

WOMEN IN GEORGIAN LABOR MARKET AND FAMILY

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Abstract: The current situation in the labor market of Georgia, the identified trends and the main regularities confirm the growth of women's labor activity. But despite this, there is still a gender imbalance in the labor market. The main goal of the work was to reveal the trends of women's employment growth in Georgia and highlight the problems of coordinating family affairs against this background.

Keywords: womens labor force, growth, tendency, analysis, labor market, employability

JEL code: C0

Research objecties: to analyze modern trends in performing family chores against the background of the growth of women's labor activity in Georgia.

Research novelty: the trends of women's participation in the Georgian workforce were revealed, correlating them with the formation of family incomes with the support of women.

Research methodology: Quantitative research methods were used, as well as random observation for selective research.

Introduction

Indicators of women's employment in Georgia are increasing; Employment disequilibrium is more pronounced in cities than in rural areas; Women are relatively less active in the labor market than men, but the level of participation of women in the labor market is increasing. Employed women combine leisure activities with family affairs, and in many cases, women are the main subjects of improving the material condition of families.

The current situation in the labor market of Georgia, the identified trends and the main regularities confirm the growth of women's labor activity [2]. But despite this, there is still a gender imbalance in the labor market. Men's employment and activity rates prevail, and women's wage compliance is lower than men's. Unfortunately, the facts of psychological violence against women at work, etc. It should be noted that the society's attitude towards discriminatory issues has changed in the modern stage, and the women themselves, the victims of this process, have become more active. As the labor activity of women increases, one of the reasons for this is the disappearance of stereotypes, the discriminatory attitude towards women has a negative multiplier effect: firstly, over time, women's self-esteem decreases, they lose motivation, and secondly, the main thing, they may lose their ability to work.

One of the important indicators of gender inequality is employment. Today unemployment in Georgia is one of the most severe socioeconomic problems and therefore it creates several challenges for the country [2]. Unemployment problems are particularly acute in terms of gender, which is one of the manifestations of gender inequality.

A policy of gender equality made Georgia one of the most reformative countries in Caucasus. However, in spite of many positive steps, there are certain problems related to a low level of civil consciousness and strong societal stereotypes. Caucasian mentality and patriarchal environment also aggravate the problems [4] in terms of unemployment, factors of economic instability, such as reduced total demand, savings and investment demand, reduced total supply, production fall, etc. show up [5].

In the article we used the following methods: statistical analysis according to the official data of Georgia, comparative analysis in the dynamic of several years in order to highlight the trend of development of different indicators of labour market in Georgia. Analytical interpretation of other research reports of local as well as foreigner scientists, research organizations, field state departments [6].

Employment indicators were adjusted as a result of the changes implemented by the National Statistics Service. In Georgia, since 2019, a new labor force registration standard has been implemented. Fundamental changes were made and a number of activities were carried out, namely:

- ✓ Amendments were made to the labor force survey questionnaires, which provided for the addition of relevant questions for the purpose of assessing the scale of self-employment in agriculture;
- ✓ Questionnaires corresponding to new standards were prepared and methodological guidelines were developed;
- ✓ New questionnaires were tested and a pilot study was conducted;

- ✓ During 2020, data was collected through both old and new questionnaires;
- ✓ The collected data were analyzed and the indicators corresponding to the new standards were calculated [8].

The methodological change led to the change in the quantitative characteristics of the indicators of women's employment. But the general situation remained unchanged. New challenges for national economic policies generate new approaches which have to face these modern developments and trends. One of the efficient practices represents women promotion for a very simple reason: women yet are not fully engaged into development and their economic potential has to be unlocked to benefit not only economic goals but also social inclusion and human development to meet upmost goal of every state: inclusive growth and high level of welfare. In this regard, the women promotion and their empowerment are key policy challenges. Nowadays the need for women advancement in all spheres of the society is clear and generates no doubts for reasonability and rationality of such approach to economic growth [7].

