agricultural activities as a hired employee during the last year?

Winter	0%
Spring	3%
Summer	5%
Autumn	4%

### D.1.27. PERSONAL INVOLVEMENT IN CATTLE BREEDING/POULTRY-RAISING BY SEASON

Please tell me, have you undertaken any seasonal work in cattle-breeding/poultry-raising as a hired employee during the last year?

Winter	0%
Spring	0%
Summer	0%
Autumn	0%

### D.1.28. SEASONAL EMPLOYMENT OPPORTUNITIES

Are there any seasonal employment opportunities in your locality/area that you are willing to travel to for work?

Tourism Activities	71%
Agricultural Activities	25%
Cattle Breeding/Poultry-Raising	15%

### D.1.29. INVOLVEMENT IN SEASONAL EMPLOYMENT

Have you undertaken any seasonal work as a hired employee during the last year?

Tourism Activities	3%
Agricultural Activities	0.3%

### D.1.30. SEASONAL VERSUS PERMANENT EMPLOYMENT

Seasonal Work Maybe More Profitable, But Is Not Consistent. I Prefer To Have A Permanent Job With A Stable Salary	83%
Seasonal Work Is More Profitable For Me And Provides Enough Income From Season To Season. I Prefer To Carry Out Seasonal Work Rather Than Have A Stable Job	5%
[Both]	4%
[Neither]	5%
I Don't Know/Refused To Answer	2%

### D.1.31. HOUSEHOLD INCOME SOURCES

Please name every source of household income during the last 1 year.

Salary/Payment For Performing Everyday Work	85%
Pension/Other Social Benefits (Retirement Pension/Disabled/Veteran/Student/Child Benefit)	5%
Help From Local Relatives (Money, Products)	3%
Help From Relatives Living In A Foreign Country (Money, Products)	2%
Income From Real Estate	2%
Personal Savings	1%
Seasonal Work	1%
Temporary Work (e.g. Cleaning)	1%
Money (Or Equivalent) Gained From Selling/Exchanging Products Harvested From Farming	0.3%

Performed By Family Member	
Credit/Money Taken As A Loan	0.3%
I Don't Know/Refused To Answer	0.4%

#### D.1.32. PERSONAL INCOME

What is your personal average monthly income (in GEL) considering every source of income?

Have No Personal Income	49%
< GEL100	7%
GEL 101-300	17%
GEL 301-600	14%
GEL 601-900	7%
GEL 901-1300	0.3%
GEL 1301-1600	2%
> GEL 2001	0%
I Don't Know/Refused To Answer	4%
Average Income	GEL 391

#### D.1.33. HOUSEHOLD INCOME

What is your household average monthly income considering every source and including your income?

< GEL100	3%
GEL 101-300	20%
GEL 301-600	36%
GEL 601-900	13%
GEL 901-1300	11%
GEL 1301-1600	4%
GEL 1601-1900	1%
GEL 1901-2000	2%
> GEL 2001	1%
I Don't Know/Refused To Answer	8%
Average Income	GEL 656

#### D.1.34. MODE OF TRANSPORT USED TO TRAVEL TO WORKPLACE

Please tell me, what mode of transportation do you normally use (or have normally used) to travel to your place of work?

Minibus (Marshrutka)	42%
Walk	28%
Own Car	16%

Bus	6%
N/A – Working At Home	2%
Friend's/Neighbor's Car	1%
I Don't Know/Refused To Answer	5%

#### D.1.35. NUMBER OF TRANSPORT MODES USED TO TRAVEL TO WORKPLACE

How many modes of transport do you normally use to travel to your place of work?

One Mode Of Transport	92%
Two Modes Of Transport	3%
Three Modes Of Transport	0%
I Don't Know/Refused To Answer	5%

#### D.1.36. MODE OF TRANSPORT USED TO TRAVEL TO CITY CENTER

Please tell me, what modes of transportation do you generally use to travel to the city center?

Minibus (Marshrutka)	44%
Walk	38%
Own Car	11%
Bus	7%
Friend's/Neighbor's Car	0.3%
Taxi	0.2%

#### D.1.37. MIGRATION LEVEL IN STUDY AREAS

How many household members have left your city/village in total during the past five years?

Left The City/Village To Work	10%
Left The City/Village To Live/Wed	2%
Left The City/Village To Study	1%

#### D.1.38. MOST PREFERRED SPHERE OF WORK

Please tell me, if you were able to work in any of these fields, which would you prefer most?

Hospitality/Tourism	68%
Trade/Retail	41%
Apparel Manufacturing	26%
Utility Sector (Gas, Electricity, Water)	23%
Construction	23%
Food Processing	21%
Packaging Production	19%
Agriculture	13%
I Wouldn't Work In Any Of The Given Fields	17%

### D.1.39. WORKPLACE CHANGING MOTIVATIONS

Which three factors would motivate you the most to change employment?

Professional Development/Opportunities To Increase Qualifications	67%
Additional Benefits (Health Insurance, Pension)	49%
Pleasant Working Conditions (Modern Facilities, Etc.)	49%
Pride And Prestige Of New Company	39%
Warm, Friendly Environment	38%
Recognition/Appreciation From The Management	22%
Good Location (Near To My House)	17%
Transport Available Or Accessible	12%
I Don't Know/Refused To Answer	2%

### D.1.40. GENERAL ATTITUDE TOWARD WORKING IN AN APPAREL FACTORY

Please tell me, if you can, how willing would you be to work in an apparel factory?

I Would Definitely Work There	4%
I Would Be Happy To Work There	44%
I Would Not Be Inclined To Work There	26%
I Would Never Work There	25%

### D.1.41. GENERAL ATTITUDE TOWARD WORKING IN AN APPAREL FACTORY – ABSOLUTE NUMBER BASED ON ABLE-BODIED WORKFORCE

	Women	Men
I Would Definitely Work There	695	541
I Would Be Happy To Work There	6929	6109
I Would Not Be Inclined To Work There	4640	2916
I Would Never Work There	3967	3821
I Don't Know/Refused To Answer	139	0

### D.1.42. WILLINGNESS TO WORK IN AN APPAREL FACTORY IN POSITIONS THAT REQUIRE PHYSICAL ACTIVITY

Now please tell me, how willing you would be to work in an apparel factory in a position (for instance, sewing or cutting), which required a certain amount of physical activity?

I Would Definitely Work There	3%
I Would Be Happy To Work There	30%
I Would Not Be Inclined To Work There	32%
I Would Never Work There	31%
I Don't Know/Refused To Answer	4%

#### D.1.43. WILLINGNESS TO WORK IN AN APPAREL FACTORY IN POSITIONS THAT REQUIRE PHYSICAL ACTIVITY – ABSOLUTE NUMBER BASED ON ABLE-BODIED WORKFORCE

	Women	Men
I Would Definitely Work There	528	399
I Would Be Happy To Work There	5246	3635
I Would Not Be Inclined To Work There	5440	3901
I Would Never Work There	4316	4911
I Don't Know/Refused To Answer	570	541

#### D.1.44. PERCEIVED ADVANTAGES OF WORKING IN AN APPAREL FACTORY

Please tell me what you think the advantages could be from working in an apparel factory?

Stable Salary/Job	17%
High Salary	16%
Work Environment/Atmosphere	3%
No Advantages	2%
Opportunity To Learn Sewing	2%
Limited Physical Work	1%
Opportunity To Acquire Work Experience	1%
Fixed Working Hours	1%
Bonuses (Insurance, Pension)	0.4%
All Ages Can Be Employed	0.3%
I Don't Know/Refused To Answer	61%

#### D.1.45. PERCEIVED DISADVANTAGES OF WORKING IN AN APPAREL FACTORY

Please tell what you think the disadvantages could be from working in an apparel factory?

Low Salary	34%
Hard Physical Work	12%
Poor Work Conditions ( <i>Dust, Noise, Etc.</i> )	6%
No Disadvantages	4%
Varied Work Hours	4%
Strict Rules	3%
Irrelevant To Personal Interests	1%
Unstable Salary	1%
Unsuitable For Men	1%
Salary Incompatible To Work	1%
Harmful For Health	1%
Other	1%

I Don't Know/Refused To Answer	43%
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#### D.1.46. ANTICIPATED PERIOD OF TIME TO WORK AT AN APPAREL FACTORY

If you agreed to work in an apparel factory, in your opinion, how long do you think you would want to work there?

I Would Not Work In An Apparel Factory	48%
< 3 Months	13%
3-6 Months	4%
6-12 Months	4%
1-2 Years	6%
2-3 Years	2%
> 3 Years	22%
I Don't Know/Refused To Answer	1%

#### D.1.47. POTENTIAL DRAW FROM SEASONAL ACTIVITIES AWAY FROM APPAREL PRODUCTION

Working In An Apparel Factory Is A Stable Job. I Would Not Replace It With A Seasonal Job, Even If The Salary Was Higher	46%
I Would Leave The Apparel Factory For Seasonal Employment, As The Salary Is Better.	11%
[Both]	8%
[Neither]	25%
[I Don't Know/Refused To Answer]	11%

## 2. OZURGETI DISTRICT

### 2.1. MARITAL STATUS

What is your marital status?

Married	49%
Single	48%
Divorced	3%
Widowed	1%

### 2.2. HIGHEST LEVEL OF EDUCATION ATTAINED

What was your highest level of education attained?

Primary (4 class)	0.3%
Incomplete secondary (8 class)	3%
Secondary (11 or 12 class)	48%
College/professional – technical	24%
Incomplete higher	2%
Complete higher	22%
Post graduate/scientific	1%

### 2.3. MAIN PROFESSIONS

What is your main profession/specialization?

Without Profession	40%
Health	10%
Social And Behavioral Sciences	7%
Business/Administration	5%
Teacher Training/Educational Science	4%
Humanities	4%
Engineering/Engineering Trades	4%
Law	3%
Personal Services	3%
Transport Services	3%
Architecture/Construction	3%
Arts	2%
Journalism/Information	1%
Manufacturing/Processing	1%
Agriculture/Forestry/Hunting/Fishery	1%
Environmental Protection	1%
Physical Sciences	0.2%
I Don't Know/Refused To Answer	6%

### 2.4. EXPERIENCE IN ATTENDING EDUCATIONAL/VOCATIONAL COURSES

Have you ever attended any educational/vocational courses?

Have Attended At Least One Educational/Vocational Course	20%
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## 2.5. EXPERIENCE IN ATTENDING EDUCATIONAL/VOCATIONAL COURSES

What course did you attend at the educational/vocational school?

Computing	47%
Healthcare/Pharmacy	13%
Business/Finance	10%
Foreign Language	6%
Driving	6%
Teacher Training	5%
Hairdressing	4%
Auto Service	2%
Cooking	1%
Management	1%
Sewing	1%
Massage/Beauty Therapy	1%
Other	5%

## 2.6. EDUCATIONAL/VOCATIONAL COURSE PROVIDERS

Who delivered this course?

Private Organization	57%
Public Organization	22%
Non-Governmental Organization	4%
I Do Not Know/Refused To Answer	17%

## 2.7. CERTIFICATION OF EDUCATIONAL/VOCATIONAL COURSES

Did you obtain a diploma/certificate following graduation from this vocational school?

Obtained Diploma/Certificate Following Graduation	84%
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## 2.8. SKILLS TO PERFORM VARIOUS ACTIVITIES

In general, have you ever performed any of the following activities?

Agricultural/Rural Activities (Farming, Harvesting, Etc.)	68%
Cattle Breeding/Poultry-Raising	42%
Dressmaking/Sewing/Embroidery	21%
Food Production, (Dairy Products, Baking, Etc.)	19%
Trading/Selling Goods	14%
Construction (Carpentry, Grinding, Welding, Etc.)	13%
Electrical Repairs	11%
Plumbing	8%
Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, Etc.)	3%
Shoe-Making/Shoe Repairs	2%

## 2.9. PAYMENT FOR ACTIVITIES PERFORMED

Have you ever undertaken these activities for pay/for profit?

Trading/Selling Goods	13%
Agricultural/Rural Activities (Farming, Harvesting, Etc.).	12%
Construction (Carpentry, Grinding, Welding, Etc.)	5%
Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, Etc.)	3%
Cattle Breeding/Poultry-Raising	2%
Food Production, (Dairy Products, Baking, Etc.)	2%
Electrical Repairs	2%
Dressmaking/Sewing/Embroidery	1%
Plumbing	1%

## 2.10. EMPLOYMENT DURING THE PAST 12 MONTHS

During the past 12 month period, did you work at least three months for pay (or without pay), profit, in kind, or for family business?

