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GENERAL OVERVIEW OF THE RIGHTS OF OLDER WOMEN

Irina Batiashvili

PhD student of Caucasus International University,
Researcher of the Analytical Department of the Ministry of Justice of Georgia
on the rights of older persons

Abstract. Women come across lots of barriers throughout their lives, which are related to family care activities, domestic unpaid work, psychological stress, the stagnation of labour skills during that period of time, obsolescence of knowledge, and biological changes caused by pregnancy and childbirth. Ultimately, along with ageing, women end up being discriminated against economically, which means a smaller amount of funded pension compared to men, or completely suspended funded pension, low income, lower position at work, minimum chance at career advancement, work skills requiring upgrade and practice to be acquired. According to the recommendations of the UN, states should ensure that older women who bear responsibility for the care of children have access to appropriate social and economic benefits such as childcare benefits. UN States parties should adopt gender-sensitive and age-specific policies to ensure that older women participate fully and effectively in political, civil and economic activities.

Keywords: older women, UN recommendations, gender equality in the labour market.

Introduction

According to ‘The Spirit of Laws’, the major work of the great representative of the French Enlightenment, Baron Charles Louis Montesquieu: ‘Honour ... is capable of inspiring the most glorious actions, and, joined with the force of laws, may lead us to the end of government as well as virtue itself’¹. Article 1 of the Universal Declaration of Human Rights explains the basis of human dignity and, respectively, human duties: ‘All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood’². Based on the principle of dignity, all human beings deserve ethical and respectful treatment, mostly because they are human beings. Every person has dignity despite their age, nationality,

1. *Irakli Batiashvili*. Western Political Philosophy, Frani, Tb., 2022, 188.

2. The United Nations, the Universal Declaration of Human Rights, 60th anniversary, special edition, Georgian Office of the UN Department of Public Information, UN Office of the High Commissioner for Human Rights, Georgia, 1948-2008.

origin, gender, property status, political or other opinions, social origin, or any other status. For the legal protection of human dignity, it is necessary to create honourable living conditions for men and women. Everyone shall be able to obtain appropriate education, enter professions, be employed, and have a lawful income which is necessary for his and his family's honourable life³. Today's definition of the right to equality did not originate in a modern century. It is the result of evolution and its genesis dates back to 427 B.C. in Athens. The great philosopher, Plato, develops the principle of equality of men and women in his work 'Republic'. 'And if so, my friend, there is no special faculty of administration in a state which a woman has because she is a woman, or which a man has by virtue of his sex, but the gifts of nature are alike diffused in both; all the pursuits of men are the pursuits of women also, but in all of them a woman is inferior to a man'⁴. Despite the fact that Plato places strong emphasis on physiological factors, his philosophical doctrine pronounces that for overall welfare it is necessary to make men and women equal and ensure equality of men and women in teaching and education. The great minds of 16th-17th centuries, Thomas Hobbes and John Locke, propose equality between human beings as one of the major features of the natural human condition. In his work, 'Two Treatises of Government', John Locke distinguishes two fundamental principles when discussing the essence of civil society: liberty and equality of mankind⁵. John Locke relates infinite wisdom to our natural condition and establishes it as a pattern of order that, as all men are independent and equal, no one ought to harm another in life, health, liberty or possession, and that punishment of the guilty is the means for the correct functioning of the natural order⁶. Therefore, it may be concluded that even in the wilfully created society of men, there are means – the law. In a society created through mutual agreement (public agreement), the life, property and welfare of a man can be protected by means of law. The above said underlines the meaning of the triad – 'truth, law, justice'. According to a note of the academic and emeritus professor Mindia Ugrekhelidze: 'I have been preaching for a long time now that we must consider the formula "truth, law, justice" as an almost sacred triad. According to it, justice is a goal, law is the means, and the truth is the facts, correctly understood and registered, on which we must rely for their further precise and impeccable assessment'⁷. According to Thomas Hobbes' 'Leviathan', from the principal equality characteristic to the natural condition, which conveys the physical and mental capabilities of men and women, equal hopes and aspirations emerge for the achievement of set goals⁸. Although noteworthy, the opinion in 'Leviathan' also connects arguments originated on the grounds of equality to war and conflicts⁹.

