

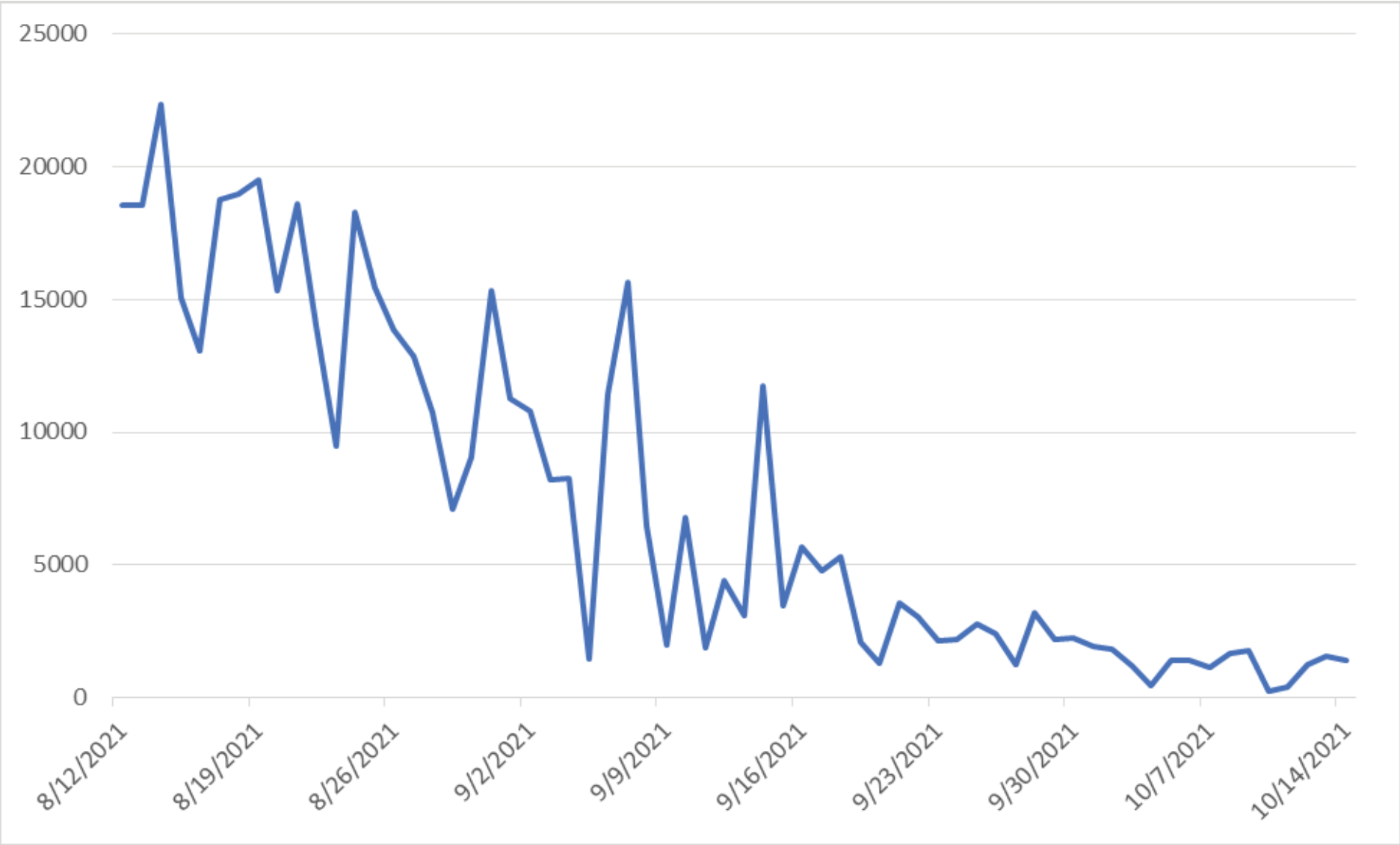
# Vaccinating Companies in Georgia: AmCham Experiences