Worked For Pay Or Without Pay (Homemaker)	43%
Did Not Work But Have A Permanent Job To Go Back To (Maternity Or Sick Leave)	0%
Did Not Work But Worked Before - Available And Seeking Work	14%
Did Not Work Before, Available And Seeking Work For The First Time	43%

## 2.11. NUMBER OF EMPLOYEES AND JOB SEEKERS BY STUDY AREA

During the previous 12 month period, did you work at least 3 months of the time for pay (or without pay), profit, in kind, or for family business?

	Women	Men
Worked For Pay Or Without Pay	3 651	4 817
Did Not Work, But Have A Permanent Job To Go Back To	74	0
Did Not Work, But Worked Before - Available And Seeking Work	1 428	1 406
Did Not Work Before, Available And Seeking Work For The First Time	5 332	3 078
Did Not Work And Not Seeking Work	1 656	750

## 2.12. NUMBER OF EMPLOYED HOUSEHOLD MEMBERS IN STUDY AREAS

Number Of Employed HH Members	Number Of HH Members		
	1-3 Members	4-5 Members	6 Or More Members
None	35%	21%	14%
1 Member	44%	30%	20%
2 Members	19%	31%	30%
3 Members	2%	13%	18%
4 Or More Members	0%	5%	18%

Average Number Of Employed HH Members	1	2	2

### 2.13. WORKING STATUS

What was/is your main status of employment?

Employee	58%
Self-Employed	28%
Contributing Family Worker	8%
Employer	5%
Member Of Producers' Cooperative	1%

### 2.14. WEEKLY WORKING HOURS

How many working hours do you usually work at your main job during a week, excluding lunch hours?

1-20 Hours	13%
21-40 Hours	35%
41-60 Hours	30%
61+ Hours	22%
Average Weekly Working Hours	45 Hours

### 2.15. TYPE OF JOB

Specify, according to the working hours, what type your job you have?

Casual Full Time Worker (With Permanent Job)	56%
Casual Part Time Worker (With Permanent Job)	19%
Seasonal Full Time Worker (Work Only Seasonally)	6%
Seasonal Part Time Worker (Work Only Seasonally)	6%
Temporary Worker	13%
I Do Not Know/Refused To Answer	0%

### 2.16. OCCUPATION

What was your occupation in the main job that you worked (most of the time)?

Non-Qualified Labor In All Fields	19%
Retail Sales Assistant	12%
Teacher	7%
Housekeeper/Janitor	5%
Mid-Level Healthcare Personnel (Except Nurses)	4%
Mid-Level Finance/Trade Personnel	4%
Other Individual Service Provider	3%
Security Guard	2%
Public/Civil Service Specialist	2%
Cash Operator	2%

Distributor	2%
Vehicle Driver	2%
Transport/Road Worker	2%
Mid-Level Administrative Personnel	1%
Secretary/Keyboard Operator	1%
Legal Specialist/Professional	1%
Household/Catering Organization Employee	1%
Doctor/Pharmacist/Veterinarian	1%
Nursery Worker	1%
Construction/Installation Professional	1%
Agriculture/Forestry/Hunting/Fishery	1%
Other	25%

## 2.17. OCCUPATIONAL SPHERE

What was your main place of work, or the main activity at your main place of work?

Retail Trade	17%
Secondary And Higher Education	8%
Production Of Food And Beverages	6%
Entertainment And Show Activities/Arts And Sports-Related Activities	5%
Auto Service	5%
State Activities/General State Governance	3%
Healthcare-Related Activities/Social Aid	3%
Marine/Road/Rail Transport	3%
Construction/Installation/Engineering Activities	3%
Individual Services	3%
Hotels/Canteens/Bars/Restaurants	2%
Financial Mediation	2%
Civic Organization Activities	2%
Wholesale Trade	2%
Production Of Textiles/Apparel	1%
Investigation/Security	1%
Law/Accounting/Audit Activities	1%
Other	34%

## 2.18. EMPLOYMENT SECTOR

Which organization type does the company/establishment/structure in which you are currently working belong?

Private Sector	75%
State Institution	23%
Non-Governmental Organization	2%
International Organization	0%
Mixed (State And Private)	0%
Other	1%

## 2.19. LEVEL OF PHYSICAL ACTIVITY ON THE CURRENT JOB

Does your current job require more physical or intellectual activity?

Only Physical Activities	49%
More Physical Than Intellectual Activities	12%
Physical And Intellectual Activities Equally	20%
More Intellectual Than Physical Activities	12%
Only Intellectual Activities	7%

## 2.20. ATTITUDE TOWARD PHYSICAL WORK

I Prefer Not To Work At All, Than Work In A Position Which Requires Physical Activity	17%
I'm Ready To Work In A Position Which Requires Physical Activity If I Have Stable Salary	71%
[Both]	6%
[Neither]	4%
[I Don't Know/Refused To Answer]	3%

## 2.21. REASONS FOR NOT SEEKING JOBS

Why are you not seeking work?

Full-Time Student	45%
No Hope To Find Employment	31%
Housewife	17%
Income Recipient	2%
Disabled	2%
Pregnant	2%
Too Old Or Sick	0%

## 2.22. FACTORS CAUSING YOUTH UNEMPLOYMENT

In your opinion, what is the main problem for young people (aged 18-35) seeking employment in your city/village/region?

Lack Of Vacant Positions	92%
Lack Of Contacts/Relationships	12%
Lack Of Foreign Language Skills	12%
Lack Of Qualifications/Experience	10%
Lack Of Required Education/Specialization	8%
I Don't Know/Refused To Answer	0%

## 2.23. SOURCES OF INFORMATION ABOUT EMPLOYMENT VACANCIES

Please tell me, when required, where do you seek information about available jobs?

Friends/Relatives	79%
Internet	15%
TV/Radio	15%

Newspapers/Magazines	9%
State Employment Agency	8%
Private Employment Agency	5%
Never Experienced	5%
I Don't Know/Refused To Answer	6%

#### 2.24. HOUSEHOLD INVOLVEMENT IN AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

Please tell me, does your household carry out agricultural activities on your own/rented plot of land and does your household undertake any cattle-breeding/poultry-raising?

Household Carries Out Agricultural Activities	72%
Household Undertakes Cattle-Breeding/Poultry Raising	50%

#### 2.25. PERSONAL INVOLVEMENT IN AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

Please tell me, have you been/are you personally involved in household agricultural and farming activities within the last year without salary?

Personally Involved In Agricultural Activities	49%
Personally Involved In Cattle-Breeding/Poultry-Raising	21%

#### 2.26. PERSONAL INVOLVEMENT IN AGRICULTURE BY SEASON

Please tell me, have you undertaken any seasonal work in agricultural activities as a hired employee during the last year?

Winter	12%
Spring	29%
Summer	42%
Autumn	44%

#### 2.27. PERSONAL INVOLVEMENT IN CATTLE BREEDING/POULTRY-RAISING BY SEASON

Please tell me, have you undertaken any seasonal work in cattle-breeding/poultry-raising as a hired employee during the last year?

Winter	20%
Spring	21%
Summer	21%
Autumn	21%

#### 2.28. SEASONAL EMPLOYMENT OPPORTUNITIES

Are there any seasonal employment opportunities in your locality/area that you are willing to travel to for work?

Agricultural Activities	70%
Cattle Breeding/Poultry-Raising	24%
Tourism Activities	15%

## 2.29. INVOLVEMENT IN SEASONAL EMPLOYMENT

Have you undertaken any seasonal work as a hired employee during the last year?

Agricultural Activities	6%
Tourism Activities	2%
Cattle Breeding/Poultry-Raising	1%

## 2.30. SEASONAL VERSUS PERMANENT EMPLOYMENT

Seasonal Work Maybe More Profitable, But Is Not Consistent. I Prefer To Have A Permanent Job With A Stable Salary	95%
Seasonal Work Is More Profitable For Me And Provides Enough Income From Season To Season. I Prefer To Carry Out Seasonal Work Rather Than Have A Stable Job	4%
[Both]	1%
[Neither]	1%
I Don't Know/Refused To Answer	0%

## 2.31. HOUSEHOLD INCOME SOURCES

Please name every source of household income during the last 1 year.

Salary/Payment For Performing Everyday Work	47%
Pension/Other Social Benefits (Retirement Pension/Disabled/Veteran/Student/Child Benefit)	20%
Money (Or Equivalent) Gained From Selling/Exchanging Products Harvested From Farming Performed By Family Member	18%
Help From Relatives Living In A Foreign Country (Money, Products)	4%
Help From Local Relatives (Money, Products)	3%
Seasonal Work	3%
Income From Real Estate	1%
Personal Savings	1%
Temporary Work (e.g. Cleaning)	1%
Sale Of Meat Products From Domestic Animals	1%
Selling Items From Home	0.2%
I Don't Know/Refused To Answer	1%

## 2.32. PERSONAL INCOME

What is your personal average monthly income (in GEL) considering every source of income?

Have No Personal Income	53%
< GEL100	16%
GEL 101-300	20%
GEL 301-600	8%

GEL 601-900	2%
GEL 901-1300	0.3%
GEL 1301-1600	0%
> GEL 2001	0%
I Don't Know/Refused To Answer	2%
Average Income	220 GEL

### 2.33. HOUSEHOLD INCOME

What is your household average monthly income considering every source and including your income?

< GEL100	18%
GEL 101-300	45%
GEL 301-600	24%
GEL 601-900	6%
GEL 901-1300	3%
GEL 1301-1600	1%
GEL 1601-1900	0%
GEL 1901-2000	1%
> GEL 2001	0%
I Don't Know/Refused To Answer	2%
Average Income	352 GEL

### 2.34. MODE OF TRANSPORT USED TO TRAVEL TO WORKPLACE

Please tell me, what mode of transportation do you normally use (or have normally used) to travel to your place of work?

Walk	44%
Minibus (Marshrutka)	20%
Own Car	15%
Bus	7%
Friend's/Neighbor's Car	4%
N/A – Working At Home	3%
Bicycle	1%
I Don't Know/Refused To Answer	6%

### 2.35. NUMBER OF TRANSPORT MODES USED TO TRAVEL TO WORKPLACE

How many modes of transport do you normally use to travel to your place of work?

One Mode Of Transport	90%
Two Modes Of Transport	2%
Three Modes Of Transport	1%

I Don't Know/Refused To Answer	8%
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### 2.36. MODE OF TRANSPORT USED TO TRAVEL TO CITY CENTER

Please tell me, what modes of transportation do you generally use to travel to the city center?

Minibus (Marshrutka)	45%
Bus	20%
Own Car	17%
Walk	16%
Friend's/Neighbor's Car	2%

### 2.37. MIGRATION LEVEL IN STUDY AREAS

How many household members have left your city/village in total during the past five years?

Left The City/Village To Work	19%
Left The City/Village To Study	3%
Left The City/Village To Live/Wed	3%

### 2.38. MOST PREFERRED SPHERE OF WORK

Please tell me, if you were able to work in any of these fields, which would you prefer most?

Hospitality/Tourism	52%
Apparel Manufacturing	49%
Trade/Retail	38%
Packaging Production	33%
Agriculture	25%
Utility Sector (Gas, Electricity, Water)	24%
Construction	24%
Food Processing	19%
I Wouldn't Work In Any Of The Given Fields	6%

### 2.39. WORKPLACE CHANGING MOTIVATIONS

Which three factors would motivate you the most to change employment?

Additional Benefits (Health Insurance, Pension)	66%
Pleasant Working Conditions (Modern Facilities, Etc.)	48%
Warm, Friendly Environment	46%
Professional Development/Opportunities To Increase Qualifications	43%
Good Location (Near To My House)	35%
Recognition/Appreciation From The Management	21%
Pride And Prestige Of New Company	21%
Transport Available Or Accessible	13%
I Don't Know/Refused To Answer	1%

## 2.40. GENERAL ATTITUDE TOWARD WORKING IN AN APPAREL FACTORY

Please tell me, if you can, how willing would you be to work in an apparel factory?

I Would Definitely Work There	22%
I Would Be Happy To Work There	63%
I Would Not Be Inclined To Work There	11%
I Would Never Work There	3%

## 2.41. GENERAL ATTITUDE TOWARD WORKING IN AN APPAREL FACTORY – ABSOLUTE NUMBER BASED ON ABLE-BODIED WORKFORCE

	Women	Men
I Would Definitely Work There	2620	1787
I Would Be Happy To Work There	6741	5817
I Would Not Be Inclined To Work There	932	1273
I Would Never Work There	136	424
I Don't Know/Refused To Answer	56	0

## 2.42. WILLINGNESS TO WORK IN AN APPAREL FACTORY IN POSITIONS THAT REQUIRE PHYSICAL ACTIVITY

Now please tell me, how willing you would be to work in an apparel factory in a position (for instance, sewing or cutting), which required a certain amount of physical activity?