3. *Konstantine Kublashvili*. - „Fundamental Human Rights and Freedoms“ Fifth Edition, GCI, 2019, 74-85.

4. *Irakli Batiashvili*. Western Political Philosophy, Frani, Tb., 2022, 37.

5. *Дж. Локк*. „Два трактата о правлении“ (Соч. в трёх, Т.3), „Мысль“, Москва, 1988.

6. *Irakli Batiashvili*. Western Political Philosophy, Frani, Tb., 2022, 160.

7. *Mindia Ugrekhelidze*. Paradigms of Constitutionalism Spread out in the Form of Expanded Essay, Justice and Law, N2(62)'19, 2019,196. (Translated by the Legislative Herald of Georgia)

8. *Hobbes T., Leviathan*. 1651, The English Works, vol. III (Leviathan). Henry G. Bohn, 1651. CHAPTER IV.: of speech, London. <https://oll.libertyfund.org/title/hobbes-the-english-works-vol-iii-leviathan>.

9. *Irakli Batiashvili*. Western Political Philosophy, Frani, Tb., 2022, 138.



Of Equality

Let us look at the recent past. According to Article 14 of the Constitution of Georgia of 1995, after the gaining of independence by Georgia, any discrimination on the grounds of race, colour, language, sex, religion, political or other views, national, ethnic and social affiliation, origin, property or titular status, or place of residence, and on any other grounds shall be prohibited and the right to equality before law shall be strengthened. That one-paragraph article was limited by a rather humble record. Our Constitution has been developing along with new political or social turbulences and today the right to equality is protected by Article 11,¹⁰ which is given in four paragraphs, and besides, according to Article 11 of the Constitution of Georgia, the state has an obligation to provide equal rights and opportunities for men and women¹¹. However, as long as the signs of discrimination are sometimes present in labour relations, Article 4(2) and (3) of the Labour Code of Georgia determine the meaning of direct and indirect discrimination. As of today, characteristics protected by the Labour Code of Georgia include age and sex. Accordingly, in the event of discrimination on the ground of age or sex, or both, the characteristics of both of them is given identical meaning. With a view to a correct understanding of direct and indirect discrimination, the definitions of the Equality and Human Rights Commission of Great Britain should be taken into consideration¹².

Direct discrimination is when you are treated worse than another person or other people, because:

- you have a protected characteristic;
- someone thinks you have that protected characteristic (known as discrimination by perception);
- you are connected with someone with a protected characteristic.

Indirect discrimination happens when the policy of an employer, which applies in the same way for everybody, disadvantages a group of people who share a protected characteristic, or has a negative effect on them, and as the part of the group, that policy is disadvantageous to you as well. A ‘policy’ can include a practice, a rule or an arrangement. To prove that indirect discrimination is happening or has happened:

- there must be a policy which an organisation is applying equally to everyone (or to the group which includes you);
- the policy must disadvantage people with your protected characteristic when compared with those without it;
- you must be able to show that that policy has disadvantaged you personally or that, due to that policy, you will be disadvantaged in the future;

10. The Constitutional Law of the Republic of Georgia, the Constitution of Georgia, 786, Parliament of Georgia, 24/08/1995.

11. *Irina Batiashvili*. Types of Discrimination Arising from Labour Relations and the Positive Obligation of the State, *Temida*, N14 (16)-2021, 159.

12. <https://www.equalityhumanrights.com/en/advice-and-guidance/what-direct-and-indirect-discrimination>.

- the organisation cannot show that there is a good reason for applying the policy despite the level of disadvantage to people with your protected characteristic¹³.

In the 21st century, one of the grounds for the dignified living conditions of people is an appropriate work environment and appropriate pay¹⁴. Throughout their lives, people work for both their individual and universal welfare, and moreover women put great effort into the development of future generations, and therefore their contribution to the formation of society should be recognised by the state in respect of both its cultural and economic aspects.

Discrimination of Older Women and Psychological Factors

If we allow the fiction that prejudices and distorted stigmas existent in relation to older women have an impact on the oppression of older women and on their unrecognised active perception in the labour market, a reasonable expectation may be developed that, in the future, the transformation of stereotypes to the reality created under the concept of equality will enable the activation of the process of creating dignified living conditions for older women.