**By AmCham Georgia**

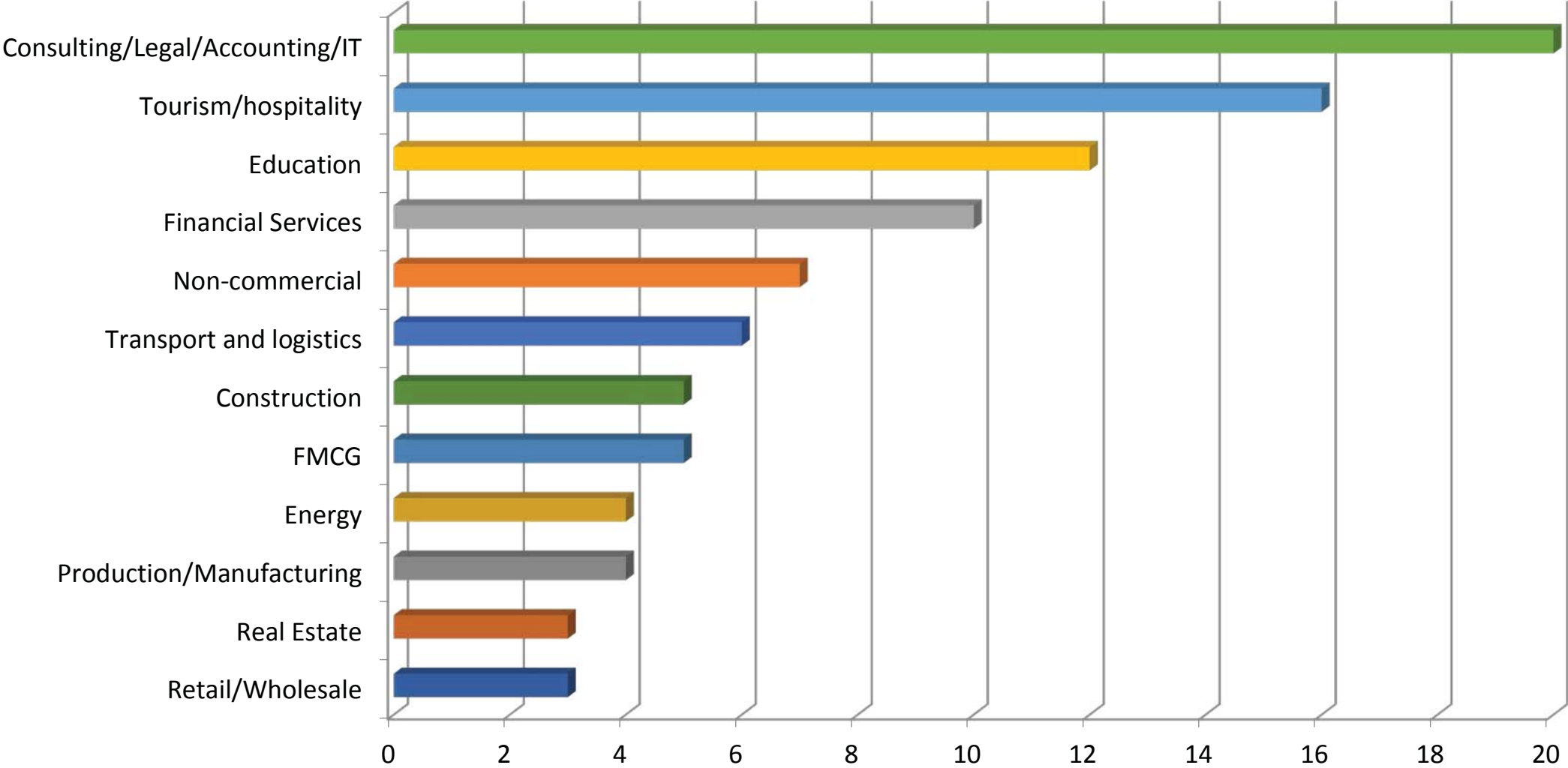
October 2021