I Would Definitely Work There	22%
I Would Be Happy To Work There	55%
I Would Not Be Inclined To Work There	17%
I Would Never Work There	4%
I Don't Know/Refused To Answer	2%

## 2.43. WILLINGNESS TO WORK IN AN APPAREL FACTORY IN POSITIONS THAT REQUIRE PHYSICAL ACTIVITY – ABSOLUTE NUMBER BASED ON ABLE-BODIED WORKFORCE

	Women	Men
I Would Definitely Work There	2346	1963
I Would Be Happy To Work There	5962	4869
I Would Not Be Inclined To Work There	1773	1624
I Would Never Work There	216	674
I Don't Know/Refused To Answer	188	171

## 2.44. PERCEIVED ADVANTAGES OF WORKING IN AN APPAREL FACTORY

Please tell me what you think the advantages could be from working in an apparel factory?

Stable Salary/Job	28%
High Salary	25%
No Advantages	2%
Opportunity To Learn Sewing	2%
Limited Physical Work	2%
Work Environment/Atmosphere	2%
Personal Interest	1%
Opportunity To Acquire Work Experience	1%
Clean Work	1%
Prestige	1%
Close Location	0.4%
Convenient For Women	0.2%
I Don't Know/Refused To Answer	43%

## 2.45. PERCEIVED DISADVANTAGES OF WORKING IN AN APPAREL FACTORY

Please tell what you think the disadvantages could be from working in an apparel factory?

No Disadvantages	40%
Hard Physical Work	11%
Low Salary	8%
Poor Work Conditions ( <i>Dust, Noise, Etc.</i> )	5%
Varied Work Hours	1%
Irrelevant To Personal Interests	1%
Harmful For Health	1%
Strict Rules	0.4%
Salary Incompatible To Work	0.4%
Other	1%
I Don't Know/Refused To Answer	35%

## 2.46. ANTICIPATED PERIOD OF TIME TO WORK AT AN APPAREL FACTORY

If you agreed to work in an apparel factory, in your opinion, how long do you think you would want to work there?

I Would Not Work In An Apparel Factory	12%
< 3 Months	7%
3-6 Months	2%
6-12 Months	4%
1-2 Years	10%
2-3 Years	6%
> 3 Years	59%
I Don't Know/Refused To Answer	0.4%

## 2.47. POTENTIAL DRAW FROM SEASONAL ACTIVITIES AWAY FROM APPAREL PRODUCTION

Working In An Apparel Factory Is A Stable Job. I Would Not Replace It With A Seasonal Job, Even If The Salary Was Higher	83%
I Would Leave The Apparel Factory For Seasonal Employment, As The Salary Is Better.	10%
[Both]	0%
[Neither]	4%
[I Don't Know/Refused To Answer]	4%

## D.3. KUTAISI

### D.3.1. MARITAL STATUS

What is your marital status?

Married	58%
Single	40%
Divorced	2%
Widowed	1%

### D.3.2. HIGHEST LEVEL OF EDUCATION ATTAINED

What was your highest level of education attained?

Primary (4 Class)	0.2%
Incomplete Secondary (8 Class)	1%
Secondary (11 Or 12 Class)	25%
College/Professional – Technical	15%
Incomplete Higher	2%
Complete Higher	54%
Post Graduate/Scientific	3%

### D.3.3. MAIN PROFESSIONS

What is your main profession/specialization?

Health	17%
Without Profession	13%
Teacher Training/Educational Science	10%
Business/Administration	10%
Humanities	8%
Law	7%
Engineering/Engineering Trades	7%
Social And Behavioral Sciences	6%
Journalism/Information	3%
Personal Services	2%
Arts	2%
Computer Services	2%
Life Sciences	2%
Architecture/Construction	2%
Transport Services	1%
Manufacturing/Processing	1%
Agriculture/Forestry/Hunting/Fishery	1%
Security Services	1%
Environmental Protection	1%
Physical Sciences	0.3%
Social Sciences	0.2%
I Don't Know/Refused To Answer	4%

**D.3.4. EXPERIENCE IN ATTENDING EDUCATIONAL/VOCATIONAL COURSES**

Have you ever attended any educational/vocational courses?

Have Attended At Least One Educational/Vocational Course	32%
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**D.3.5. EXPERIENCE IN ATTENDING EDUCATIONAL/VOCATIONAL COURSES**

What course did you attend at the educational/vocational school?

Computing	34%
Healthcare/Pharmacy	16%
Business/Finance	11%
Foreign Language	7%
Hairdressing	3%
Cooking	3%
Teacher Training	3%
Management	2%
Sewing	2%
Radio/TV Repairs	2%
Customs	2%
Welding	1%
Rescue	1%
Audit	1%
Logistics/Project Management	1%
Chemistry	1%
Massage/Beauty Therapy	1%
Security Service	1%
Immunology/Bacteriology	1%
Other	7%

**D.3.6. EDUCATIONAL/VOCATIONAL COURSE PROVIDERS**

Who delivered this course?

Private Organization	53%
Public Organization	32%
Non-Governmental Organization	4%
I Don't Know/Refused To Answer	11%

**D.3.7. CERTIFICATION OF EDUCATIONAL/VOCATIONAL COURSES**

Did you obtain a diploma/certificate following graduation from this vocational school?

Obtained Diploma/Certificate Following Graduation	91%
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**D.3.8. SKILLS TO PERFORM VARIOUS ACTIVITIES**

In general, have you ever performed any of the following activities?

Agricultural/Rural Activities (Farming, Harvesting, Etc.).	36%
Trading/Selling Goods	20%

Cattle Breeding/Poultry-Raising	15%
Construction (Carpentry, Grinding, Welding, Etc.)	15%
Dressmaking/Sewing/Embroidery	14%
Electrical Repairs	9%
Food Production, (Dairy Products, Baking, Etc.)	7%
Plumbing	6%
Heating Supply Services	3%
Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, Etc.)	3%
Shoe-Making/Shoe Repairs	2%

### D.3.9. PAYMENT FOR ACTIVITIES PERFORMED

Have you ever undertaken these activities for pay/for profit?

Trading/Selling Goods	16%
Construction (Carpentry, Grinding, Welding, Etc.)	12%
Dressmaking/Sewing/Embroidery	3%
Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, Etc.)	3%
Agricultural/Rural Activities (Farming, Harvesting, Etc.)	2%
Shoe-Making/Shoe Repairs	2%
Plumbing	2%
Food Production, (Dairy Products, Baking, Etc.)	1%
Electrical Repairs	1%
Heating Supply Services	1%

### D.3.10. EMPLOYMENT DURING THE PAST 12 MONTHS

During the past 12 month period, did you work at least three months for pay (or without pay), profit, in kind, or for family business?

Worked For Pay Or Without Pay (Homemaker)	39%
Did Not Work But Have A Permanent Job To Go Back To (Maternity Or Sick Leave)	0%
Did Not Work But Worked Before - Available And Seeking Work	18%
Did Not Work Before, Available And Seeking Work For The First Time	43%

### D.3.11. NUMBER OF EMPLOYEES AND JOB SEEKERS BY STUDY AREA

During the previous 12 month period, did you work at least 3 months of the time for pay (or without pay), profit, in kind, or for family business?

	Women	Men
Worked For Pay Or Without Pay	7 756	9 220
Did Not Work, But Have A Permanent Job To Go Back To	99	0
Did Not Work, But Worked Before - Available And Seeking Work	3 906	3 816
Did Not Work Before, Available And Seeking Work For The First Time	11 999	6 338

Did Not Work And Not Seeking Work	7 313	3 513
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### D.3.12. NUMBER OF EMPLOYED HOUSEHOLD MEMBERS IN STUDY AREAS

Number Of Employed HH Members	Number Of HH Members		
	1-3 Members	4-5 Members	6 Or More Members
None	34%	19%	17%
1 Member	38%	32%	28%
2 Members	21%	28%	38%
3 Members	7%	17%	10%
4 Or More Members	0%	4%	7%
Average Number Of Employed HH Members	1	1	2

### D.3.13. WORKING STATUS

What was/is your main status of employment?

Employee	66%
Self-Employed	20%
Employer	14%
Contributing Family Worker	1%
Member Of Producers' Cooperative	0%

### D.3.14. WEEKLY WORKING HOURS

How many working hours do you usually work at your main job during a week, excluding lunch hours?

1-20 Hours	9%
21-40 Hours	37%
41-60 Hours	32%
61+ Hours	22%
Average Weekly Working Hours	47 Hours

### D.3.15. TYPE OF JOB

Specify, according to the working hours, what type your job you have?

Casual Full Time Worker (With Permanent Job)	71%
Casual Part Time Worker (With Permanent Job)	19%
Seasonal Full Time Worker (Work Only Seasonally)	2%
Seasonal Part Time Worker (Work Only Seasonally)	2%
Temporary Worker	6%
I Do Not Know/Refused To Answer	1%

### D.3.16. OCCUPATION

What was your occupation in the main job that you worked (most of the time)?

Teacher	13%
Retail Sales Assistant	8%
Non-Qualified Labor In All Fields	7%
Security Guard	5%
Mid-Level Administrative Personnel	5%
Legal Specialist/Professional	4%
Secretary/Keyboard Operator	3%
Cash Operator	3%
Nurse	3%
Doctor/Pharmacist/Veterinarian	3%
Mid-Level Healthcare Personnel (Except Nurses)	3%
Nursery Workers	3%
Armed Forces	3%
Public/Civil Service Specialist	2%
Distributor	2%
Household/Catering Organization Employee	2%
Other Individual Service Provider	2%
Mid-Level Finance/Trade Personnel	2%
Personnel Engaged In Sports, Arts/Entertainment	2%
Transport/Road Worker	2%
Housekeeper/Janitor	1%
Construction/Installation Professional	1%
Agriculture/Forestry/Hunting/Fishery	1%
Other	20%

### D.3.17. OCCUPATIONAL SPHERE

What was your main place of work, or the main activity at your main place of work?

Secondary And Higher Education	15%
Retail Trade	13%
Healthcare-Related Activities/Social Aid	9%
State Activities/General State Governance	8%
Construction/Installation/Engineering Activities	6%
Entertainment And Show Activities/Arts And Sports-Related Activities	5%
Production Of Textiles/Apparel	4%
Hotels/Canteens/Bars/Restaurants	3%
Investigation/Security	3%
Marine/Road/Rail Transport	2%
Production Of Food And Beverages	2%
Financial Mediation	2%
Auto Service	2%

Wholesale Trade	2%
Law/Accounting/Audit Activities	2%
Civic Organization Activities	1%
Mail And Delivery/Electronic Communications	1%
Other	23%

### D.3.18. EMPLOYMENT SECTOR

Which organization type does the company/establishment/structure in which you are currently working belong?

Private Sector	58%
State Institution	37%
Non-Governmental Organization	3%
Mixed (State And Private)	2%
International Organization	0.4%
Other	1%

### D.3.19. LEVEL OF PHYSICAL ACTIVITY ON THE CURRENT JOB

Does your current job require more physical or intellectual activity?

Only Physical Activities	17%
More Physical Than Intellectual Activities	12%
Physical And Intellectual Activities Equally	39%
More Intellectual Than Physical Activities	17%
Only Intellectual Activities	15%

### D.3.20. ATTITUDE TOWARD PHYSICAL WORK

I Prefer Not To Work At All, Than Work In A Position Which Requires Physical Activity	32%
I'm Ready To Work In A Position Which Requires Physical Activity If I Have Stable Salary	58%
[Both]	5%
[Neither]	2%
[I Don't Know/Refused To Answer]	3%

### D.3.21. REASONS FOR NOT SEEKING JOBS

Why are you not seeking work?

Full-Time Student	67%
No Hope To Find Employment	11%
Income Recipient	10%
Housewife	5%
Too Old Or Sick	3%
Disabled	3%
Pregnant	1%

### D.3.22. FACTORS CAUSING YOUTH UNEMPLOYMENT

In your opinion, what is the main problem for young people (aged 18-35) seeking employment in your city/village/region?

Lack Of Vacant Positions	90%
Lack Of Contacts/Relationships	29%
Lack Of Foreign Language Skills	16%
Lack Of Qualifications/Experience	16%
Lack Of Required Education/Specialization	11%
I Don't Know/Refused To Answer	1%

### D.3.23. SOURCES OF INFORMATION ABOUT EMPLOYMENT VACANCIES

Please tell me, when required, where do you seek information about available jobs?

Friends/Relatives	55%
Internet	45%
TV/Radio	19%
State Employment Agency	17%
Private Employment Agency	16%
Newspapers/Magazines	12%
Never Experienced	3%
I Don't Know/Refused To Answer	2%

### D.3.24. HOUSEHOLD INVOLVEMENT IN AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

Please tell me, does your household carry out agricultural activities on your own/rented plot of land and does your household undertake any cattle-breeding/poultry-raising?