The most obvious example of multiple discrimination is the condition of older women needing to take appropriate measures in order to equally protect the rights of older women and men. It is known that at present women outnumber men by 66 million among those aged 60 years or over. Among those aged 80 years or over, women are nearly twice as numerous as men¹⁵. The gender character of ageing makes it clear that women live longer than men. Moreover, in comparison to men, a greater number of aged women live alone. It's a fact that the challenges that older women and men face require attention. Just as important should be the essential contribution the majority of older men and women can continue to make to the functioning of society if adequate guarantees are in place¹⁶.

The United Nations Committee on the Elimination of Discrimination against Women expressed concern about the multiple forms of discrimination experienced by older women and also about the deplorable reality that the rights of older women are not systematically addressed in the reports of UN States parties¹⁷. Thus, on its 42nd session concerning the elimination of all forms of discrimination against women, the Committee, in accordance with Article 21 of Convention, took the decision to issue a general recommendation on

13. *Irina Batiashvili*. Types of Discrimination Arising from Labour Relations and the Positive Obligation of the State, *Temida*, N14 (16)-2021, 166.

14. *Irina Batiashvili*. 'Decent living and Employment of Older Women', Materials of the International Scientific Conference, Challenges of Modern Law, publishing house 'World of Lawyers', Tbilisi, 2022.

15. United Nations, General Assembly, Report of the Secretary-General, A/66/173, 22/07/2011.

16. United Nations, General Assembly, Report of the Secretary-General, A/66/173, 22/07/2011. (Follow-up to the Second World Assembly on Ageing).

17. Committee on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.



the protection of older women and their rights. These recommendations shall be looked at later. In UN General Recommendation No 27, it is recognised that age is one of the grounds and reasons on which women often suffer multiple forms of discrimination¹⁸. Often, the discrimination of older women is multidimensional. Age discrimination encompasses other forms of discrimination: discrimination on the grounds of sex, ethnic origin, disabilities, level of poverty, sexual orientation and gender identity, marital status, and other grounds. Negligence towards older women is also related to the stigma of their reproductive and production roles.

‘... Myths and stereotypes that surround older woman show how gender bias and discrimination intensify in old age everywhere, though the cultural forms may differ. Perhaps the most widespread stereotype is that of women as natural caregivers, a notion that continues to sustain the belief ... that the “traditional family” will take care of its elderly’¹⁹. In addition, widowhood and divorce exacerbate discrimination. Furthermore the lack of or limited access to health care services for diseases such as diabetes, cancer (in particular, the most prevalent forms of cancer among older women), hypertension, heart disease, cataract, osteoporosis and Alzheimer prevent older women from living a life with dignity and from fully enjoying life²⁰. Regarding older women, the following must necessarily be considered: postmenopausal, post-reproduction conditions and physical and mental health status connected to age which have a great impact on the routine of a woman’s life; all the above mentioned issues are mostly overlooked both in academic research and public policy and services. The fact that climate change affects women differently, in particular older women, should be taken into consideration by the state. Older women are more vulnerable than men due to their physical and biological differences. They can have different reactions to natural threats and disasters than men. Therefore, older women should be actively involved in the development of policy in the field of climate change which should serve as a precondition for the equal distribution of resources between men and women.

Older Women, Labour Market and Discriminatory Environment

According to the Recommendation of General Assembly 2011, the importance of looking into the rights of older women is obvious. Older women should be distinguished as a vulnerable group within the category of older people. According to the Recommendation, it is preferable for member states to enhance their capacity regarding more effective data and statistics collection, in order to better assess the condition of older persons and

18. Committee on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.

19. United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) “Ageing in Gendered World: Women’s Issues and Identities” (Santo Domingo, Dominican Republic 1999).