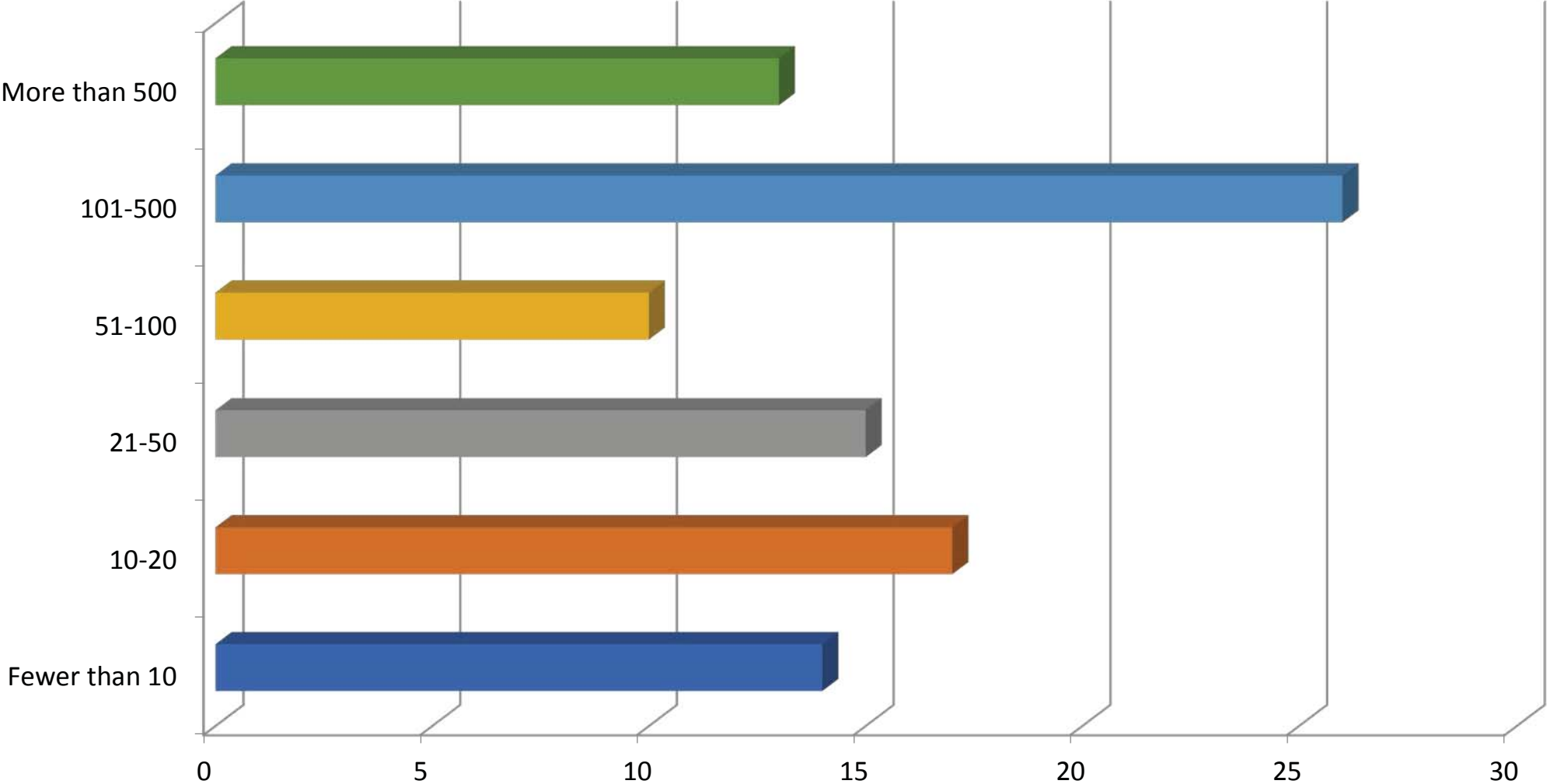
# Number of daily new doses of vaccine in Georgia



