



THIS PROJECT IS FUNDED BY THE EUROPEAN UNION THROUGH THE EC-UN JOINT
MIGRATION AND DEVELOPMENT INITIATIVE

“GEORGIAN DIASPORA FOR DEVELOPMENTS IN KUTAISI”

‘This publication has been produced with the assistance of the European Union through the EC-UN Joint Migration and Development Initiative. The contents of this publication can in no way be taken to reflect the views of the European Union, IOM or the United Nations, including UNDP, UNFPA, UNHCR and ILO, or those of their member states’

MANAGEMENT AND LABOR SKILLS ANALYSIS
MEETING WITH OWNERS, MANAGERS AND EMPLOYEES OF KUTAISI SMEs
LDA GEORGIA OFFICE
16 - 19 FEBRUARY 2010, KUTAISI

On 16-20 February meetings with representatives of SMEs of Kutaisi were organized in Local Democracy Agency Georgia office. Meetings directions were oriented to research management and labor skills of Kutaisi business sector.

Experts from Netherlands Mr. Fons Schrauwers (school “De Rooie Pannen”) and Ms. Marjola Van Kulyk (East European Center from Tilburg) facilitated the meetings. Ms. Marechi Togonidze, the head of Georgian Diaspora organization in Netherlands also attended the meetings. In total 8 meetings with owners, managers and employees were organized. In each group, only one representative from per sector was presented to avoid inconvenience between representatives from same business sector. 65 representatives from following key business sectors of Kutaisi attended the meetings:

- Wood/furniture manufacture
- Construction
- Bread & other bakery products manufacture
- Sewing/production of special clothes and uniforms
- Stone dressing
- Restaurants / Hotels
- Trade
- Education
- Healthcare



On 16th and 17th February, Experts met with 4 groups of employees. On 18th and 19th, two groups of managers and 2 groups of owners attended the discussion.



The topics of discussions were:

- Business processes: Organizational aspects of the companies. The structures of the departments, the companies chart, division of the responsibility and meetings.
- Education & management skills: Needs for education in the companies.





MIGRATION FOR DEVELOPMENT



*THIS PROJECT IS FUNDED BY THE EUROPEAN UNION THROUGH THE EC-UN JOINT
MIGRATION AND DEVELOPMENT INITIATIVE*

“GEORGIAN DIASPORA FOR DEVELOPMENTS IN KUTAISI”

‘This publication has been produced with the assistance of the European Union through the EC-UN Joint Migration and Development Initiative. The contents of this publication can in no way be taken to reflect the views of the European Union, IOM or the United Nations, including UNDP, UNFPA, UNHCR and ILO, or those of their member states’

- Human resources: This segment was divided into two parts. First part included the policy of vacancies, new employees and contracts. Second part was concerning the status of the employees in the company. Products & services: purchase and sales methods of the SME’s.
- Finance: financial departments of the companies. Owners and managers were explained their experiences with the start of the company. Financial assistance and financial methods were key elements in this segment. Questions in this segment were also related to the price system of the products and services.
- Law & regulations: This segment was directed to which problems or difficulties have SMEs by regulations and laws.
- Perspectives: export opportunities, business plans and forecasts. This segment showed the ways that owners and managers are dealing with future perspectives of the companies.

As it was mentioned by entrepreneurs, activities foresee by project is very innovative for them and their involvement in the project implementation will allow them to increase their capacity and skills, to have an updated information and relations with Dutch colleagues, to use Business Help-Desk services for developing of new projects and plans.

Experts from Netherlands will publish the outcome of this market research at the end of March.