20. Committee on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.

to set adequate monitoring mechanisms for programmes and policies geared towards ensuring the universally recognised rights of older persons. Data should be collected on older persons who live in urban, suburban and rural areas; besides, the state should have information on older persons in situations of vulnerability who are considered a vulnerable category, such as older women or older persons living in poverty²¹. The report of the Secretary General given on the United Nations' 66th Session was focused on the matters given below. A particularly high-impact matter was the condition of older women who face inequality because of their gender role, as established in society. Gender relations, in fact, structure the entire life cycle and influence access to resources and opportunities. This is characterised by an ongoing, regular²² and cumulative impact. Different circumstances, unequal conditions that determine the life of men and women in old age, are a result of a whole lifelong process and experience. Good health, economic security, adequate housing, a favourable environment, and access to land or other productive resources, are the grounds essential to ageing with dignity. However, achieving this and creating a life with dignity in old age depends on decisions and choices which are only partially determined by individuals, thus the burden of forming them mostly falls on the state. The impact of gender inequality in education and employment is most distinct in old age. Generally, stereotypes that exist about women, such as the burden of unpaid housework, the raising of a future generation, and inflexible work schedules (which create barriers for women in terms of development in the labour market from the very beginning), result in the greater poverty of older women compared to older men. Moreover, the mandatory retirement age for older women, the inadequate state pension rate, the low coefficient of participation in funded pensions, and other benefits of social security which are not focused on this vulnerable group, leave older women extremely unprotected. The access to productive resources, an adequate pension and income, are essential to ageing with dignity²³.

At the 66th UN assembly, four major challenges were identified which appeared consistently around the world: a) poverty and inadequate living conditions; b) age-related discrimination; c) violence; and d) lack of special measures, mechanisms and services²⁴.

For an employer, older women are often an unrecognised and unprofitable investment in terms of education and professional training. Therefore, an employer is not concerned with improving the professional skills of older women. According to the Labour Code of Georgia, developing the professional skills of an employee is a right of an employer, not an obligation. Older women do not have equal educational opportunities to learn

21. United Nations, General Assembly, Report of the Secretary-General, A/66/173, 22/07/2011. (Follow-up to the Second World Assembly on Ageing).

22. Office of the High Commissioner for Human Rights, Normative standards in international human rights law in relation to older persons, Analytical Outcome Paper, August 2012.

23. Office of the High Commissioner for Human Rights, Normative standards in international human rights law in relation to older persons, Analytical Outcome Paper, August 2012.

24. United Nations, General Assembly, Report of the Secretary-General, A/66/173, 22/07/2011. (Follow-up to the Second World Assembly on Ageing).



modern information technologies, nor the resources to obtain them. In terms of formal and informal education, especially vulnerable categories are the following: poor older women, older women with disabilities, and those living in rural areas²⁵. Lack of education may seriously diminish the participation of older women in social and political life and economic development, and limit their access to a whole spectrum of state services. Consequently, older women will not be able to fully avail themselves of human rights, which directly contravenes the legal and social principles of the state according to the Constitution of Georgia²⁶.

Men become economically active at an earlier age, which creates inequality in the labour market. That inequality is reflected both in terms of wages and career growth²⁷. Women are less involved in the formal sector of employment and besides, women receive less pay compared to men for the same work or work of a similar value. Gender-based discrimination in employment towards women throughout their life has a cumulative impact for older women, which is reflected in a disproportionately lower income and lower or no access to pensions compared with older men²⁸. This means that the right to a pension and its amount is closely related to wages received, which results in lower pensions compared to men as long as women working in a formal sector often have gaps, or they are employed in the informal economy. According to the thematic inquiry report of the Permanent Parliamentary Gender Equality Council of Georgia, the statistics on domestic workers show that, according to the data of 2019, the number of domestic workers constituted 1.1% and 99% of them are women. Among them, 88% are women between 35 and 70 years of age. However, the same inquiry of the Gender Equality Council indicates that, according to those participating in the research, there is no reliable statistical data on employees in informal sectors by age or gender. Current data range between 31% and 34%²⁹. As long as women dominate in the informal economy, regulating their labour rights in accordance with the Labour Code of Georgia should promote the sustainable development of the healthcare system of the country³⁰. Besides, the mandatory retirement age is different for men and women. According to the legislation of Georgia, a woman's retirement age is 60 while a man's retirement age is 65. If we rely on logic, according to which employers see women

25. Committee on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.

26. The Constitutional Law of the Republic of Georgia, the Constitution of Georgia, 786, Parliament of Georgia, 24/08/1995.