# Respondents by sector



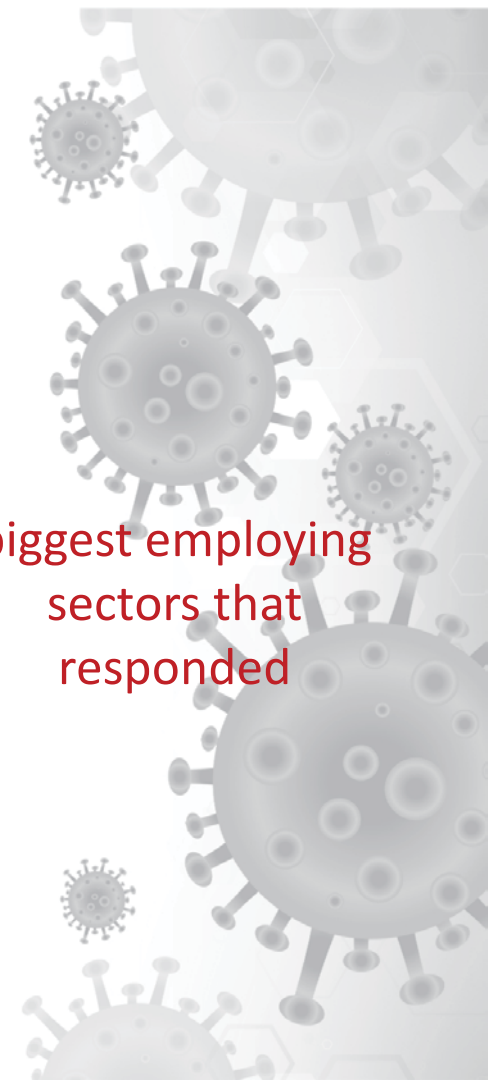
# Respondents by number of employees



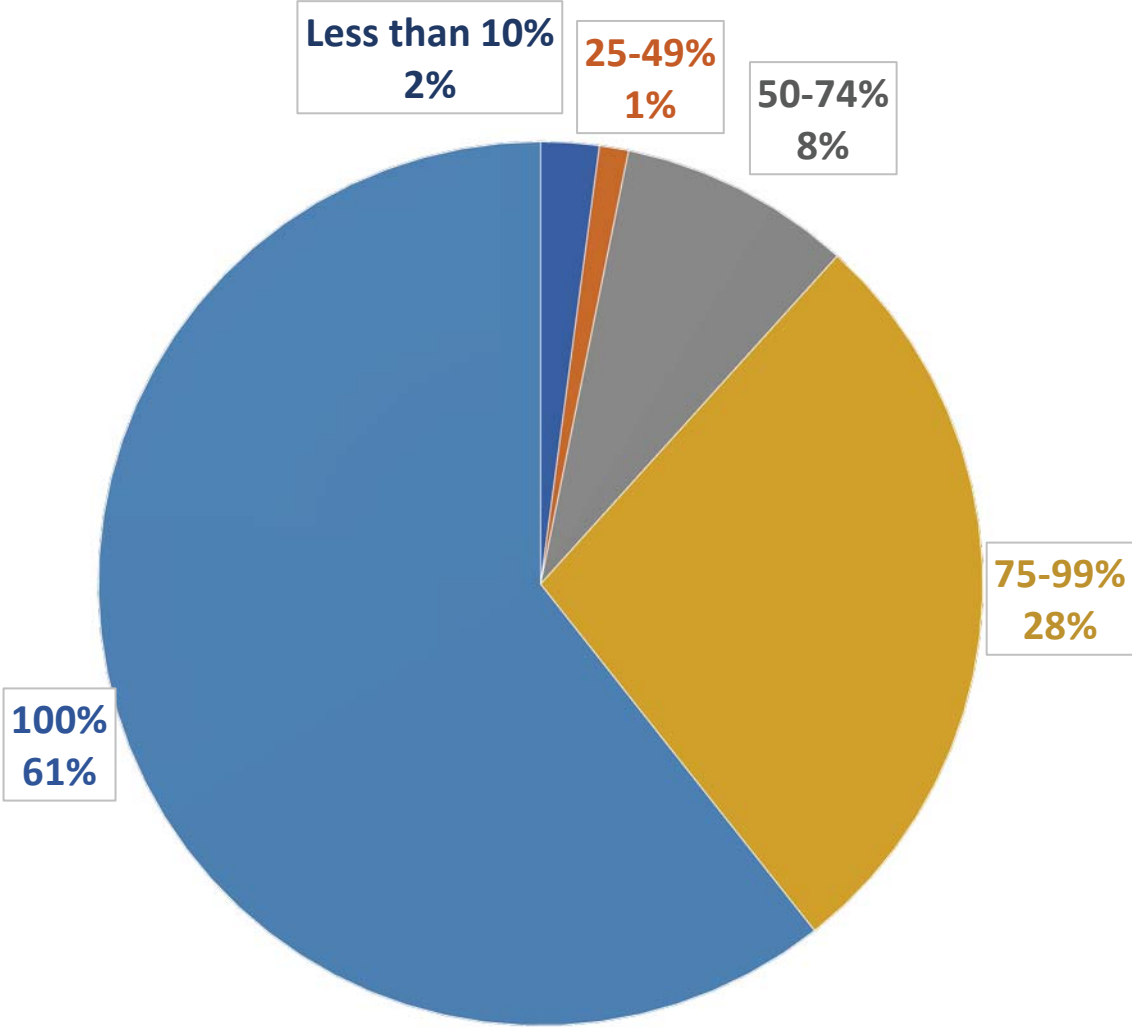
# Size and sector

Row Labels	< 10	10-20	21-50	51-100	101-500	> 500	Grand Total
Construction	1		2		2		5
Consulting/Legal/Accounting/IT	5	7	3	3	2		20
Education	2	3	1		3	3	12
Energy	2				1	1	4
Financial Services	2	1	1	1	3	2	10
FMCG			1	1	2	1	5
Non-commercial		4	1	2			7
Production/Manufacturing				1	2	1	4
Real Estate			1	1	1		3
Retail/Wholesale			1		1	1	3
Tourism/hospitality			4	1	8	3	16
Transport and logistics	2	2			1	1	6
<b>Grand Total</b>	<b>14</b>	<b>17</b>	<b>15</b>	<b>10</b>	<b>26</b>	<b>13</b>	<b>95</b>

