

UNPAID, UNDERVALUED, ESSENTIAL: Recognizing Women's Care Work in Georgia

What is unpaid care work, and why should we care?

Globally, women spend three times more time on unpaid care work than men. However, their economic contribution often goes unrecognized and is not considered by traditional methods of calculating Gross Domestic Product, despite being a critical foundation for economies and societies. Estimating the economic cost of unpaid household work is critical to understand the true economic performance of a country and to highlight existing inequalities in society.

This brief provides information about the firstever key estimates of the value of time spent on unpaid household work, calculated by UN Women in collaboration with National Statistical Office of Georgia. Data from the <u>2020-2021 Time-Use Survey</u> made it possible to measure Sustainable Development Goal indicator 5.4.1 (Proportion of time spent on unpaid domestic and care work, by sex, age and location) and build a pilot <u>"Unpaid work satellite account of Georgia"</u> to estimate the value of unpaid care and domestic work in Georgia. This brief presents the main findings of this work.

Irrespective of its huge importance for individuals' and communities' well-being, unpaid care work is often invisible and undervalued and is rarely recognized as work.' Recognizing and addressing the value of unpaid care work is key to achieving gender equality and inclusive development.

Globally, women spend 12.5 billion hours on unpaid care work every day. When valued at minimum wage, this represents a contribution to the global economy of at least USD 10.8 trillion a year, more than three times the size of the global technology industry.²

UNPAID CARE WORK

All unpaid services provided by individuals within a household or community for the benefit of its members, including **care of persons** (direct care) and **domestic work** (indirect care).

Common examples of domestic work include cooking, cleaning and collecting water and fuel, while examples of direct care work include looking after children, older persons and persons with illness or disabilities.

Source: UN Women. 2022. <u>A toolkit on paid and unpaid</u> care work: From <u>3Rs</u> to <u>5Rs</u>.

Who cares? Time spent on unpaid care work in Georgia

In Georgia, unpaid care work represents more than 2.9 billion hours per year, with 84.8 per cent (2.5 billion hours) falling on women's shoulders. Of this time, 76 per cent of these hours are devoted to unpaid domestic work, and the remainder spent on direct care. (Figure 2).

3.7%

FIGURE 1

Proportion of time spent on unpaid care work in Georgia, by sex, 2021

Women in Georgia spend almost **5 TIMES MORE** time on **unpaid domestic and care work** compared to men

Source: UN Women and Geostat. 2022. <u>Time Use Survey in Georgia: 2020–2021</u>.

FIGURE 2

Total number of hours (billions) spent annually and the share of the population aged 15+ in unpaid care work in Georgia, by sex and type of care work, 2021

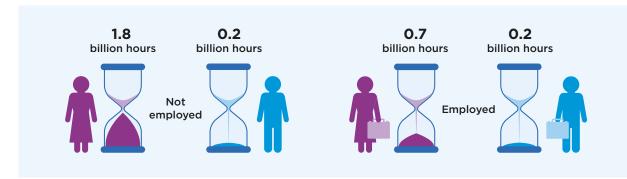
17.8%



Not-employed (i.e. unemployed and inactive) women contribute the greatest number of hours spent on unpaid care work, followed by employed women. Not-employed men contribute less than employed women to unpaid care work – and employed men even less (Figure 3).

FIGURE 3

Total number of hours spent annually on unpaid care work in Georgia, by sex and employment status, 2021 (billions of hours)



What would happen if all unpaid work were paid?

The total number of hours spent in unpaid care work in Georgia is equivalent to the annual workload (in terms of hours spent) of 1,384,526 full-time workers, with **84.8 per cent** of this work performed by women (Figure 4). In 2021, women spent approximately **2.5 billion hours** on unpaid care work, equivalent to the work of **1,312,530 full-time workers**. This is more than total employment in Georgia as measured by the 2021 Labour Force Survey: 1,217,400 workers.