27. *Sapari*, Women's Economic Empowerment in Georgia, Publishing house Nekeri, Tbilisi, 2017. https://undp.org/sites/g/files/zskgke326/files/migration/ge/UNDP_GE_DG_Women_Economic_Empowerment_eng.pdf.

28. Committee on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.

29. Thematic Inquiry Report of the Permanent Parliamentary Gender Equality Council, Rights of Women in the Informal Economy and Covid-19 Impact, 2021.

30. The Permanent Parliamentary Gender Equality Council, Issue for the inquiry: An Analysis of the inclusion of domestic workers/informal economy actors in the pension scheme with the aim of formalizing the informal economy, author Irina Batiashvili, 2023.

of retirement age as assets not profitable for investment, we may suggest that the different retirement age for women amounts to discrimination on the grounds of age and gender.

The promotion of part-time jobs by the state is an essential factor of social and economic development of the country. 'In French academic literature, part-time work is described in three aspects: as a) a means of coexistence of personal and professional life, b) a means of creating a flexible working environment and satisfying management requirements, c) an easy way to a pension³¹. The second factor is increasing the level of employment in the country: promotion by the state of increasing the number of part-time jobs is a step forward in the labour market in terms of the inclusion of women with children, students, persons with health problems, and older employees³². Companies of different countries often use part-time work for the purpose of sharing the experience of qualified personnel of retirement age with a new generation³³.

Women's care-taking (treatment) responsibilities also have more dangerous, even deadly consequences. Women do the majority of care for the sick at home. It is noteworthy that, women also make up the majority of traditional birth attendants. Also, the majority of nurses, cleaners and laundry workers of healthcare service in hospitals, are women³⁴. It is a fact that the risk of exposure to infections is higher in those positions in hospitals and the personnel working in those positions do not get the same degree of support and protection as doctors, who are predominantly men in developing countries.

Recommendations on Protection of Rights of Older Women

Older women must be regarded by the state as an important resource of society and it is an obligation of UN States parties to take all appropriate measures, including legislation, in order to eliminate discrimination against older women. UN States parties should adopt gender-sensitive and age-specific policies to ensure that older women participate fully and effectively in the political, civil and economic activities³⁵. Older women should be able to receive information from the state regarding their rights and access to legal services. On its behalf, the state should prepare police, the judicial system and other state institutions in matters related to age and gender in relation to older women. One of the obligations of a state includes eliminating negative stereotypes and changing the pattern of social and cultural behaviour, which put older women in a discriminative position. The UN pays special

31. T. Shudra. Part-time Work, Labour Law, III, Meridiani, Tb., 2014, 111-112

32. *Ibid.*

33. *Ibid.*

34. C. C. Perez. Invisible Women, Penguin Random House UK, London, 2019., 299.

35. Committee on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.



attention to lifelong learning opportunities: in particular, states should ensure equality of opportunities in the field of education for women of all ages, and also ensure access to lifelong learning opportunities for older women³⁶. One of the major tasks of the state is to promote the employment of older women in paid jobs without any discrimination. In this respect, it is important that states monitor the impact of gender pay differences on older women. According to the recommendations of the UN, states should ensure that older women who have responsibility for the care of children have access to appropriate social and economic benefits such as childcare benefits. That recommendation depends on the level of economic development of the state. The economic empowerment of older women has become one of the major goals of the UN since 2010. States should be obliged to remove age- and gender-based barriers in terms of access to agricultural credits and loans and ensure access to relevant technology for older farmers and small landowners. In this respect, the state should create special support systems, such as: providing micro credits and, at the same time, encouraging older women in micro-entrepreneurship. Transport should be accessible for older women in order to enable their participation in economic and social life, including in public activities. Transport policy has a special impact on older women living in suburban and rural areas.

Recommendations to Improve the Quality of Life for Older Women

Recommendations to improve the quality of life for older women are as follows:³⁷

Overarching recommendations –

1. Improve data on the interactions between gender and ageing;
2. Reinforce and protect the human rights of older women;
3. Ensure that gender is mainstreamed into ageing policies (gender mainstreaming), and ageing is mainstreamed into gender policies;

Specific recommendations –

4. Support a lifelong learning approach to education;
5. Set gender-specific targets for improvements of the health status of older people;
6. Support better engagement with, and empowerment of, older women;
7. Strengthen social support and social networks, communication for older women living alone;
8. Prioritise the needs of rural older women in public policy.