Research results

As of 2022, there are 1,605.7 thousand women aged 15 and over in Georgia, of which 41.4% are in the labor force, which is 666,300. The number of employed women is 568,900, which is 35.4% of all women aged 15 and older and 85.4% of the female workforce. 77.6% of employed women are hired. 19.1% of the workforce is self-employed. 939,400 women are out of the labor

force, the unemployment rate is 35.4% and the female labor force participation rate is 41.5%. (National Statistics office of Georgia, 2023)

Today, 568,900 women are employed in Georgia. Most women were employed in the country in 2015. Between 2015 and 2022, on average, 1 % less women were employed every year. (See Table 1) After 2015, the rate of decrease in women's employment every year was replaced by a rate of increase of 6.1% compared to the previous year in 2022. It is noteworthy that the rate of increase in the labor force of women has been evident in recent years. The range of growth rates for 2011-2022 ranges from 0.1% to 4.3% [9].

Table 1. Dynamics of employed women in 2015-2022.

Source: National Statistics Office of Georgia

	2015	2016	2017	2018	2019	2020	2021	2022
	Women	Women	Women	Women	Women	Women	Women	Women
Employed	599.2	592.1	594.8	592.8	588.8	546.9	536.4	568.9

What are the employment rates among employed women? 77.6% of employed women are hired, which is an increase of 6.4% compared to the previous year. The number of self-employed women also increased by 4.8%. The unemployment level of women has decreased by 16% and today it is 14.6% in Georgia. The indicator of the level of employment of women is increasing, having reached the maximum in the last 12 years, 37%, in 2017 and is currently at the level of 35.4% [1].

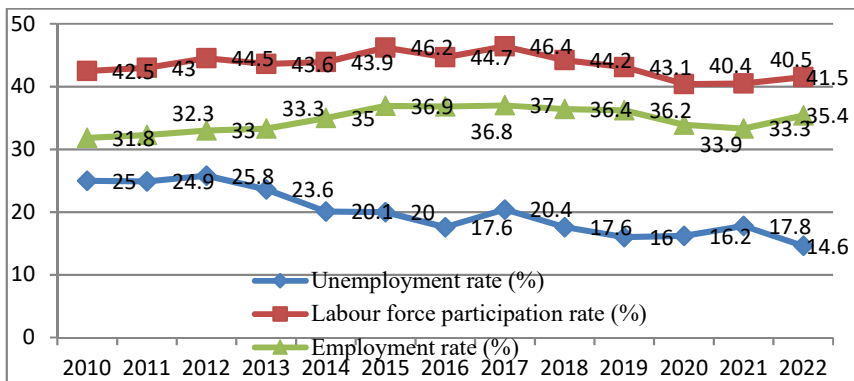


Figure 1. Labour Force Indicators by Sex (Women)

Source: National Statistics Office of Georgia

The unemployment rate of women is also decreasing dynamically. Unemployment decreased by 1.4 percentage points compared to 2019 with the changed methodology in labor force registration, and it should be noted that during the study period, there is a pronounced downward trend in women's unemployment in general.

The most employed women in Georgia are over 55 years old, whose number in 2022 has increased by 7.9% compared to the previous year, the employment rate of women aged 45-54 is increasing. In 2022, 11% more women of this age were employed in Georgia, the number of employed women in the age group of 35-44 is also increasing, the growth rates of their number in 2020-2022 were 1.7% and 1.3%, respectively.

As for the employment rates of young girls, in general, the employment rate among new graduates in the age group of 20-34 in the country is slightly, but still decreasing and is currently at the level of 48.2%. By analyzing the gender breakdown of this indicator,

it was determined that men are employed more. As a result, the rate for young men is much higher, 7.7 percentage points higher than the employment rate for women of the same age, at 52.4% [8].

In the current conditions of employment, it is interesting how women combine employment and family activities.