FIGURE 4

Equivalence of the impact of total unpaid care work in Georgia, 2021



WHEN 24 HOURS IS NOT ENOUGH: BRINGING PARALLEL ACTIVITIES INTO THE PICTURE

Time-use surveys also collect **data on secondary or parallel activities** – that is, activities performed simultaneously with the main activity. Unpaid care activities are particularly prone to being performed simultaneously; for example, while cooking (main activity), a woman can take care of her young children (parallel activity). Such tasks of supervisory care would require hiring a person or paying for a service if the woman were not there.

In total, more than **63 million hours** per year are spent in simultaneous care tasks in Georgia, and women are even more disproportionately represented in such simultaneous tasks: **90.2 per cent** of simultaneous care work is done by women.

If added to the number of hours spent in main activities, the total number of hours spent in unpaid care work rises and exceeds **3 billion** per year. This amount of time would equate to the work of **1,409,919 full-time equivalent workers, representing 115.8 per cent** of total employment in 2021.

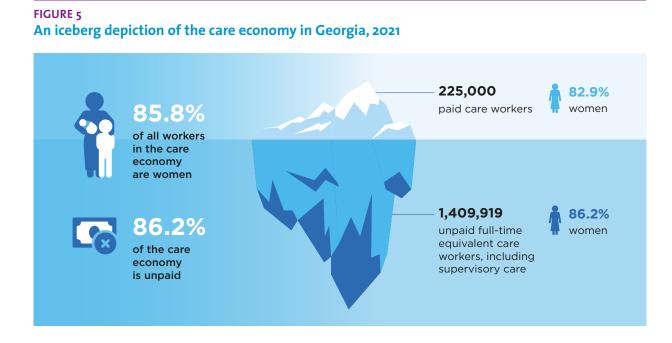
In other words, if all unpaid care work was to be done by paid workers in the labour market, total employment would more than double.

Beneath the iceberg: The hidden layers of Georgia's care economy

The care economy is comprised of two components:

- 1) the unpaid workers in the households (invisible part); and
- 2) the paid workers in the education, health and social work sectors as well as paid domestic workers (visible part).

The care economy in Georgia can be visualized as an iceberg (Figure 5), 86.2 per cent of which represents the unpaid full-time equivalent workers and remains invisible, while only a small part (13.8 per cent) is visible and represents paid workers. Notably, women account for **85.8 per cent** of this iceberg, dominating both of its invisible and visible parts.³



Making the invisible visible: The economic power of paid care work

The value of unpaid care work amounted to more than **12.4 billion** (USD 3.8 billion) Georgian lari (GEL) in 2021, and women contributed to **82.4 per cent** (GEL **10.2 billion**) (USD 3.2 billion) of this value.⁴

More specifically, the value of unpaid domestic work (indirect care) amounted to more than GEL 7 billion (USD 2.2 billion), with women contributing 80.7 per cent of the total value. At the same time, the value of unpaid care work (direct care) amounted to more than GEL 5.3 billion (USD 1.6 billion), with women contributing to 84.8 per cent of the total value (Table 1). Care services account for 42.6 per cent of the total value of unpaid household service work, followed by nutrition services with 30.4 per cent and housing services (16.6 per cent).

TABLE 1

Value of unpaid care work, by sex and type of unpaid care work, 2021 (billions of GEL)

	Women	Men	Total population
Total unpaid care work of which:	10.2	2.1	12.3
Unpaid domestic work (indirect care)	5.7	1.3	7.0
Unpaid care work (direct care)	4.5	0.8	5.3

Estimating the economic value of unpaid care work using hybrid replacement cost approach, showed that in Georgia, unpaid care work represented **20.5 per cent** of total GDP in 2021, with women carrying out **82.4 per cent** of this work and contributing **16.9 per cent** to the total GDP (Figure 6).

Further steps were required to build a satellite account of household production, such as adding up the compensation of employees (labour input), the consumption of fixed capital and the return to capital in order to obtain the gross value added of household production. As a result of these calculations, including the valuation of unpaid volunteer work, it was estimated that in 2021, the unpaid household production of services in Georgia amounted to GEL 14.1 billion (USD 4.4 billion), representing **23.3 per cent of GDP**, with women carrying out **81.7 per cent** of this work and contributing **19 per cent** of total GDP.

