

## CURRICULUM VITAE

**Family name:** Gabisonia  
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**Information:** [t.gabisonia7@gmail.com](mailto:t.gabisonia7@gmail.com)  
**Nationality:** Georgian  
**Education:** MA in Law; LL.M in International Human Rights Law.

Institution	Degree(s) or Diploma(s) obtained:
Tbilisi State University	Major in Civil, Administrative, Constitutional Law.
University of Essex, Colchester, United Kingdom.	Major in International Human Rights Law, Economic, Social, Cultural rights, Minority Rights, Women's rights.

**Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Speaking	Reading	Writing
English	1	1	1
Russian	1	1	1
Georgian (Mother Tongue)	Mother tongue		

### Other skills:

- Expert Level Knowledge of International Civil and Political Rights as well as, Economic, Social and Cultural rights;
- Excellent Managerial skills and Coordination of Regional Projects based on 5 Years of Experience;
- Excellent Communication and Negotiation Skills;
- Excellent Presentation Skills;
- Excellent Computer Skills - Word, Excel, PowerPoint, Outlook, Internet, Google Advanced Search;
- Excellent Skills to Work in Diverse and Multicultural Environment;

**Present Position:** Lawyer on behalf of Georgian Trade Unions Confederation (GTUC) at American Center for International Labour Solidarity-Georgia Office within the project aiming to support GTUC for Strengthening Worker Organizations in Georgia.

**Key qualifications:** 18-year in depth experience on human rights, strategic litigation on Labor law, civil, administrative, constitutional cases, as well as, an experience to litigate cases before the European Court of Human Rights, advocacy work, such as drafting the amendments in labor related legislation for its improvement, awareness raising activities in labor law and related field, monitoring and reporting.

### Regional Experience:

Country	Date from - Date to
Georgia	2003-2020
South Caucasus	2009-2014
Europe and Central Asia	2020

## Professional experience:

Dates	Location	Company	Position	Description
Aug 2020 - present	Georgia	American Center for International Labor Solidarity- International Lawyers Network Assisting Workers	Regional Coordinator for Europe and Central Asia	Develop and implement program priorities for work in Europe and Central Asia and revisit those priorities as needed to reflect changing national and regional realities; Develop and implement program priorities for work in Europe and Central Asia and revisit those priorities as needed to reflect changing national and regional realities; Network with the legal community in Europe and Central Asia, promote the ILAW Network and expand its membership base; Identify, track and report on legal developments in your region; Conduct legal research and prepare memoranda as needed; Work to identify opportunities for impactful advocacy, including litigation, at the national, regional and/or transnational level; Work to review and draft laws and regulations that will create a stronger enabling environment for workers and trade unions; Respond in a timely manner to requests and queries from ILAW members.
Sept 2019- present	Georgia	European University - Georgia	Lecturer	Conducting lectures for students on national labor law, labor rights related issues, and international labor standards.
Jul 2015- Aug 2020	Georgia	Georgian Trade Unions Confederation	Lawyer	Providing legal aid and strategic litigation for workers and job seekers, Representing their rights before courts at national level and before international tribunals; Drafting and submitting the reporting to international organizations on labor rights issues with a special focus on gender discrimination at employment, occupational safety and health and rights to association; Providing awareness raising campaign for workers on labor law; Drafting researches and preparing publications on labor law; Advocacy work related to labor relations, drafting and presenting recommendations to improve labor related Legislation in Georgia.
2016– 2020	Georgia	Georgian Bar Association. USAID and EWMI Support Project.	Trainer	Conducting trainings on equality and non-discrimination; Judgments delivered by European court of human rights against Georgia for Georgian Bar association member lawyers; Labor Law and international labor standards;

2019 - 2020	Georgia	International Labor Organization	trainer	Preparing training materials on training related to the social dialog, labor rights, discrimination, collective bargaining, collective agreement.
2017-2020	Georgia	Austrian Development Agency and Georgian Trade Unions Confederation	Trainer	Conducting training for Trade Unions School members on labor rights, non-discrimination, advocacy and lobbying campaign etc.
Jan 2017 – Nov. 2019	Georgia	'European Union for Georgia' (EU4Justice) Criminal Justice Support Project.	Human Rights Expert.	Supporting relevant state institutions (Ministry of Justice, Chief prosecutors' office and Ministry of Internal Affairs) in the process of criminal justice reform on human rights matters. Providing trainings and awareness raising campaigns on various human rights topics. Supporting human rights unit within the chief prosecutor's office on the issues related to human rights and rule of law.
2017 – 2018	Georgia	Policy and Management Consulting Group. Gender Advisory Services Programme: 'Tbilisi Bus Project', supported by EBRD	Short term local labour expert.	Carrying out a gender and labour practice audit with specific focus on labor practices at the LTD Tbilisi Transport Company. Supporting project team to gather information on local labor legislation applicable to the sector. Developing recommendation and providing capacity building trainings for Beneficiaries.
2013 – 2014	Georgia	NGO 'Article 42 of the Constitution'	Executive Director	Monitoring and supervising all projects implementation within the organization; Providing advocacy activities; Coordinating fund development activities; Awareness raising campaign on different human rights issues; Monitoring and drafting Internal and External Reports.