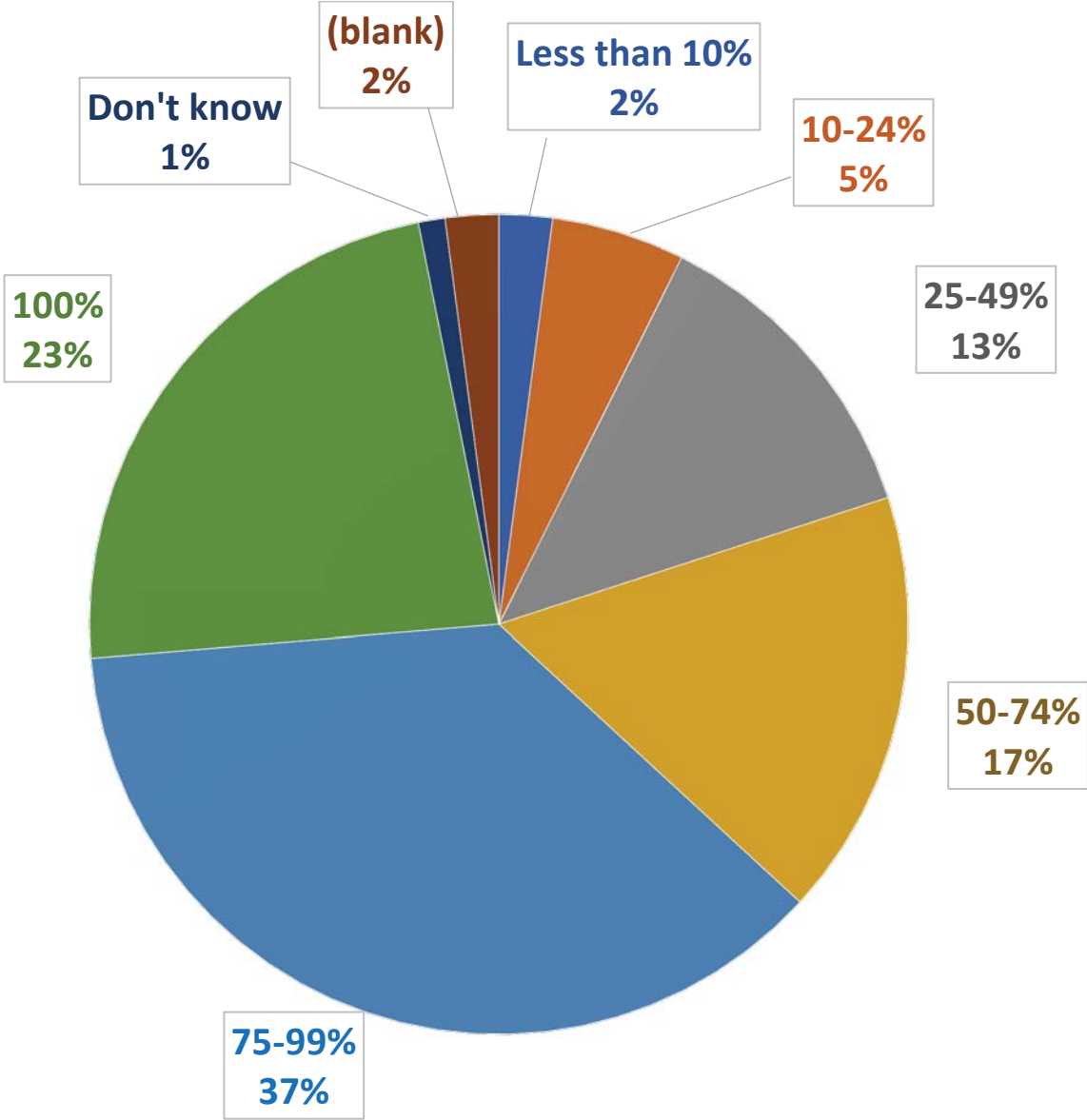
biggest employing sectors that responded



# Levels of vaccination amongst management



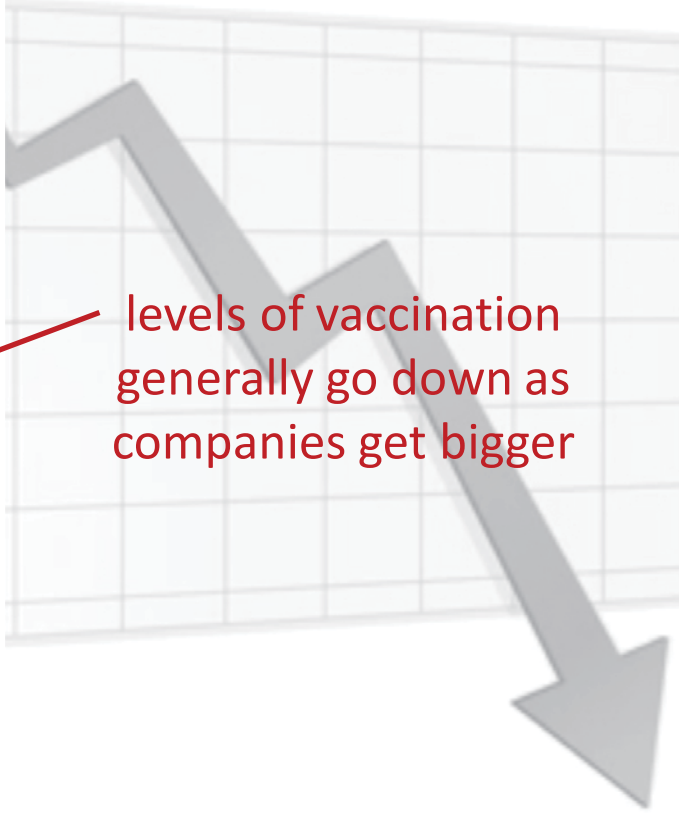
# Employees that are fully vaccinated



# Levels of vaccination amongst employees by size



	< 10%	10-24%	25-49%	50-74%	75-99%	100%	Grand Total
Fewer than 10	14%			14%	21%	50%	14
10-20					18%	76%	17
21-50		13%		13%	60%	13%	15
51-100		10%		30%	60%		10
101-500		4%	23%	31%	38%		26
More than 500		8%	46%	8%	31%		13
<b>Grand Total</b>	<b>2%</b>	<b>5%</b>	<b>13%</b>	<b>17%</b>	<b>37%</b>	<b>23%</b>	<b>95</b>