Household Carries Out Agricultural Activities	19%
Household Undertakes Cattle-Breeding/Poultry Raising	8%

### D.3.25. PERSONAL INVOLVEMENT IN AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

Please tell me, have you been/are you personally involved in household agricultural and farming activities within the last year without salary?

Personally Involved In Agricultural Activities	12%
Personally Involved In Cattle Breeding/Poultry-Raising	2%

### D.3.26. PERSONAL INVOLVEMENT IN AGRICULTURE BY SEASON

Please tell me, have you undertaken any seasonal work in agricultural activities as a hired employee during the last year?

Winter	3%
Spring	9%

Summer	9%
Autumn	9%

### D.3.27. PERSONAL INVOLVEMENT IN CATTLE BREEDING/POULTRY-RAISING BY SEASON

Please tell me, have you undertaken any seasonal work in cattle-breeding/poultry-raising as a hired employee during the last year?

Winter	1%
Spring	1%
Summer	2%
Autumn	1%

### D.3.28. SEASONAL EMPLOYMENT OPPORTUNITIES

Are there any seasonal employment opportunities in your locality/area that you are willing to travel to for work?

Agricultural Activities	13%
Tourism Activities	10%
Cattle Breeding/Poultry-Raising	6%

### D.3.29. INVOLVEMENT IN SEASONAL EMPLOYMENT

Have you undertaken any seasonal work as a hired employee during the last year?

Agricultural Activities	1%
Tourism Activities	0.2%

### D.3.30. SEASONAL VERSUS PERMANENT EMPLOYMENT

Seasonal Work Maybe More Profitable, But Is Not Consistent. I Prefer To Have A Permanent Job With A Stable Salary	91%
Seasonal Work Is More Profitable For Me And Provides Enough Income From Season To Season. I Prefer To Carry Out Seasonal Work Rather Than Have A Stable Job	8%
I Don't Know/Refused To Answer	1%

### D.3.31. HOUSEHOLD INCOME SOURCES

Please name every source of household income during the last 1 year.

Salary/Payment For Performing Everyday Work	67%
Pension/Other Social Benefits (Retirement Pension/Disabled/Veteran/Student/Child Benefit)	9%
Help From Relatives Living In A Foreign Country (Money, Products)	11%
Help From Local Relatives (Money, Products)	6%
Money (Or Equivalent) Gained From Selling/Exchanging Products Harvested From Farming Performed By Family Member	1%
Income From Real Estate	1%
Personal Savings	3%
Seasonal Work	1%

Temporary Work (e.g. Cleaning)	1%
Sale Of Meat Products From Domestic Animals	0.4%
Dividends/Shares	1%
I Don't Know/Refused To Answer	0%

### D.3.32. PERSONAL INCOME

What is your personal average monthly income (in GEL) considering every source of income?

Have No Personal Income	58%
< GEL100	5%
GEL 101-300	18%
GEL 301-600	8%
GEL 601-900	3%
GEL 901-1300	0.4%
GEL 1301-1600	1%
> GEL 2001	0.3%
I Don't Know/Refused To Answer	7%
Average Income	353 GEL

### D.3.33. HOUSEHOLD INCOME

What is your household average monthly income considering every source and including your income?

< GEL100	3%
GEL 101-300	32%
GEL 301-600	31%
GEL 601-900	15%
GEL 901-1300	8%
GEL 1301-1600	2%
GEL 1601-1900	0%
GEL 1901-2000	1%
> GEL 2001	1%
I Don't Know/Refused To Answer	9%
Average Income	535 GEL

### D.3.34. MODE OF TRANSPORT USED TO TRAVEL TO WORKPLACE

Please tell me, what mode of transportation do you normally use (or have normally used) to travel to your place of work?

Minibus (Marshrutka)	52%
Walk	22%

Own Car	11%
Bus	9%
Taxi	3%
Friend's/Neighbor's Car	1%
N/A – Working At Home	1%
I Don't Know/Refused To Answer	2%

### D.3.35. NUMBER OF TRANSPORT MODES USED TO TRAVEL TO WORKPLACE

How many modes of transport do you normally use to travel to your place of work?

One Mode Of Transport	89%
Two Modes Of Transport	9%
Three Modes Of Transport	0%
I Don't Know/Refused To Answer	2%

### D.3.36. MODE OF TRANSPORT USED TO TRAVEL TO CITY CENTER

Please tell me, what modes of transportation do you generally use to travel to the city center?

Minibus (Marshrutka)	67%
Bus	13%
Walk	10%
Own Car	9%
Taxi	1%

### D.3.37. MIGRATION LEVEL IN STUDY AREAS

How many household members have left your city/village in total during the past five years?

Left The City/Village To Work	20%
Left The City/Village To Study	2%
Left The City/Village To Live/Wed	0.2%

### D.3.38. MOST PREFERRED SPHERE OF WORK

Please tell me, if you were able to work in any of these fields, which would you prefer most?

Hospitality/Tourism	58%
Apparel Manufacturing	37%
Utility Sector (Gas, Electricity, Water)	33%
Packaging Production	31%
Trade/Retail	26%
Food Processing	24%
Construction	20%
Agriculture	15%
I Wouldn't Work In Any Of The Given Fields	14%

**D.3.39. WORKPLACE CHANGING MOTIVATIONS**

Which three factors would motivate you the most to change employment?

Professional Development/Opportunities To Increase Qualifications	63%
Additional Benefits (Health Insurance, Pension)	62%
Warm, Friendly Environment	48%
Pleasant Working Conditions (Modern Facilities, Etc.)	44%
Recognition/Appreciation From The Management	26%
Pride And Prestige Of New Company	24%
Good Location (Near To My House)	19%
Transport Available Or Accessible	10%
I Don't Know/Refused To Answer	1%

**D.3.40. GENERAL ATTITUDE TOWARD WORKING IN AN APPAREL FACTORY**

Please tell me, if you can, how willing would you be to work in an apparel factory?

I Would Definitely Work There	10%
I Would Be Happy To Work There	48%
I Would Not Be Inclined To Work There	20%
I Would Never Work There	22%

**D.3.41. GENERAL ATTITUDE TOWARD WORKING IN AN APPAREL FACTORY – ABSOLUTE NUMBER BASED ON ABLE-BODIED WORKFORCE**

	Women	Men
I Would Definitely Work There	2523	1601
I Would Be Happy To Work There	12624	8247
I Would Not Be Inclined To Work There	4050	4646
I Would Never Work There	4563	4880
I Don't Know/Refused To Answer	0	0

**D.3.42. WILLINGNESS TO WORK IN AN APPAREL FACTORY IN POSITIONS THAT REQUIRE PHYSICAL ACTIVITY**

Now please tell me, how willing you would be to work in an apparel factory in a position (for instance, sewing or cutting), which required a certain amount of physical activity?

I Would Definitely Work There	9%
I Would Be Happy To Work There	40%
I Would Not Be Inclined To Work There	22%
I Would Never Work There	27%
I Don't Know/Refused To Answer	3%

### D.3.43. WILLINGNESS TO WORK IN AN APPAREL FACTORY IN POSITIONS THAT REQUIRE PHYSICAL ACTIVITY – ABSOLUTE NUMBER BASED ON ABLE-BODIED WORKFORCE

	Women	Men
I Would Definitely Work There	2303	1403
I Would Be Happy To Work There	10343	6801
I Would Not Be Inclined To Work There	4917	4724
I Would Never Work There	5671	5821
I Don't Know/Refused To Answer	526	625

### D.3.44. PERCEIVED ADVANTAGES OF WORKING IN AN APPAREL FACTORY

Please tell me what you think the advantages could be from working in an apparel factory?

Stable Salary/Job	24%
High Salary	21%
Opportunity To Learn Sewing	8%
No Advantages	4%
Limited Physical Work	4%
Opportunity To Acquire Work Experience	3%
Personal Interest	2%
Work Environment/Atmosphere	1%
Clean Work	1%
I Don't Know/Refused To Answer	43%

### D.3.45. PERCEIVED DISADVANTAGES OF WORKING IN AN APPAREL FACTORY

Please tell what you think the disadvantages could be from working in an apparel factory?

Hard Physical Work	13%
No Disadvantages	9%
Low Salary	8%
Poor Work Conditions ( <i>Dust, Noise, Etc.</i> )	7%
Not Relevant To Interests	3%
Varied Work Hours	1%
Strict Rules	1%
Unstable Salary	1%
Unsuitable For Men	1%
Salary Incompatible To Work	1%
Other	1%
I Don't Know/Refused To Answer	59%

**D.3.46. ANTICIPATED PERIOD OF TIME TO WORK AT AN APPAREL FACTORY**

If you agreed to work in an apparel factory, in your opinion, how long do you think you would want to work there?

I Would Not Work In An Apparel Factory	40%
< 3 Months	8%
3-6 Months	4%
6-12 Months	8%
1-2 Years	9%
2-3 Years	3%
> 3 Years	26%
I Don't Know/Refused To Answer	2%

**D.3.47. POTENTIAL DRAW FROM SEASONAL ACTIVITIES AWAY FROM APPAREL PRODUCTION**

Working In An Apparel Factory Is A Stable Job. I Would Not Replace It With A Seasonal Job, Even If The Salary Was Higher	63%
I Would Leave The Apparel Factory For Seasonal Employment, As The Salary Is Better.	18%
[Both]	3%
[Neither]	11%
[I Don't Know/Refused To Answer]	6%

## D.4. POTI

### D.4.1. MARITAL STATUS

What is your marital status?

Married	52%
Single	46%
Divorced	2%
Widowed	0.2%

### D.4.2. HIGHEST LEVEL OF EDUCATION ATTAINED

What was your highest level of education attained?

Primary (4 Class)	0%
Incomplete Secondary (8 Class)	3%
Secondary (11 Or 12 Class)	32%
College/Professional – Technical	21%
Incomplete Higher	2%
Complete Higher	41%
Post Graduate/Scientific	2%

### D.4.3. MAIN PROFESSIONS

What is your main profession/specialization?

Without Profession	24%
Social And Behavioral Sciences	11%
Business/Administration	10%
Health	9%
Law	9%
Engineering/Engineering Trades	7%
Teacher Training/Educational Science	5%
Humanities	5%
Transport Services	4%
Architecture/Construction	2%
Personal Services	1%
Arts	1%
Computer Services	1%
Journalism And Information	1%
Life Sciences	1%
Manufacturing/Processing	1%
Agriculture/Forestry/Hunting/Fishery	1%
Security Services	1%
Environmental Protection	1%
Physical Sciences	0.2%
Social Services	0.2%
I Don't Know/Refused To Answer	7%

**D.4.4. EXPERIENCE IN ATTENDING EDUCATIONAL/VOCATIONAL COURSES**

Have you ever attended any educational/vocational courses?

Have Attended At Least One Educational/Vocational Course	35%
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**D.4.5. EXPERIENCE IN ATTENDING EDUCATIONAL/VOCATIONAL COURSES**

What course did you attend at the educational/vocational school?

Computing	51%
Business/Finance	11%
Healthcare/Pharmacy	10%
Teacher Training	4%
Auto Service	4%
Foreign Language	3%
Logistics/Project Management	3%
Chemistry	3%
Hairdressing	2%
Cooking	2%
Management	2%
Audit	2%
Welding	2%
Other	6%

**D.4.6. EDUCATIONAL/VOCATIONAL COURSE PROVIDERS**

Who delivered this course?

Private Organization	59%
Public Organization	24%
Non-Governmental Organization	0%
I Don't Know/Refused To Answer	17%

**D.4.7. CERTIFICATION OF EDUCATIONAL/VOCATIONAL COURSES**

Did you obtain a diploma/certificate following graduation from this vocational school?

Obtained Diploma/Certificate Following Graduation	96%
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**D.4.8. SKILLS TO PERFORM VARIOUS ACTIVITIES**

In general, have you ever performed any of the following activities?

Construction (Carpentry, Grinding, Welding, Etc.)	10%
Agricultural/Rural Activities (Farming, Harvesting, Etc.)	7%
Trading/Selling Goods	7%
Cattle Breeding/Poultry-Raising	5%
Electrical Repairs	5%
Dressmaking/Sewing/Embroidery	4%
Plumbing	4%
Food Production, (Dairy Products, Baking, Etc.)	2%
Shoe-Making/Shoe Repairs	1%

Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, Etc.)	1%
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#### D.4.9. PAYMENT FOR ACTIVITIES PERFORMED

Have you ever undertaken these activities for pay/for profit?