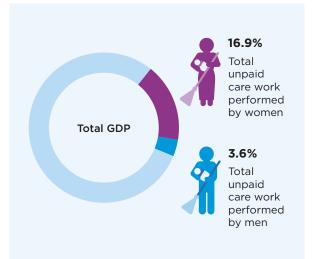
What's next? The 5R strategy

The care economy is emerging as a vibrant sector and an increasing focus of economic and gender equality policies in many countries. With unpaid care work accounting for nearly a quarter of Georgia's total GDP, this area demands greater attention from policymakers. A significant portion of these services can be offered through the labour market, whether by the private or public sector, thereby supporting women's participation and retention in the workforce and advancing gender equality in Georgia.

In the wake of the Fourth World Conference on Women in Beijing in 1995, a 3R strategy emerged as a product of the 2016 UN Secretary-General's High-Level Panel on Women's Economic Empowerment. It summarized the objectives of the Beijing Platform for Action regarding unpaid care work through three Rs: Recognizing, Reducing and Redistributing. Later, with the deepening of reflections on the care economy and especially with the release of the ILO report 'Care work and care jobs for the future of decent work' in 2018,⁵ two more Rs were added – Rewarding and Representing – in relation to the working conditions of paid care workers in an ILO 5R framework.⁶

The 5R strategy implies that the **recognition** of this specific gender inequality in unpaid care work – such inequality that hinders women's access to economic empowerment opportunities – is fundamental in order to put appropriate policies in place.

FIGURE 6 Share of unpaid care work in total GDP, by sex, 2021



Recognition is also essential for devising and designing policy measures towards **reducing** and **redistributing** the burden of unpaid work between women and men, and between the households and the public, private and non-profit sectors aimed at providing paid care services. This can be done by:

- Shifting social norms on unpaid care work and engaging men and fathers in care
- Increasing access to care-relevant infrastructure and time- and labour-saving technologies
- Investing in quality, affordable and accessible care services
- Ensuring care-friendly and gender-responsive social protection systems
- Implementing gender-responsive maternity, paternity and parental leave policies
- Implementing family-friendly workplaces, policies and arrangements.

Finally, the quantification of unpaid care work provides sound data for informing policies towards **rewarding** and **representing** all care workers by:

- Ensuring decent work for all care workers, including those in the informal economy and migrants
- Extending social protection to informal workers
- Formalizing care and domestic work
- Promoting freedom of association, social dialogue and collective bargaining for care workers.



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Time Use Survey in Georgia: 2020-2021

<u>http://unwo.men/</u> <u>VJZv50VAAm5</u>



Download

Unpaid household work satellite account of Georgia

http://unwo.men/ eewu50VAAoX

Opportunities for collaboration

Want to learn more about Women Count? Visit: https://data.unwomen.org/

Contact person on UN Women's support to Georgia on "Unpaid household satellite account" report and gender data: natia.mestvirishvili@unwomen.org

For opportunities to collaborate write to: <u>ala.negruta@unwomen.org</u>

Current partners

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Endnotes

- According to the 19 ICLS resolution, work comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.
- 2 Oxfam. 2020. <u>Time to Care: Unpaid and underpaid</u> care work and the global inequality crisis.
- 3 This visualization is based on the assumption that paid care workers are equivalent to those employed in the education, human health and social work sectors, as well as those who work as domestic workers. This depiction is only tentative because it does not include those care workers who are in non-care sectors (for

instance, teachers and doctors working in sectors other than education and health).

- 4 These estimates were arrived at by employing the hybrid (specialist-generalist) replacement cost approach applies the earnings corresponding to the categories of workers that best fit the related unpaid service activity.
- 5 L. Addati, U. Cattaneo, V. Esquivel and I. Valarino. 2018. Care work and care jobs for the future of decent work.
- 6 UN Women. 2022. <u>A toolkit on paid and unpaid care</u> work: From <u>3Rs to 5Rs</u>.