# Levels of vaccination amongst employees by sector



some sectors are doing particularly well

	< 10%	10-24%	25-49%	50-74%	75-99%	100%	Total number of respondents
Non-commercial				14%	43%	43%	7
Education				17%	42%	42%	12
Consulting/Legal/Accounting/IT				15%	45%	40%	20
Financial Services			10%	10%	50%	30%	10
Real Estate					100%		3
Transport and logistics			17%	17%	17%	33%	6
FMCG			40%		40%	20%	5
Energy	50%				25%	0%	4
Construction		20%		40%	20%		5
Production/Manufacturing			50%	50%			4
Retail/Wholesale			33%	33%	33%		3
Tourism/hospitality		25%	31%	19%	25%		16
<b>Grand Total</b>	<b>2%</b>	<b>5%</b>	<b>13%</b>	<b>17%</b>	<b>37%</b>	<b>23%</b>	<b>95</b>

some of these sectors generally have smaller companies

but some have quite large numbers of employees and seem to do well anyway

and some 'client facing' businesses are still facing big challenges

# Companies with 100% vaccinations



## With 21-50 employees

- Mars
- McLain Association for Children



## With 10-20 employees

- Dentons
- ETI Ltd
- Gazelle Finance Georgia LLC
- Global Compact Network Georgia
- JSC "SavvY"
- Kordzadze Law Office
- LPA Law Firm
- M&M Miltzer&Muench Georgien Ltd
- MG Law Office
- PH International
- RTI International, Georgia branch
- SDSU Georgia
- Zinc Network

## With fewer than 10 employees

- Hyundai Glovis
- Mastercard Europe SA Representative Office Georgia
- Microsoft Georgia
- PMO Business Consulting
- T3Concept Ltd
- Visa



# Companies with 75%+ vaccinated



### With More than 500 employees

- Alta Ltd.
- Caucasus University
- TBC Bank
- The University of Georgia

### With 101-500 employees

- Domson's Engineering & Construction
- Duty Free Georgia
- Georgian Outlet & Resorts Group
- Hilton Batumi
- International Black Sea University- IBSU
- PASHA Bank Georgia
- QSI International School of Tbilisi
- TBC Leasing
- Terabank
- Georgian American University



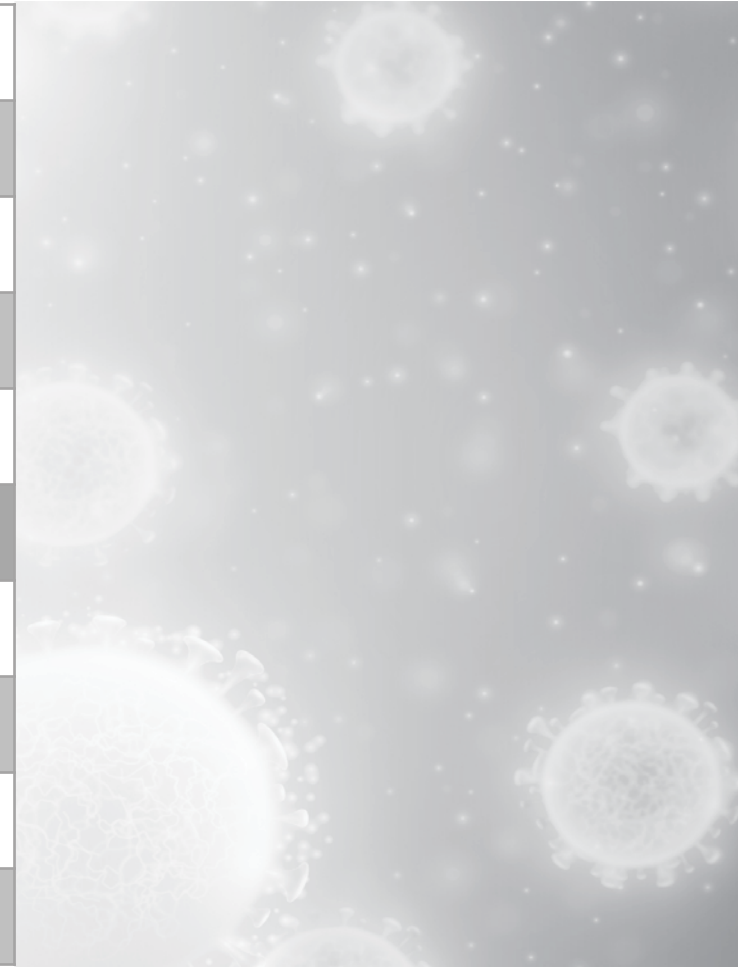
With 51-100 employees	With 21-50 employees	With 10-20 employees	With fewer than 10 employees
<ul style="list-style-type: none"> <li>• CENN</li> <li>• Colliers Georgia</li> <li>• Deloitte and Touche LLC</li> <li>• Grant Thornton</li> <li>• Philip Morris Georgia</li> <li>• PMCG</li> </ul>	<ul style="list-style-type: none"> <li>• Barmaglot Tbilisi</li> <li>• CNFA</li> <li>• Conformity Assessment International</li> <li>• Cushman &amp; Wakefield Georgia</li> <li>• Galt &amp; Taggart</li> <li>• Gergili LLC</li> <li>• The Salvation Army</li> <li>• Vinotel</li> <li>• WST Georgia</li> </ul>	<ul style="list-style-type: none"> <li>• Global Compact Network Georgia</li> <li>• IT Consulting Georgia</li> <li>• Tetra Tech ARD Inc</li> </ul>	<ul style="list-style-type: none"> <li>• American Councils</li> <li>• KK&amp;Partners</li> <li>• Moped Depot</li> </ul>