Construction (Carpentry, Grinding, Welding, Etc.)	6%
Trading/Selling Goods	6%
Plumbing	3%
Electrical Repairs	2%
Agricultural/Rural Activities (Farming, Harvesting, Etc.)	1%
Cattle Breeding/Poultry-Raising	1%
Food Production, (Dairy Products, Baking, Etc.)	1%
Dressmaking/Sewing/Embroidery	1%
Shoe-Making/Shoe Repairs	1%
Tourism Specializations (Hotel Management, Restaurant Administration, Tour Guiding, Renting Rooms, Etc.)	1%

#### D.4.10. EMPLOYMENT DURING THE PAST 12 MONTHS

During the past 12 month period, did you work at least three months for pay (or without pay), profit, in kind, or for family business?

Worked For Pay Or Without Pay (Homemaker)	46%
Did Not Work But Have A Permanent Job To Go Back To (Maternity Or Sick Leave)	0%
Did Not Work But Worked Before - Available And Seeking Work	17%
Did Not Work Before, Available And Seeking Work For The First Time	37%

#### D.4.11. NUMBER OF EMPLOYEES AND JOB SEEKERS BY STUDY AREA

During the previous 12 month period, did you work at least 3 months of the time for pay (or without pay), profit, in kind, or for family business?

	Women	Men
Worked For Pay Or Without Pay	2 208	3 973
Did Not Work, But Have A Permanent Job To Go Back To	59	0
Did Not Work, But Worked Before - Available And Seeking Work	1 064	1 168
Did Not Work Before, Available And Seeking Work For The First Time	3 789	1 200
Did Not Work And Not Seeking Work	1 037	580

**D.4.12. NUMBER OF EMPLOYED HOUSEHOLD MEMBERS IN STUDY AREAS**

Number Of Employed HH Members	Number Of HH Members		
	1-3 Members	4-5 Members	6 Or More Members
None	13%	16%	4%
1 Member	54%	32%	27%
2 Members	30%	32%	26%
3 Members	4%	18%	26%
4 Or More Members	0%	2%	18%
Average Number Of Employed HH Members	1	2	2

**D.4.13. WORKING STATUS**

What was/is your main status of employment?

Employee	76%
Self-Employed	15%
Employer	9%
Member Of Producers' Cooperative	0%
Contributing Family Worker	0%

**D.4.14. WEEKLY WORKING HOURS**

How many working hours do you usually work at your main job during a week, excluding lunch hours?

1-20 Hours	8%
21-40 Hours	43%
41-60 Hours	33%
61+ Hours	17%
Average Weekly Working Hours	47 Hours

**D.4.15. TYPE OF JOB**

Specify, according to the working hours, what type your job you have?

Casual Full Time Worker (With Permanent Job)	75%
Casual Part Time Worker (With Permanent Job)	14%
Seasonal Full Time Worker (Work Only Seasonally)	2%
Seasonal Part Time Worker (Work Only Seasonally)	2%
Temporary Worker	8%
I Don't Know/Refused To Answer	1%

#### D.4.16. OCCUPATION

What was your occupation in the main job that you worked (most of the time)?

Retail Sales Assistant	8%
Teacher	6%
Non-Qualified Labor In All Fields	6%
Vehicle Driver	6%
Secretary/Keyboard Operator	4%
Security Guard	3%
Cash Operator	3%
Distributor	3%
Other Individual Service Provider	3%
Mid-Level Administrative Personnel	2%
Legal Specialist/Professional	2%
Household/Catering Organization Employee	2%
Mid-Level Healthcare Personnel (Except Nurses)	2%
Mid-Level Finance And Trade Personnel	2%
Nursery Worker	2%
Construction/Installation Professional	2%
Armed Forces	2%
Agriculture/Forestry/Hunting/Fishery	2%
Transport /Road Worker	2%
Public/Civil Service Specialist	1%
Nurse	1%
Doctor/Pharmacist/Veterinarian	1%
Other	33%

#### D.4.17. OCCUPATIONAL SPHERE

What was your main place of work, or the main activity at your main place of work?

Marine/Road/Rail Transport	27%
Retail Trade	13%
Secondary And Higher Education	8%
State Activities/General State Governance	4%
Financial Mediation	4%
Healthcare-Related Activities/Social Aid	3%
Construction/Installation/Engineering Activities	3%
Hotels/Canteens/Bars/Restaurants	3%
Entertainment And Show Activities/Arts And Sports-Related Activities	2%
Production Of Food And Beverages	2%
Auto Service	2%
Investigation/Security	2%
Law/Accounting/Audit Activities	2%
Individual Services	2%

Civic Organization Activities	1%
Wholesale Trade	1%
Other	24%

#### D.4.18. EMPLOYMENT SECTOR

Which organization type does the company/establishment/structure in which you are currently working belong?

Private Sector	75%
State Institution	21%
Mixed (State And Private)	3%
Non-Governmental Organization	1%
International Organization	0.3%

#### D.4.19. LEVEL OF PHYSICAL ACTIVITY ON THE CURRENT JOB

Does your current job require more physical or intellectual activity?

Only Physical Activities	28%
More Physical Than Intellectual Activities	11%
Physical And Intellectual Activities Equally	26%
More Intellectual Than Physical Activities	15%
Only Intellectual Activities	21%

#### D.4.20. ATTITUDE TOWARD PHYSICAL WORK

I Prefer Not To Work At All, Than Work In A Position Which Requires Physical Activity	34%
I'm Ready To Work In A Position Which Requires Physical Activity If I Have A Stable Salary	48%
[Both]	5%
[Neither]	2%
[I Don't Know/Refused To Answer]	11%

#### D.4.21. REASONS FOR NOT SEEKING JOBS

Why are you not seeking work?

Full-Time Student	75%
No Hope To Find Employment	10%
Income Recipient	5%
Disabled	4%
Housewife	4%
Pregnant	2%

#### D.4.22. FACTORS CAUSING YOUTH UNEMPLOYMENT

In your opinion, what is the main problem for young people (aged 18-35) seeking employment in your city/village/region?

Lack Of Vacant Positions	88%
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Lack Of Contacts/Relationships	21%
Lack Of Qualifications/Experience	14%
Lack Of Foreign Language Skills	12%
Lack Of Required Education/Specialization	8%
I Don't Know/Refused To Answer	2%

#### D.4.23. SOURCES OF INFORMATION ABOUT EMPLOYMENT VACANCIES

Please tell me, when required, where do you seek information about available jobs?

Friends/Relatives	82%
Internet	32%
TV/Radio	22%
Newspapers/Magazines	10%
Private Employment Agency	9%
State Employment Agency	6%
Never Experienced	1%
I Don't Know/Refused To Answer	2%

#### D.4.24. HOUSEHOLD INVOLVEMENT IN AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

Please tell me, does your household carry out agricultural activities on your own/rented plot of land and does your household undertake any cattle-breeding/poultry-raising?

Household Carries Out Agricultural Activities	11%
Household Undertakes Cattle Breeding/Poultry-Raising	8%

#### D.4.25. PERSONAL INVOLVEMENT IN AGRICULTURE AND CATTLE BREEDING/POULTRY-RAISING

Please tell me, have you been/are you personally involved in household agricultural and farming activities within the last year without salary?

Personally Involved In Agricultural Activities	2%
Personally Involved In Cattle Breeding/Poultry-Raising	2%

#### D.4.26. PERSONAL INVOLVEMENT IN AGRICULTURE BY SEASON

Please tell me, have you undertaken any seasonal work in agricultural activities as a hired employee during the last year?

Winter	0%
Spring	1%
Summer	1%
Autumn	1%

#### D.4.27. PERSONAL INVOLVEMENT IN CATTLE BREEDING/POULTRY-RAISING BY SEASON

Please tell me, have you undertaken any seasonal work in cattle-breeding/poultry-raising as a hired employee during the last year?

Winter	2%
Spring	2%
Summer	2%
Autumn	2%

#### D.4.28. SEASONAL EMPLOYMENT OPPORTUNITIES

Are there any seasonal employment opportunities in your locality/area that you are willing to travel to for work?

Tourism Activities	15%
Agricultural Activities	11%
Cattle Breeding/Poultry-Raising	11%

#### D.4.29. INVOLVEMENT IN SEASONAL EMPLOYMENT

Have you undertaken any seasonal work as a hired employee during the last year?

Agricultural Activities	1%
Cattle Breeding/Poultry-Raising	1%
Tourism Activities	0.4%

#### D.4.30. SEASONAL VERSUS PERMANENT EMPLOYMENT

Seasonal Work Maybe More Profitable, But Is Not Consistent. I Prefer To Have A Permanent Job With A Stable Salary	98%
Seasonal Work Is More Profitable For Me And Provides Enough Income From Season To Season. I Prefer To Carry Out Seasonal Work Rather Than Have A Stable Job	1%
[Both]	1%
[Neither]	0%
I Don't Know/Refused To Answer	0%

#### D.4.31. HOUSEHOLD INCOME SOURCES

Please name every source of household income during the last 1 year.

Salary/Payment For Performing Everyday Work	79%
Pension/Other Social Benefits (Retirement Pension/Disabled/Veteran/Student/Child Benefit)	11%
Help From Relatives Living In A Foreign Country (Money, Products)	3%
Help From Local Relatives (Money, Products)	2%
Money (Or Equivalent) Gained From Selling/Exchanging Products Harvested From Farming Performed By Family Member	0%
Income From Real Estate	0%
Personal Savings	0.2%

Seasonal Work	2%
Temporary Work (e.g. Cleaning)	3%
Sale Of Meat Products From Domestic Animals	0.2%
Dividends/Shares	0%
Credit/Money Taken As A Loan	0%
Selling Items From Home	0%
Alimony	0.2%
I Don't Know/Refused To Answer	0.4%

#### D.4.32. PERSONAL INCOME

What is your personal average monthly income (in GEL) considering every source of income?

Have No Personal Income	56%
< GEL100	7%
GEL 101-300	12%
GEL 301-600	13%
GEL 601-900	6%
GEL 901-1300	2%
GEL 1301-1600	0%
> GEL 2001	0%
I Don't Know/Refused To Answer	5%
Average Income	382 GEL

#### D.4.33. HOUSEHOLD INCOME

What is your household average monthly income considering every source and including your income?

< GEL100	4%
GEL 101-300	27%
GEL 301-600	28%
GEL 601-900	15%
GEL 901-1300	11%
GEL 1301-1600	3%
GEL 1601-1900	0%
GEL 1901-2000	2%
> GEL 2001	1%
I Don't Know/Refused To Answer	8%
Average Income	584 GEL

#### D.4.34. MODE OF TRANSPORT USED TO TRAVEL TO WORKPLACE

Please tell me, what mode of transportation do you normally use (or have normally used) to travel to your place of work?

Walk	41%
Minibus (Marshrutka)	28%
Own Car	16%
Friend's/Neighbor's Car	2%
Taxi	2%
Bus	1%
N/A – Working At Home	1%
I Don't Know/Refused To Answer	10%

#### D.4.35. NUMBER OF TRANSPORT MODES USED TO TRAVEL TO WORKPLACE

How many modes of transport do you normally use to travel to your place of work?

One Mode Of Transport	82%
Two Modes Of Transport	8%
Three Modes Of Transport	0%
I Don't Know/Refused To Answer	11%

#### D.4.36. MODE OF TRANSPORT USED TO TRAVEL TO CITY CENTER

Please tell me, what modes of transportation do you generally use to travel to the city center?

Walk	45%
Minibus (Marshrutka)	38%
Own Car	15%
Bus	1%
Taxi	1%
Friend's/Neighbor's Car	0.2%

#### D.4.37. MIGRATION LEVEL IN STUDY AREAS

How many household members have left your city/village in total during the past five years?

Left The City/Village To Work	7%
Left The City/Village To Study	1%
Left The City/Village To Live/Wed	1%

#### D.4.38. MOST PREFERRED SPHERE OF WORK

Please tell me, if you were able to work in any of these fields, which would you prefer most?

Hospitality/Tourism	55%
Apparel Manufacturing	32%
Trade/Retail	33%

Utility Sector (Gas, Electricity, Water)	23%
Packaging Production	19%
Construction	34%
Food Processing	20%
Agriculture	15%
I Wouldn't Work In Any Of The Given Fields	13%

#### D.4.39. WORKPLACE CHANGING MOTIVATIONS

Which three factors would motivate you the most to change employment?

Professional Development/Opportunities To Increase Qualifications	56%
Additional Benefits (Health Insurance, Pension)	46%
Warm, Friendly Environment	46%
Pride And Prestige Of New Company	39%
Pleasant Working Conditions (Modern Facilities, Etc.)	31%
Recognition/Appreciation From The Management	25%
Good Location (Near To My House)	15%
Transport Available Or Accessible	8%
I Don't Know/Refused To Answer	9%

#### D.4.40. GENERAL ATTITUDE TOWARD WORKING IN AN APPAREL FACTORY

Please tell me, if you can, how willing would you be to work in an apparel factory?