For this, we conducted a selective survey of women, for which we used the Google Drive application based on specially prepared questionnaires. About 400 women took part in the research, among which 70% were women in the age group of 25-44 years, then women in the age group of 45-64 years - 25%, in the age group of 15-24 years - 4% and 1% - 65 years old and up. The absolute majority of respondents participating in the research, i.e. 78.9%, had higher education, and 7.1% had professional education. 61% of the interviewed women were employed, up to 20% were self-employed, only 9% of the respondents were housewives. The percentage distribution of research results according to economic activity is presented in the following diagram:

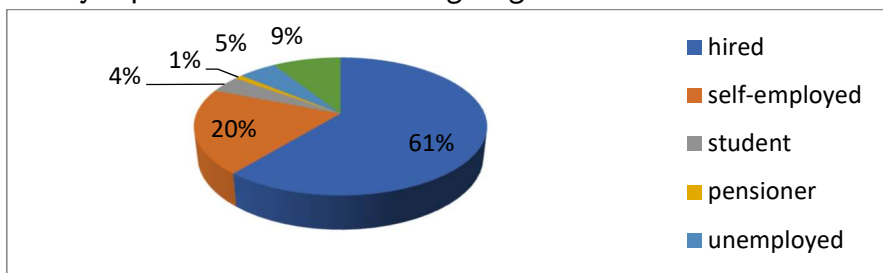


Figure 2. Distribution of respondents according to economic activity status

Source: Our research results

The field of employment of women is diverse: 19.2% are employed in the financial sector, 18.1% - in the banking sector,

18.3% - in educational institutions, 11.1% - employees in the medical field, 6.1% - in scientific and research institutions [1], etc.

A significant part of the employed female respondents, i.e. 31.3%, have quite a long employment experience (5-10 years of experience), 29.2% have 1-5 years of experience, and 16.7% of respondents have more than 20 years of experience.

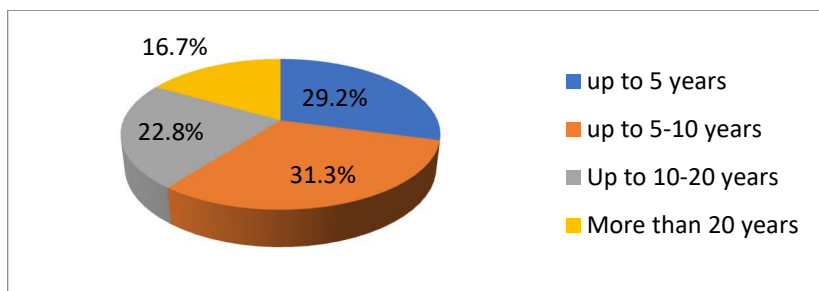


Figure 3. Distribution of respondents according to work experience
Source: Our research results

An equal number of respondents, 28.6% had 2 or 3 children in their family, and 6.1% had 5 or more children. We would like to admit, that along with the increase in the number of children in the family, the rate of employment of female mothers was high and, as the results our study showed, the influence on the children of such women is great and the quality of their children's education was also revealed. 64.6% of respondents are able to freely combine family affairs with professional activity.

However, 29.2% noted that they cannot combine activities in these two difficult fields at all and it is very difficult, only 6.3% of the respondents are partially able to grow professionally. The reason for this may be that, according to research, 51% of women

spend quite a lot of time, about 3-5 hours a day, on household chores, 10.2% spend up to 6-8 hours on it, and about 10.2% spend 1-2 hours a day arranging family affairs. Traditionally, women either manage household affairs alone or have helpers. 22.4% of interviewed women take care of the family alone, 34.1% of women share household chores with their spouses, mothers help 16.1% of women and mothers-in-law - 10.2%.

A large part of the respondent women, i.e. 67.3%, is busy cleaning the house, 61.2% - taking care of their children, 32.7% - teaching their children, 53.1% - cooking, etc.