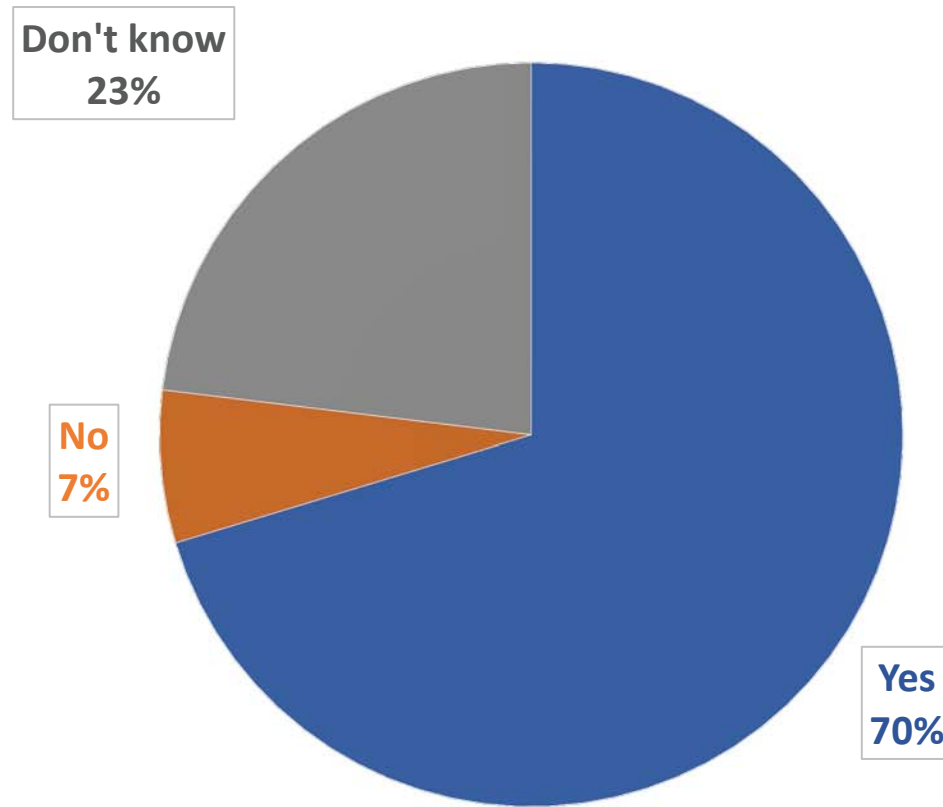
# Over ¾ of members have made efforts to get people vaccinated



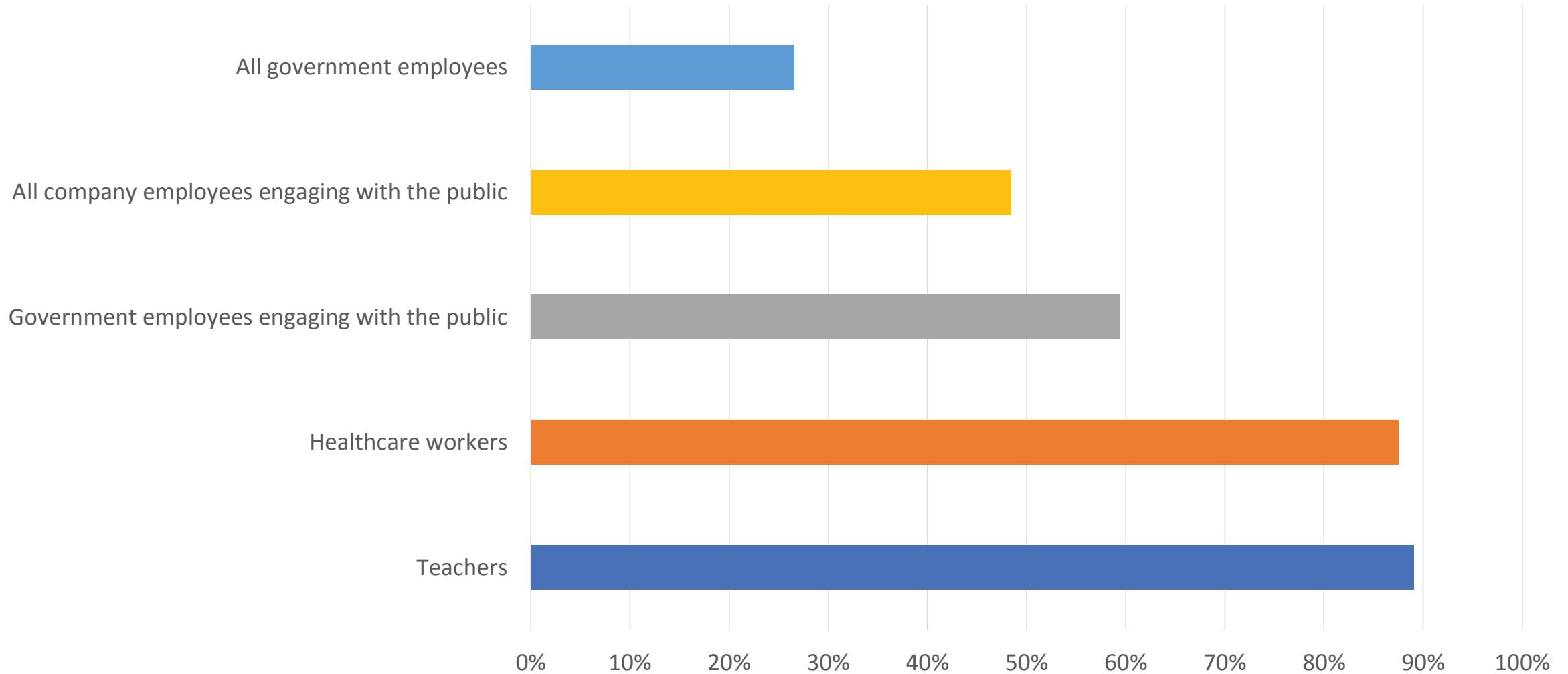
We have simply told staff to get vaccinated	46
We have given time off for people to get vaccinated	34
We have held a meeting to discuss with staff	46
We have brought in experts to convince staff to get vaccinated	24
We have offered bonuses to staff who get vaccinated	10
<b>Other:</b>	
Education campaign	4
Requiring PCR tests, masks, distancing from unvaccinated staff	4
Competition and prizes - including internal lottery	6
Bonuses and/or extra holiday	2