I Would Definitely Work There	17%
I Would Be Happy To Work There	54%
I Would Not Be Inclined To Work There	20%
I Would Never Work There	10%

#### D.4.41. GENERAL ATTITUDE TOWARD WORKING IN AN APPAREL FACTORY – ABSOLUTE NUMBER BASED ON ABLE-BODIED WORKFORCE

	Women	Men
I Would Definitely Work There	1237	988
I Would Be Happy To Work There	4387	2865
I Would Not Be Inclined To Work There	1120	1521
I Would Never Work There	376	924
I Don't Know/Refused To Answer	0	43

#### D.4.42. WILLINGNESS TO WORK IN AN APPAREL FACTORY IN POSITIONS THAT REQUIRE PHYSICAL ACTIVITY

Now please tell me, how willing you would be to work in an apparel factory in a position (for instance, sewing or cutting), which required a certain amount of physical activity?

I Would Definitely Work There	15%
I Would Be Happy To Work There	45%
I Would Not Be Inclined To Work There	25%
I Would Never Work There	13%
I Don't Know/Refused To Answer	3%

#### D.4.43. WILLINGNESS TO WORK IN AN APPAREL FACTORY IN POSITIONS THAT REQUIRE PHYSICAL ACTIVITY – ABSOLUTE NUMBER BASED ON ABLE-BODIED WORKFORCE

	Women	Men
I Would Definitely Work There	1084	999
I Would Be Happy To Work There	3445	2561
I Would Not Be Inclined To Work There	1836	1466
I Would Never Work There	694	995
I Don't Know/Refused To Answer	61	320

#### D.4.44. PERCEIVED ADVANTAGES OF WORKING IN AN APPAREL FACTORY

Please tell me what you think the advantages could be from working in an apparel factory?

Stable Salary/Job	11%
High Salary	10%
Opportunity To Learn Sewing	2%
Limited Physical Work	2%
Opportunity To Acquire Work Experience	2%
No Advantages	1%
Convenient For Women	0.4%
Work Environment/Atmosphere	0.2%
Clean Work	0.2%
I Don't Know/Refused To Answer	75%

#### D.4.45. PERCEIVED DISADVANTAGES OF WORKING IN AN APPAREL FACTORY

Please tell what you think the disadvantages could be from working in an apparel factory?

No Disadvantages	8%
Poor Work Conditions ( <i>Dust, Noise, Etc.</i> )	4%
Low Salary	3%
Hard Physical Work	1%
Varied Work Hours	1%
Irrelevant To Personal Interests	1%
Unsuitable For Men	1%

Harmful For Health	1%
Other	1%
I Don't Know/Refused To Answer	81%

#### D.4.46. ANTICIPATED PERIOD OF TIME TO WORK AT AN APPAREL FACTORY

If you agreed to work in an apparel factory, in your opinion, how long do you think you would want to work there?

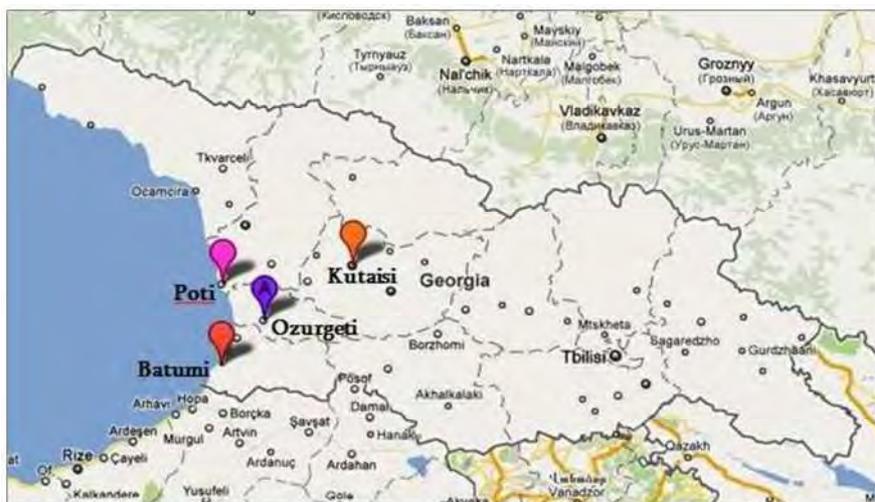
I Would Not Work In An Apparel Factory	24%
< 3 Months	5%
3-6 Months	4%
6-12 Months	7%
1-2 Years	6%
2-3 Years	4%
> 3 Years	47%
I Don't Know/Refused To Answer	4%

#### D.4.47. POTENTIAL DRAW FROM SEASONAL ACTIVITIES AWAY FROM APPAREL PRODUCTION

Working In An Apparel Factory Is A Stable Job. I Would Not Replace It With A Seasonal Job, Even If The Salary Was Higher	65%
I Would Leave The Apparel Factory For Seasonal Employment, As The Salary Is Better.	6%
[Both]	0%
[Neither]	10%
[I Don't Know/Refused To Answer]	19%

## E. KEY INFORMANT INTERVIEWS AND DESK RESEARCH RESULTS

Figure 1 - Map of Georgia



### E.1. BATUMI

Seven interviews with entrepreneurs and one interview with a local expert were conducted in Batumi. Additionally, materials about the investment opportunities in Batumi were collected.

#### E.1.1. GENERAL CHARACTERISTICS

Batumi city is the administrative center of Adjara Autonomous Republic. It is located in the south-west of Georgia, on the Black Sea coast, on the lowland of Khakhaberi, two to three meters above sea level.

The area of Adjara is 3,000 square kilometers; approximately 4.2% of Georgia's territory. There are five administrative centers and five districts in the region. Forty-eight percent of the population lives in cities.

The area of Batumi city is 19 km<sup>2</sup>. It is distinguished by its subtropical climate and accordingly, the average annual temperature is 14° C. The coldest month is January with an average temperature of 6° C. Average annual precipitation is 2,200 mm, while air humidity is 80%.

Table 53 – Batumi Snow Cover<sup>7</sup>

Settlement	Number of Days with Snow	Average Date of First Snowfall	Average Date for Snow Melt	Maximum Snowfall (cm)	
				Height (cm)	Date of Observation
Batumi	12	13 January	24 February	76	24-02-1985

### E.1.2. SOCIO-ECONOMIC CHARACTERISTICS OF THE POPULATION

Of 181,100 people in the labor force in Adjara, 148,600 of them are employed. The table below presents population distribution according to employment status in Adjara.

Table 54 - Population Distribution According to Economic Activity in Adjara (thousands)<sup>8</sup>

Employment Status	Population (thousands)
Total Labor Force	181.1
Employed	148.6
Employees	54.8
Self-Employed	93.7
Undefined	0.2
Unemployed	32.5
Not In Labor Force	98.7
<b>Unemployment Rate (Percentage)</b>	<b>17.9%</b>
<b>Participation Rate (Percentage)</b>	<b>64.7%</b>
<b>Employment Rate (Percentage)</b>	<b>53.1%</b>

The average income per person in Adjara is GEL 128 per month, while the sum of the average monetary and non-monetary income is GEL 144 per month.

Table 55 - Distribution of Average Monthly Income per Capita in Adjara Region (GEL)<sup>9</sup>

Source of Income	Amount (GEL)
<b>Monetary Income And Transfers</b>	<b>108</b>
Salary	51.1
Self-Employment	14.6
Agricultural Product Sales	6.7
Property (Rent, Interest From Deposits)	1.8
Pensions, Stipends, Benefits	17.7
Remittances From Abroad	4.0
Support From Relatives/Friends	12.2
<b>Non-Monetary Income</b>	<b>16.5</b>
<b>Total Income</b>	<b>124.5</b>
<b>Other Monetary Funds</b>	<b>20.3</b>

<sup>7</sup>National Environmental Agency

<sup>8</sup>National Statistics office of Georgia, integrated household survey, www.geostat.ge

<sup>9</sup>National Statistics office of Georgia, integrated household survey, www.geostat.ge

Property Sales	2.0
Borrowing Or Saving Utilization	18.3
<b>Total Monetary Funds</b>	<b>128.3</b>
Total Monetary And Non-Monetary Income	144.8

According to the general population census of Georgia 2002, the population of Adjara aged 6+ is approximately 113,500 and the distribution according to education is as follows:

*Table 56 - Population Distribution According to Education Level <sup>10</sup>*

Education Level	Population
Higher Education	28,527
Doctor's Degree	337
Incomplete Higher Education	4,418
Average Professional	21,980
Primary Professional	2,085
Complete General Average Education	29,124
Basic General	7,378
Primary General	12,168
Has Not Entered Educational Institution, But Can Read And Write	7,754
Unable To Read Or Write	56

There are 21 public and 15 private schools in Batumi.

### E.1.3. EVALUATION OF GENERAL ENVIRONMENT OF BATUMI IN RELATION TO BUSINESS SECTOR

Qualitative research suggested that Batumi is in an important stage of development, on the one hand because of the Government's significant support, and on the other due to interest by foreign investors. The research identified that business development in Adjara varies, as particular business sectors are prioritized/targeted. Additionally, there are significant resources for development of some business sectors but limited resources for others.

#### Agriculture

The Adjara region is well known domestically for its nuts, citrus and tea. Although the Government provides support to farmers (through for example infrastructure improvements and technical assistance in improving techniques), farmers struggle with marketing their products and are challenged by the importation of low-cost, low quality agricultural imports from Turkey. The key informant interviews suggested that while the situation is improving, the agricultural sector in Adjara, like much of the country is problematic. Some investment has been made in the region, particularly by Turkish investors, and specifically in relation to greenhouses and nut production.

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<sup>10</sup>National Statistics office of Georgia, general population census of Georgia 2002, [www.geostat.ge](http://www.geostat.ge)

## Food processing

The key informant interviews and research identified that food processing in Batumi is developing. The city has:

- Milk production, considered a fairly competitive enterprise;
- Vegetable oil production;
- Fruit processing and juice production;
- Tea production – tea is largely sold on the domestic market, although exports to Turkey are planned in the near future;
- Nut production and processing - nuts produced in Adjara are exported to Turkey and elsewhere.

Georgian entrepreneurs engaged in the food-processing sector have established themselves without significant foreign investment. Although existing equipment in the factories is sufficient for current requirements, further investment in equipment and technology could have a positive impact on the volume of production and the product range. Domestic financing options in Georgia are stated to be expensive. There is also significant competition from lower price imports. However, the limited competition in Adjara for the few products being produced and the high quality of the products means that domestic food processors can maintain a competitive position.

## Utilities

Table 57 - Batumi Energy Supply

Utility	Provision	Frequency
Water	100%	50% - 10-12 hour supply
		50% - 24 hour supply
Gas	10,000 customers	24 hour supply
Sewage	70-80%	
Electricity	100%	24 hour supply

There have been remarkable improvements in Batumi's water supply and sewage systems in recent years due to public sector investment. According to those interviewed, energy supplies have also improved and interruptions are now infrequent.

## Construction

Batumi has seen a large influx of foreign investment, as well as domestic, in the construction sector, partly due to public sector infrastructure improvements. Foreign investors are focusing on the construction of hotels and houses because of rising land prices and incentives offered by the government. There has also been significant investment in the transport infrastructure improving accessibility between towns and villages. Construction companies in Batumi indicate high demand for their services as well as growing competition, due to the absence of construction codes and standards. Since construction companies no longer require licenses, tender participation has grown and companies with limited experience offer unrealistic prices to get into the market. A similar situation was found in the other study areas.

## Trade and Retail

Manufacturing is less developed in Batumi than the other study areas and thus, residents are more oriented toward trade. For that reason, Batumi hosts a number of warehouses and distribution points. Another important factor promoting trade in Batumi is its close proximity to the Turkish border. Trade in and around Batumi is focused heavily on food and agricultural products.

## Hospitality and Tourism

Tourism infrastructure is developing rapidly in Batumi, as evidenced by the construction of a number of five-star international chain hotels. The abovementioned sectors are, of course, also important in serving the needs of the hospitality and tourism industry. The Government of Georgia requires that 95% of investors' employees be local residents, which is more or less the case. However, local residents are rarely employed in managerial positions; expatriates take these.

According to interviewees, the quality of tourism management is low in Batumi, particularly among private sector travel agents and tour operators. However, the recently established tourism department at Batumi University, as well as other training courses, has gained popularity among the local population and graduates that are more qualified are anticipated in the near future.

## Packaging Production

No information was identified concerning packaging companies in Batumi.