Among international human rights instruments, the UN Sustainable Development Goals, the

36. Committee on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.

37. UN Women Coordination Division, Between Gender and Ageing The Status of the World's Older Women and Progress Since the Madrid International Plan of Action on Ageing, Executive Summary, February 2012.

Beijing Declaration and Platform for Action and the UN Convention on the Elimination of All Forms of Discrimination against Women are particularly important in terms of gender mainstreaming. These documents help the state to correctly and efficiently implement the measures necessary for achieving the set goal of equal rights³⁸. This obligation is undertaken by Georgia as well.

Gender equality is one of the most important goals of the state and its performance is related to challenges of a complex nature. Gender mainstreaming is one of the means of achieving equality. The mainstreaming of gender issues is a modern policy and process regarding gender equality, which entails the integration of complex strategies and gender perspectives in different institutions (in every work plan deployed by the government)³⁹. In order to fully establish gender equality and equal rights in the labour sector, it is necessary to develop and establish efficient policies, and relevant programmes and concepts, both on the state level and in the private sector as well⁴⁰.

Conclusion

The issue of unprecedented demographic ageing is related to the improvement of living standards, the existence of basic healthcare systems, declines in fertility, and rising longevity. However, these changes in population structure have profound effects on the extension of the significance of human rights. This means an increase in the urgency of addressing the discrimination experienced by older women in a more comprehensive and systematic manner through the Convention for the purpose of eliminating all forms of discrimination against women⁴¹. If we rely on the deliberations of the United Nations Committee on the Elimination of Discrimination against Women, statistical data disaggregated by age and gender might become a way to better assess the status of older women, according to which, first of all, problems are identified, and solutions are found, and afterwards reforms are implemented on institutional, sectoral and state levels that reduce discrimination against older women and then totally eliminate it.

Failing to collect data on women and their lives or not collecting such data means that we continue to naturalise sex and gender discrimination. Women become *hyper-visible* at once when it comes to being seen as subservient sex class and treated accordingly, and at the same time they become invisible when the matter concerns the collection of data on women⁴². Gender stereotypes and traditional and general practices may have an adverse effect on all aspects of the lives of older women, in particular, older women with disabilities, including

38. Public Defender of Georgia, Review of Georgia's Gender Mainstreaming Obligations and their Fulfilment Status, 2021 <https://ombudsman.ge/res/docs/2021031012092124287.pdf>.

39. UN Women, Gender Mainstreaming - a Practical Guide for Public Servants, Tb., 2014, 27-29.

40. *Irina Batiashvili*. Gender Policy, deposited in the National Intellectual Property Centre of Georgia, 09/05/2022.

41. Convention on the Elimination of All Forms of Discrimination against Women, CEDAW/C/2010/47/GC.1, general recommendation No. 27 (unedited version), 19/11/2010.

42. *C. C. Perez*. Invisible Women, Penguin Random House UK, London, 2019., 299.



on family relations, on reflecting in media the stigmas existing in the collective unconscious, on the attitude of employers, and on healthcare workers. Ultimately, the above said might result in violence, and/or psychological and verbal abuse, against older women.

The feminisation of human rights concerning ageing has objective and far-reaching results. It is obvious that women come across lots of barriers throughout their lives, which are related to family care activities, domestic unpaid work, psychological stress, the stagnation of labour skills during that period of time, obsolescence of knowledge, and biological changes caused by pregnancy and childbirth. Lack of work in the formal sector is the first motivator for women to go to the informal sector and find a job with poor wages and without the necessary conditions for health security⁴³. A good way-out for combining work with skills transformed along with domestic unpaid work and ageing might be part-time work. According to Article 16(4)(a) of the Labour Code of Georgia, as far as objectively possible, an employer must: give consideration to requests by employees to transfer from full-time work to part-time work that becomes available in the establishment⁴⁴.

It is important for the state to take into consideration the following recommendations of the UN Women for ensuring life with dignity for older women: the economic empowerment of older women; prioritisation of the needs of rural older women; lifelong learning (which may include the retraining programme for older women, and their employment); the connection of gender policy and ageing policy.

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