2014	Georgia	NGO 'Human Right House-Tbilisi', Chair of the Board, Tbilisi, Georgia	Chair of the Board	Taking a leadership role in driving a collaborative process with the Human Rights House board members; Defining and developing Strategy of the organization; Coordinating fund development activities; Monitoring projects' implementation; Reporting.
2010 - 2013	Georgia	NGO 'Article 42 of the Constitution'	Chair of the Board	Developing and leading the strategy of the organization; Strengthening organization's Institutional development; Overseeing preparation of the financial documentation; Leading organizations financial growth, Monitoring projects' implementation;
2007 – 2013	Georgia	NGO 'Article 42 of the Constitution'	Senior Lawyer	Coordinating project implementation; Legal Counseling for vulnerable and marginalized population on various human rights issues; Providing awareness raising activities for beneficiaries; Drafting recommendations to improve Georgian legislation; Drafting guidance on different human rights issues; Developing research on various issues.
2008 -2008	Georgia	NGO 'Georgian trade Union's Confederation'	Researcher	Drafting research on Georgian labor Code to improve workers rights.
2004 - 2007	Georgia	NGO 'Article 42 of the Constitution'	Lawyer	Providing legal counseling and strategic litigation for vulnerable and marginalized people; Legal aid Consultations; Providing awareness raising activities on human rights issues.

## Professional Trainings/ Internships

Dates	Location	Company	Position	Description
2017-2020	Georgia Tbilisi	East-West management Institute and USAID	Training participant	Strategic litigation course before international tribunals (European Court of Human Rights, UN treaty bodies ...) conducted by European Human Rights Advocacy Center (EHRAC)
2019	Turin Italy	International Labor Organization	Training participant	Training “Ensuring protection of workers’ rights in “new” jobs”.
2018	Georgia Tbilisi	Georgian bar association, with support of East-West management Institute and USAID	Training participant	Training of Trainers (ToT) on equality and non-discrimination.
2014	Washington U.S.A.	American Council	Lawyer /intern	Internship with Non-Governmental Organization Planned Parenthood. Advocacy work, drafting recommendations for legislative improvements, participating in different round-tables, meetings, conferences.
2014	Georgia Tbilisi	Council of Europe Office in Georgia	Participant	TOT aimed for Strengthening the lawyers’ capacity for domestic application of the European Convention on Human Rights and of the Revised European Social Charter.
2008 2009	Sweden, Lund	Raul Wallenberg Institute, within Regional	Participant	Advanced Course on Human Rights. Major in rights to life, freedom of association and expression, economic, social rights etc.

		Programme on Human Rights		
2009	Canada, Montreal	Equitas, International Center for Human Rights Education	Participant	International human rights training program focused on non-discrimination of marginalized and vulnerable groups.
2007	UK, London	NGO 'Interights'	Intern	Making comparative study, research, drafting application to European Court of Human Rights, participating in awareness raising activities.

#### **Publications:**

- Access to justice in labour relations in [Georgia](#). 2020.
- Commentaries on Labour Law; Discrimination in labour relations; 2019
- Protection of human rights in Georgia from criminal justice perspective; 2019
- Freedom of association and trade unions rights; 2018
- Research on [Recommendations](#) on improvement of Georgian labor legislation in order to provide better protection of labour; rights of women and prevent gender-based discrimination at employment; 2017.
- [Research](#) on Improvement of Legal Framework Regulating Labor Relations in Public Service to Prevent Gender Based Discrimination and Protect Labor Rights of Women in Public Service 2019:
- Informational [bulletin](#) on Women's labour rights 2017
- [Councils of Europe, European Convention and its Implementation in Georgia](#); 2010
- [Imprisonment Conditions, National Guarantees for Protection of Prisoners with diseases and International Prison Conditions](#); 2008
- [Guidance](#) on women's rights 2013.