## Apparel Manufacturing

Adjara has attracted a number of foreign (Turkish) investors in apparel manufacturing, due to the region's convenient geographic location and low-cost labor force.

*"Investment was made in 2008. At the end of this year, the construction process was finished and the factory started production. The first investment was approximately US\$3 million, now it is US\$5 million and it continues to increase. The factory started operation with full capacity in 2010."*

**[Entrepreneur, Batumi]**

*"Our company was founded in 2011 through foreign investment. A Danish company leased a sewing factory in Batumi and we concluded a leasing contract. We more or less reequipped the factory, repaired and reached the standards which enabled us to receive regular orders".*

**[Entrepreneur, Batumi]**

Enterprises have sustainable energy supplies and investors do not face any difficulties in this regard. However, in some peripheral areas of Adjara (e.g. the Adjara Textile factory in Bobokvati) there are issues related to telecommunications because of undeveloped rural infrastructure.

*“The only problem is telecommunications, I had to bear internet and landline set up costs, I brought the line from Kobuleti here on my own. Practically, there is no infrastructure here. This is true for places outside the city.”*

**[Entrepreneur, Bobokvati]**

*“We have a sustainable energy supply, electro energy and gas prices are normal. The only concern is that the water price is not competitive. It differs for individuals and enterprises – we pay 4 GEL per m<sup>3</sup>.”*

**[Entrepreneur, Batumi]**

Based on the research undertaken on the Adjara region, the business environment for the apparel-manufacturing sector is satisfactory for investors. If the factory is located in a location inconvenient for public transport users or if working hours require night shifts, the company may need to provide staff transportation.

Respondents believe that there is a lack of qualified labor in apparel manufacturing. This is considered a hindrance to the sector, and companies largely undertake training themselves. The period required to train staff depends on job characteristics as well as on the worker's abilities and varies from approximately 20 to 50 days. In a few cases, employees are sent abroad to increase their proficiency.

The survey revealed that companies compete to win qualified staff. However, those firms that offer a relatively higher salary manage to maintain experienced labor within their institution.

*“Though labor productivity is fairly low, they get used to it and progress slowly over time. I have mentioned approximate numbers – in the first year it was 20%, and maximum in the world is 80%. Currently, the average productivity is up to 60%.”*

**[Entrepreneur, Bobokvati]**

*“The only thing that could be mentioned about competition is related to attracting qualified workers. The region is most likely experiencing a lack of professional employees... However, other companies cannot compete with us, as we offer relatively higher salaries than they do. We have a long history; the business became more stable and therefore we can offer higher wages”*

**[Entrepreneur, Batumi]**

Based on the survey results, seasonal labor migration is limited; employees tend to prefer stable incomes. Additionally, in order to deter seasonal labor outflow, some companies stop production for a month in the summer and offer vacations for their staff. According to respondents, such a break does not incur losses as work is less intensive during the summer and this period is used for plant rehabilitation (equipment/machinery repairs, etc.).

Women are predominantly employed in apparel manufacturing. They are considered to be more productive in this field, although are subject to a high level of staff turnover due to marriage and pregnancy. Companies have to accommodate this fact.

*“They travel to Turkey in summer to work in tea or nut production, but we give vacations for the whole of August anyway. For example, our factory had a break from 22 July to 22 August, this is economical, and you need time to repair things.”*

**[Entrepreneur, Bobokvati]**

*“Our staff mainly consists of women and thus, we experience labor turnover due to marriage or pregnancy. Therefore, we often have to employ new staff and in addition, we create new vacancies... We announce these vacancies officially on television or through other official information sources.”*

**[Entrepreneur, Batumi]**

## **Migration to/from Batumi**

The research found that labor force migration from Batumi, as well as other regions of Georgia, is extensive. Experts believe that migration from Batumi’s surrounding villages to the city is also extensive, though the share of emigrants from Batumi city exceeds the share of immigrants. Experts also noted that inhabitants migrate to the capital city and abroad. Due to higher salaries and three-month visa-free entry, a number of individuals travel to Turkey for work. According to respondents, “brain drain” is also significant, with migrants going to Europe as well as the USA.

Based on the survey results, it is believed that the development of Batumi State University and the establishment of branches of other universities have significantly decreased educational migration from Batumi to Tbilisi.

## **E.2. OZURGETI**

The process of research identified limited information on the Ozurgeti region; mainly because of the scarcity of large companies. Two thorough interviews were conducted in Guria.

### **E.2.1. GENERAL CHARACTERISTICS**

Ozurgeti is the administrative city of Guria, Georgia’s smallest region. It is located in western Georgia, on the Kolkheti lowland and surrounded by mountains. The length of the coast at the Black Sea is 22 kilometers.

Guria’s territory covers 2,036 km<sup>2</sup>. Ozurgeti municipality covers 676 km<sup>2</sup>, of which 230 km<sup>2</sup> is agricultural land. The climate of the city is humid sub-tropical.

### **E.2.2. SOCIO-ECONOMIC CHARACTERISTICS OF THE POPULATION**

The average monthly income per person is GEL 112, while sum of monetary and non-monetary income is GEL 153 per month. The distribution of average monthly income per capita in Guria is as follows:

*Table 58 - Distribution of Average Monthly Income per Person in Guria Region (GEL)<sup>11</sup>*

Income Source	Amount (GEL)
<b>Monetary Income And Transfers</b>	<b>95.2</b>
Salaries	28.8
Self-Employment	7.9
Agricultural Product Sales	13.6
Property (Rent, Interest From Deposits)	0.0
Pensions, Stipends, Benefits	26.6
Remittances From Abroad	1.5
Support From Relatives/Friends	16.8
<b>Non-Monetary Income</b>	<b>40.8</b>
<b>Total Income</b>	<b>136.1</b>
<b>Other Monetary Funds</b>	<b>17.5</b>
Property Sales	0.2
Borrowing Or Saving Utilization	17.3
<b>Total Monetary Funds</b>	<b>112.7</b>
<b>Total Monetary And Non-Monetary Income</b>	<b>153.6</b>

According to the general population census of Georgia 2002, Guria's population is approximately 17,599 and the distribution according to education is as follows:

*Table 59 - Population Distribution in Guria According to Education Level<sup>12</sup>*

Education Level	Population
Higher Education	3,901
Doctor's Degree	73
Incomplete Higher Education	380
Average Professional	3,473
Primary Professional	484
Complete General Average Education	4,810
Basic General	1,298
Primary General	2,141
Has Not Entered Educational Institution, But Can Read And Write	1,056
Unable To Read Or Write	56

<sup>11</sup> National Statistics office of Georgia, integrated household survey, [www.geostat.ge](http://www.geostat.ge)

<sup>12</sup> National Statistics office of Georgia, general population census of Georgia 2002, [www.geostat.ge](http://www.geostat.ge)

### E.2.3. EVALUATION OF GENERAL ENVIRONMENT OF OZURGETI IN RELATION TO THE BUSINESS SECTOR

#### Utilities

Based on information gathered through interviews, it can be concluded that an important and growing sector is mineral and fresh water production, which has a 15 year history. The products are successfully sold within Georgia as well as overseas. In addition, Georgian investments were made in the wood processing sector, which appears to be successful and employs a significant number of people. It is noteworthy that Ozurgeti is also famous for beer production.

Respondents believe Guria to be an interesting region for agriculture. However, most of the resources are not utilized since there are few agricultural companies and factories. Though the agricultural land is relatively small in the region, respondents believe that Guria has great potential for cattle breeding as well as citrus and tea production.

The research revealed that Guria's energy supplies have significantly improved in recent years. However, one large company, "Healthy Water", after several years of work and expenses, created its own electricity source.

*Table 60 - Guria Energy Supply*

Utility	Provision %	Frequency
Water	80%	65% - 24 hour supply
		35% - 8 hour supply
Gas		90%
Sewage		50%
Electricity	100%	24 hour supply

Apparel manufacturing is undeveloped in the Ozurgeti region. There are no apparel manufacturers and a small amount of qualified labor.

Respondents believe that at this stage, the region has great labor potential. Ozurgeti residents have the greatest desire to work in the apparel sector (87% of the active labor force and 91% of job seekers). There are 9,361 women and 7,604 men willing to work in an apparel factory; 8,308 women and 6,832 men expressed a willingness (or preference in the case of men) to work in positions that required some level of physical activity. The most significant proportion of men willing to work in physically active positions in an apparel factory appeared to be in Ozurgeti.

Forty percent (40%) of Ozurgeti residents believe there are no disadvantages to working in an apparel factory. This figure is at least four times higher than in other target locations. Among the survey locations, Ozurgeti has the highest potentially stable labor force; 59% of the target population expressed an intention to work in a factory longer than three years. Eighty three percent (83%) of the residents believe that apparel factory employment is stable and suggested that they would not leave in search of higher seasonal wages.

## E.3. KUTAISI

Four interviews with entrepreneurs and one interview with an expert were conducted. Paper materials provided by the Kutaisi city hall were also used for the qualitative analysis.

### E.3.1. GENERAL CHARACTERISTICS

Kutaisi is the administrative center of the Imereti Region, located in west Georgia. The population of Imereti is 704,700, of which 194,700 live in Kutaisi, making it the second largest city after Tbilisi.

Kutaisi is 221 km from the capital. The distance to the nearest port (Poti) is 103 km and to the nearest airport (Kopitnari), 20 km.

The area of Kutaisi is 67.9 km<sup>2</sup> and is located 96-235 meters above sea level. The landscape of Kutaisi is mainly plain lowland. As the city is located on the river Rioni, it has a distinct humid sub-tropical climate. The average annual temperature is 14.5° C.

Table 61 – Kutaisi Snow Cover<sup>13</sup>

Settlement	Number of Days with Snow	Average Date of First Snowfall	Average Date for Snow Melt	Maximum Snowfall (cm)	
				Height (cm)	Date of Observation
Kutaisi	15	3 January	9 March	60	07-02-1985 01-01-1993

### E.3.2. MAIN SOCIO-ECONOMIC CHARACTERISTICS OF POPULATION

According to 2010 data, there are 323,500 employed individuals in the Imereti region; 232,000 of which are self-employed and 90,200 are employees. The table below presents population distribution according to employment status in the region.

Table 62 - Population Distribution According to Economic Activity in the Imereti Region (thousands)<sup>14</sup>

Employment Status	Population (thousands)
Total Labor Force	366.0
Employed	323.5
Employee	90.2
Self-Employed	232.0
Undefined	1.3
Unemployed	42.5
Not In Labor Force	167.1
<b>Unemployment Rate (Percentage)</b>	11.6%
<b>Participation Rate (Percentages)</b>	68.7%
<b>Employment Rate (Percentage)</b>	60.7%

<sup>13</sup>National Environmental Agency

<sup>14</sup>National Statistics Office of Georgia, integrated household survey, www.geostat.ge

Average monthly monetary income per person in Imereti is GEL 144, while the sum of monetary and non-monetary income is GEL 182 per month. The structure of average monthly income per capita in Imereti is as follows:

*Table 63 - Distribution of Average Monthly Income per Capita in the Imereti Region (GEL)<sup>15</sup>*

<b>Income Source</b>	<b>Amount (GEL)</b>
<b>Monetary Income And Transfers</b>	<b>119.5</b>
Salary	36.2
Self-Employment	12.9
Agricultural Product Sales	12.2
Property (Rent, Interest From Deposits)	1.1
Pensions, Stipends, Benefits	26.8
Remittances From Abroad	10.3
Support From Relatives/Friends	20.0
<b>Non-Monetary Income</b>	<b>38.0</b>
<b>Total Income</b>	<b>157.4</b>
<b>Other Monetary Funds</b>	<b>24.7</b>
Property Sales	1.2
Borrowing Or Saving Utilization	23.6
<b>Total Monetary Funds</b>	<b>144.2</b>
<b>Total Monetary And Non-Monetary Income</b>	<b>182.1</b>

According to the general population census of Georgia 2002, Imereti's population aged 6+ is approximately 175,500 people and the distribution according to education is as follows:

*Table 64 - Population Distribution According to Education Level<sup>16</sup>*

<b>Education Level</b>	<b>Population</b>
Higher Education	43,788
Doctoral Degree	623
Incomplete Higher Education	6,627
Average Professional	29,998
Primary Professional	4,950
Complete General Average Education	48,362
Basic General	11,026
Primary General	18,330
Has Not Entered Educational Institution, But Can Read And Write	10,213
Unable To Read Or Write	117

According to the information provided by Kutaisi city hall, in 2009 16% of Kutaisi residents had an average professional education, while 27% had incomplete higher education.