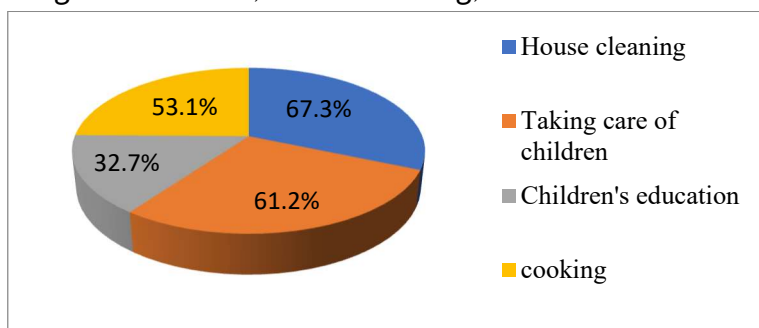


Figure 4. Distribution of respondents according to their activities at home

Source: Our research results

As it turned out, the majority of women have very little free time, and 71% of them spend it with their children, 40.8% with their spouses, 8.2% with their grandchildren, 34.7% with their parents, etc. Even though they have such workload in work and family affairs, 27.7% of the respondents still manage to raise their qualifications. 46.8% do it rarely, 25.5% are unable to take care of improving their qualifications at all. What causes the increase in women's activity? 32.7% of the respondents believe that

principledness is the quality that is an important basis for increasing employment and activity on the labor market. 42.9% believe that the insight of women is crucial, 30.6% of women mention the speed of decision-making and 36.7% - good managerial skills.

Conclusion

As a conclusion, it is assumed that the indicators of women's employment in Georgia are increasing. Employment disequilibrium is more pronounced in cities than in rural areas. Women are relatively less active in the labor market than men, but the level of participation of women in the labor market is increasing. Employed women combine leisure activities with family affairs, and in many cases women are the main subjects of improving the material condition of families. As the number of children in the family increases, the positive influence of employed women on their children increases. Despite having not enough free time, women still manage to develop professionally.

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ԿԱՆԱՅՔ ՎՐԱՍՏԱՆԻ ԱՇԽԱՏԱՆՔԻ ՇՈՒԿԱՅՈՒՄ ԵՎ ԸՆՏԱՆԻՔՈՒՄ

Անա Արեսաձե

Իվանե Զավախիշվիլիի անվան Թբիլիսիի պետական
համալսարան, մագիստրատուրայի ուսանող

Բանալի բառեր – կանանց աշխատուժ, միտում, վերլուծություն,
աշխատաշուկա, զբաղվածություն

Վրաստանի աշխատաշուկայում առկա իրավիճակը, բացահայտված միտումները և հիմնական օրինաչափությունները հաստատում են կանանց աշխատանքային ակտիվության աճը:

Չնայած դրան, աշխատաշուկայում դեռևս առկա է գենդերային անհավասարակշռություն: Տղամարդկանց զբաղվածության և ակտիվության ցուցանիշները գերակշռում են, իսկ կանանց աշխատավարձը ցածր է տղամարդկանցից: Ներկայումս Վրաստանում կանանց զբաղվածության ցուցանիշներն աճում են:

Զբաղվածության անհավասարակշռությունն ավելի ցայտուն է քաղաքներում, քան գյուղական վայրերում: Կանայք աշխատաշուկայում համեմատաբար ավելի քիչ ակտիվ են, քան տղամարդիկ, սակայն կանանց մասնակցության մակարդակն աշխատաշուկայում աճում է: Զբաղված կանայք համատեղում են ժամանցը ընտանեկան գործերի հետ, և շատ դեպքերում կանայք են ընտանիքների նյութական վիճակի բարելավման հիմնական սուբյեկտները:

Հոդվածում բացահայտվել են կանանց մասնակցության միտումները Վրաստանի աշխատուժակայում, դրանք փոխկապակցելով կանանց աջակցությամբ ընտանեկան եկամուտների ձևավորման հետ:

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