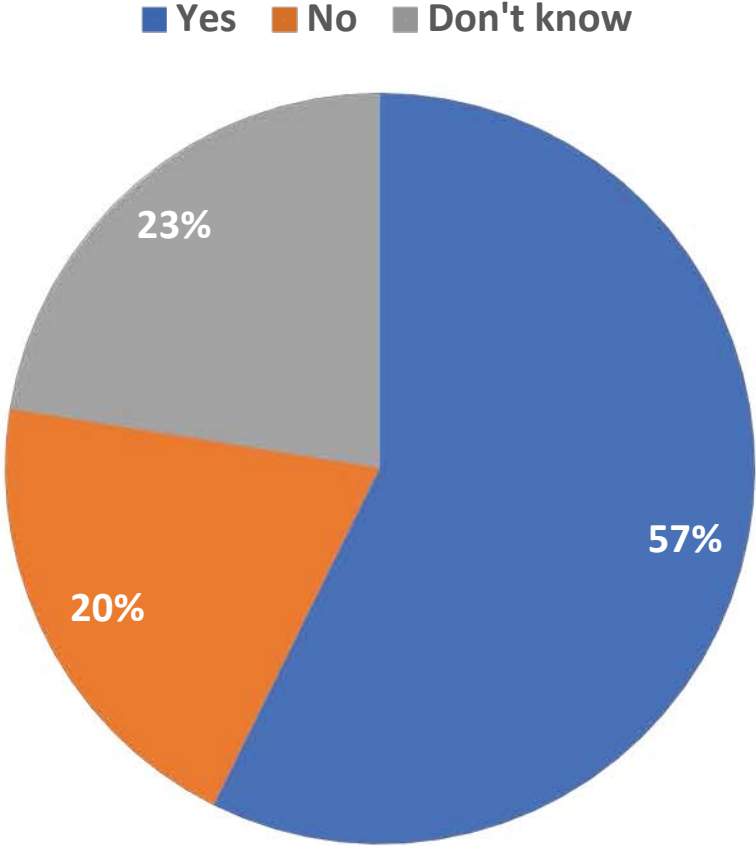
# Mandates – Is there any area of the economy where vaccines should be required



# Who should be vaccinated?



# Do you think companies should be able to require their staff to get vaccinated?



# Other areas where mandates were suggested



Hospitality
Military
Retail
Food and beverage production and distribution
Tourism
Transport and logistics
Taxi companies
University students



# Messages



- Huge variation in vaccination levels
- Some companies trying really hard and still not getting great results
- Bigger companies and companies with lower paid employees face the bigger challenges
- There is a strong consensus on mandates for teachers and medical staff - 10x as many members in favor than against
- There is a fairly strong consensus on companies gaining right to mandate - 3x as many Amcham members in favor than against

# Areas where AmCham should work

- Lobby for mandates at least in certain areas
- Publicize a list of companies that have 75%+ of their staff vaccinated.
- Provide a list of 'experts' that companies can use
- Write a short report on member experiences, to help shape policy and company activity.
- See if members are interested to reach-out into the communities to convince people to get vaccinated
- We did not ask about passports

# Thank You

**George Welton**

**AmCham Georgia**

36a Lado Asatiani St., 0105, Tbilisi, Georgia

Tel: (995 593) 217283

E-mail: [g.welton@amcham.ge](mailto:g.welton@amcham.ge)