<sup>15</sup>National Statistics Office of Georgia, integrated household survey, [www.geostat.ge](http://www.geostat.ge)

<sup>16</sup> National Statistics office of Georgia, general population census of Georgia 2002, [www.geostat.ge](http://www.geostat.ge)

### E.3.3. TRANSPORT AND COMMUNICATION

According to the information provided by Kutaisi city hall, 100% of the city's local transport is owned and managed by the private sector. More than 120 buses, 360 minibuses, and 360 taxis serve the population.

Three mobile communication companies operate in the city – “MagtiCom”, “Geocell” and “Beeline”. In addition, there are inter-district, inter-city, and international bus routes.

### E.3.4. EVALUATION OF GENERAL ENVIRONMENT OF KUTAISI IN RELATION TO VARIOUS BUSINESS SECTORS

Kutaisi City Hall's Development Plan focuses on attracting foreign investment. An Indian-invested metallurgical plant has commenced operation recently and the local authorities have created a free economic zone covering an area of 27.5 hectares. Egyptian investment has been made focusing on home appliance and ceramic product manufacturing. Chinese investors have also purchased buildings and 54 hectares of land next to the economic zone for wood, furniture production, and stone processing purposes, where approximately 3,000 people will be employed.<sup>17</sup>

#### Agriculture

According to experts, Kutaisi is an industrial city. Therefore, agricultural development is not considered a priority. However, the villages surrounding Kutaisi have begun to focus on greenhouse agriculture.

#### Food processing

Kutaisi has a history of food processing resulting in a well-developed sector. Currently, energy generation and food processing have a sizeable share in the city's productive sector. Wheat processing, wine and alcohol production, beer production, meat processing, confectionery production, milk production, pasta and tea production all take place in the city.

According to the respondents, Turkish investors have expressed an interest in the food-processing sector for export.

#### Utilities

The qualitative research finds that there were significant changes in infrastructure in Kutaisi:

*Table 65 - Kutaisi Energy Supply*

Utility	Provision %	Frequency
Water	97%	24 Hour Supply - 18-20%
		Daily 6 Hour Supply - 55%
		Every Other Day - 23-25%
Gas	99.5%	24 Hour Supply
Sewage	78%	
Electricity	100%	24 Hour Supply

<sup>17</sup>“Kutaisi City” – Kutaisi City Hall, 2011

- Gas - Gas infrastructure is almost complete in Kutaisi
- Water – The water system is quite old in Kutaisi. Currently, the rehabilitation process is underway and is due to be completed in 2013. *“The rehabilitation of the water and sewage systems is conducted with support from the European Bank for Reconstruction and Development (EBRD), Swedish Development Program, and Millennium Challenge Fund.”*<sup>18</sup>
- Sewerage - Changes are being made to provide the entire city with sewer systems.
- Electricity – According to a report provided by City Hall, Kutaisi and its surrounding areas provide significant assets for energy generation. Currently, there are two powerful hydroelectric stations – Rionhesi and Gumathesi.<sup>19</sup> Experts state that a large Czech investment was made in the electric energy sector and *“In the near future (from 2011) a powerful (450 megawatt) hydroelectric station – Namokhvanhesi will be constructed ten kilometers from the city (with US\$ 800 million presumed investment).”*<sup>20</sup>

## Construction

Research suggests that there was a construction boom in Kutaisi until 2008, when the war and economic crisis started. According to experts, there is a lack of high-class hotel facilities in Kutaisi. For this reason, there is currently quite a competitive environment in the construction sector. This view is supported by the fact that there are a large number of building restoration and construction projects taking place and by the sizable investment flows in high-class hotel construction. In the second half of 2012, the construction of five four-star hotels is planned (US\$ 12,000,000 investment). These investment plans are connected to the relocation plan of the Parliament to Kutaisi.

## Trade and Retail

Retail and wholesale trade is well developed in Kutaisi. The existence of trade centers and markets support the development of this sector. According to the report provided by Kutaisi City Hall, there are up to a thousand trade and household service outlets in the city. These include retail as well as wholesale outlets, plus several agricultural markets. Large trade centers were recently constructed.<sup>21</sup> Food products take the leading place in trade, due to intensive food production.

## Hospitality and Tourism

Tourism is understood to be a key priority for Kutaisi. Experts indicated that domestic tourism was always well developed in Kutaisi due to the rich cultural heritage and existence of important historical monuments. The City Hall declares that it actively participates in tourism exhibitions and intensively trains staff in hospitality skills development.

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<sup>18</sup>“Kutaisi City” – Kutaisi City Hall, 2011

<sup>19</sup> *Ibid.*

<sup>20</sup> *Ibid.*

<sup>21</sup>“Kutaisi City” – Kutaisi City Hall, 2011

## Packaging Production

The survey did not identify any particular information related to packaging production in Kutaisi. However, substantial demand is expected for packaging products as food production/processing is a key sector in the city.

## Apparel Manufacturing

Apparel manufacturing in Kutaisi has a long history. Shoes and clothes are both manufactured in the city, the former serving the local market and the latter serving export and domestic markets. Kutaisi is believed to have an attractive environment for investors, since there are already a number of apparel factories and the sector has some qualified workers.

According to respondents, there are no significant problems in Kutaisi related to the seasonal migration of labor.

## Migration to/from Kutaisi

Kutaisi has been an educational center of Georgia for many years, and as such, migration to Tbilisi and overseas has been witnessed in significant numbers. The city's economy certainly appears to have benefitted from remittances. However, given the status as Georgia's second capital, with the relocation of the Parliament, experts believe that the share of migrants will decrease dramatically.

## E.4. POTI

Four interviews with entrepreneurs and two interviews with experts were conducted in Poti.

### E.4.1. GENERAL CHARACTERISTICS

Poti city is located on the west coast of Georgia, at the confluence of the Rioni River. It is a self-governed city of the Samegrelo-Zemo Svaneti region, in south-west Georgia. The territory covers some 7,400 m<sup>2</sup>, approximately 10.6% of Georgia's territory. About 40% of the Samegrelo-Zemo Svaneti region is forest (3.01 thousand m<sup>2</sup>).

The population of the region is 477,100, of which 47,800 live in Poti. The city is divided into four administrative units: Center, Nabada, Island ("Kundzuli"), and Maltakva.

Poti is 330 kilometers from Tbilisi. The distance to the nearest border (Turkey) is 90 kilometers and 75 kilometers to the nearest airport (Kopitnari Airport).

Poti is a port city. The area of the port is 29.7 hectares. It has 15 berths of which ten are equipped with a crane. The entrance to the port channel is 10.5 meters deep and the shallowest depth at the berths is 8.5 meters.

Table 66 – Poti Snow Cover<sup>22</sup>

Settlement	Number of Days with Snow	Average Date of First Snowfall	Average Date of Snow Melt	Maximum Snowfall (cm)	
				Height (cm)	Date of Observation
Poti	6	17 January	25 February	61	01-03-1985

#### E.4.2. SOCIO-ECONOMIC CHARACTERISTICS OF THE POPULATION

Fifty-two percent of Poti's population is women and 48% are men. The labor force in Samegrelo-Zemo Svaneti totals 203,500, of which 174,400 are employed. The table below presents the region's population distribution according to employment status.

Table 67 - Population Distribution According to Economic Activity in the Samegrelo-Zemo Svaneti Region (thousands)<sup>23</sup>

Employment Status	Population (thousands)
Total Labor Force	203.5
Employed	174.4
Employee	45.9
Self-Employed	128.2
Undefined	0.4
Unemployed	29.1
Not In Labor Force	101.4
<b>Unemployment Rate (Percentage)</b>	<b>14.3%</b>
<b>Participation Rate (Percentages)</b>	<b>66.7%</b>
<b>Employment Rate (Percentage)</b>	<b>57.2%</b>

The average monthly monetary income in the region is GEL 128, while the sum of monetary and non-monetary income is GEL 167 per month. The distribution of average monthly income per capita in the Samegrelo-Zemo Svaneti region is as follows:

Table 68 - Distribution of Average Monthly Income per Capita in the Samegrelo-Zemo Svaneti Region (GEL)<sup>24</sup>

Income Source	Amount (GEL)
<b>Monetary Income And Transfers</b>	<b>114.3</b>
Salary	31.8
Self-Employment	13.6
Agricultural Product Sales	14.5
Property (Rent, Interest From Deposits)	0.7
Pensions, Stipends, Benefits	25.6
Remittances From Abroad	4.6
Support From Relatives/Friends	23.4

<sup>22</sup> Source: National Environmental Agency

<sup>23</sup> National Statistics office of Georgia, integrated household survey, www.geostat.ge

<sup>24</sup> National Statistics office of Georgia, integrated household survey, www.geostat.ge

<b>Non-Monetary Income</b>	<b>38.8</b>
<b>Total Income</b>	<b>153.1</b>
<b>Other Monetary Funds</b>	<b>14.6</b>
Property Sales	2.1
Borrowing Or Saving Utilization	12.5
<b>Total Monetary Funds</b>	<b>128.9</b>
<b>Total Monetary And Non-Monetary Income</b>	<b>167.7</b>

According to the general population census of Georgia 2002, the population of the Samegrelo-Zemo Svaneti region aged 6+ is approximately 44,092 persons and the distribution according to education level is as follows:

*Table 69 - Population Distribution of the Samegrelo-Zemo Svaneti Region According to Education Level<sup>25</sup>*

Education Level	Population
Higher Education	81,830
Doctoral Degree	3,700
Incomplete Higher Education	17,550
Average Professional	75,950
Primary Professional	16,810
Complete General Average Education	134,150
Basic General	39,530
Primary General	46,640
Has Not Entered Educational Institution, But Can Read And Write	27,930
Unable To Read Or Write	5,300

There are 11 public schools under the jurisdiction of the educational resource center of Poti. According to City Hall data, currently there are 6,867 school pupils and 689 teachers at the public schools.

### E.4.3. EVALUATION OF GENERAL ENVIRONMENT OF POTI IN RELATION TO BUSINESS SECTOR

Poti, like the other study areas, is actively working to attract investment. According to experts, the city has industrial potential for economic development. Poti has a convenient geographic location that provides opportunities for logistic centers and terminals. Since Poti is an important port city, significant investment has been made by carrier transport companies. Multinational company "AP Moller" is anticipated to invest EUR 110,000,000 within two years in Poti.

#### Agriculture

Poti has very little agricultural land. However, in Small Poti, in an area surrounding the city, there used to be cattle breeding during the Soviet period.

<sup>25</sup> National Statistics Office of Georgia, General Population Census of Georgia 2002, www.geostat.ge

## Food Processing

Given its location, Poti is important for fishing and fish processing. Though this field is apparently already very active, according to respondents, Poti has further potential in this direction; opportunities are not fully realized due to a lack of finance and investment (particularly in refrigeration).

Experts also believe Poti has also potential to create man-made lakes. There are believed to be plans to create an entire complex for fish breeding, storage, and refrigeration; however, these investments have not yet been made.

## Utilities

Table 70 - Poti's Energy Supply

Utility	Provision %	Frequency
Water	100%	8 hours every second day (4 hours in the morning and 4 in the afternoon)
Gas		15%
Sewage		60-65%
Electricity	100%	24 hour supply

- Water & Sewage – Poti City Hall has embarked on a process of rehabilitating water conduits in order to solve current water and sewage problems. According to experts, rehabilitation is expected to be completed at the end of 2012.
- Electricity – Respondents named electricity as a problematic issue. Experts argue that Poti does not have sufficient energy resources. Poti receives electric energy from Senaki high voltage station.
- Gas – Gas systems are almost completed in Poti. According to experts, there is a central gas pipeline in Poti and therefore, gas supply is continuous within the city.

## Construction

Significant funds have been invested in the construction sector in Poti. Funds have been devoted to industrial construction as well as to the construction of hotels and apartments for internally-displaced people. Of course, large investments have also been made in the development of the port and Free Industrial Zone.

## Trade and Retail

Retail/wholesale trade is well developed in Poti due to the existence of Poti port. According to experts, the city is well equipped with refrigerated storage. "Megaline" trading facility is functioning in the city and rehabilitation of the entire trade complex is in progress.

## Hospitality and Tourism

There are limited resources for tourism development in Poti. However, the tourism information center is functioning in the city. One touristic location is Maltakva (one of the administrative units of Poti), where foreign investors are constructing high-class hotels.

### **Packaging Production**

The research revealed that packaging materials are not produced in Poti.

### **Apparel Manufacturing**

The research finds that apparel manufacturing is yet to be established in Poti. However, experts believe Poti has sufficient potential to accommodate the apparel sector. There used to be one factory in the past, which is no longer being used. Nevertheless, there still exists a qualified labor force in this segment.

### **Migration to/from Poti**

Migration from Poti is less frequent than in previous years. In fact, it appears that more people are migrating to the city. The city has seen an influx of internally-displaced people, increasing the city's population and the level of unemployment.

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