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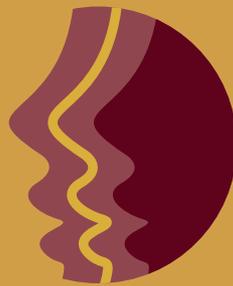


British Embassy
Belgrade



Economic Value of the **Unpaid Care Work** in the Republic of Serbia

GENDER ANALYSIS



GENDER RESPONSIVE
GOVERNANCE –
REDISTRIBUTION OF
UNPAID CARE WORK

This publication was produced in the framework of the project “Gender Responsive Governance” implemented by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), with the support of the Government of the United Kingdom and British Embassy in Belgrade. The views and analysis contained in the publication are those of the authors and do not necessarily represent the views of UN Women, the Government of the United Kingdom and British Embassy in Belgrade, the United Nations or any of its affiliated organizations.



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Abbreviations

GDP	Gross Domestic Product
ILO	International Labour Organization
LFS	Labour Force Survey
LSG	Local Self-Government
PP	Percentage Point
PPP	Purchasing Power Parity
PWD	People with Disabilities
SORS	Statistical Office of the Republic of Serbia
SDGs	Sustainable Development Goals
UN	United Nations

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Summary

Gender analysis of the economic value of unpaid care work was conducted within the Project “Gender Responsive Governance”, implemented by the UN Women Programme Office in Serbia and funded by the UK Good Governance Fund. The aim of the Project is strengthening the institutional and technical capacities of the Coordination Body for Gender Equality of the Government of the Republic of Serbia for development of policies and measures that should lead to a change in patterns of parenting obligations and unpaid care work in the Republic of Serbia, by combining economic, employment and social policies.

Introduction

The main objective of this analysis was to estimate the data and evidence on the costs of unpaid care work and calculate its contribution to Serbia's GDP and growth, through the systematic and comprehensive gender analysis of the economic value of unpaid work. The analysis has thoroughly reviewed the gender patterns of time allocation to paid and unpaid work and non-work activities and has assigned a monetary value to various reproductive labour activities in the society and households.

Unpaid domestic work comprises the labour involved in maintaining living spaces, buying and transforming the commodities used in the family, supplementing the services provided to family members by the public and private sectors (e.g. health, education, transport, administration), and managing social and personal relationships. To this, which represents the great bulk of unpaid work, the care for people has to be added.¹

By revealing the quantity of unpaid work, we are bringing out the extent and persistence of major inequalities between men and women in the distribution of time, activities, economic resources and social responsibilities. Data show that differences between men and women in the distribution of unpaid care work are highly significant and that they spill over into the labour market and the

distribution of income, affecting both the level and type of income.

While the world has achieved progress towards gender equality and women's empowerment under the **Millennium Development Goals** (including equal access to primary education between girls and boys), women and girls continue to suffer discrimination and violence in every part of the world.²



That is the reason why, within its Sustainable Development Goals (SDGs), the United Nations still recognize that there is a space for improvement. SDG 5 – *Achieve gender equality and*

¹ Antonella Picchio, *Unpaid Work and the Economy, A gender analysis of the standards of living*, Routledge, New York, 2017

² United Nations Sustainable Development Goals, Goal 5: Achieve gender equality and empower all women and girls, <https://www.un.org/sustainabledevelopment/gender-equality/>

empower all women and girls advocates providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes, which will fuel sustainable economies and benefit societies and humanity at large. Implementing new legal frameworks regarding female equality in the workplace and the eradication of harmful practices targeted at women is crucial to ending the gender-based discrimination prevalent in many countries around the world.³

Target 5.4 is fully devoted to recognition and valuation of unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and promotion of shared responsibility within the household and the family, as nationally appropriate.⁴

While some indicators of gender equality are progressing, such as a significant decline in the prevalence of female genital mutilation and early marriage, the overall numbers continue to be high. Moreover, insufficient progress on structural issues at the root of gender inequality, such as legal discrimination, unfair social norms and attitudes, decision-making on gender and reproductive issues and low levels of political participation, are undermining the ability to achieve SDG 5.



According to recent data from some 90 countries, women devote on average roughly three times more hours a day to unpaid care and domestic work than men, limiting their time available for paid work, education and leisure and further reinforcing gender-based socio-economic disadvantages.⁵ This result has remained the same since the adoption of SDGs in 2015 and no measurable progress has been made.

³ Ibid.

⁴ United Nations Resolution adopted by the General Assembly on September 25, 2015, https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/70/1&Lang=E

⁵ United Nations Economic and Social Council, Special edition: progress towards the Sustainable Development Goals, 2019, <https://undocs.org/E/2019/68>

Unpaid care work – the context in the Republic of Serbia

In the Republic of Serbia, the Time Use Survey conducted by the Statistical Office of the Republic of Serbia (SORS) in 2015⁶ showed significant differences in the workload of women and men, particularly based on differences in unpaid work between women and men. Although men spend more time at paid work, women spend significantly more time at unpaid work, and in the overall sum, their time at work exceeds men's by one hour per day. Unpaid activities involve the so-called housework: dealing with food, maintaining the household, care for the child/children or adult household members, textile production and care, shopping and services, repairs, gardening, as well as travel regarding the above activities. In total, 95% of women and only 77% of men participate daily in unpaid work. These women spend 5.07 hours performing unpaid work, while men spend 2.58 hours, i.e. around 40% less time.

⁶ Time Use in the Republic of Serbia, 2010 and 2015, Republic Statistical Office, Belgrade, 2016

The problem of gender inequality in unpaid care work and distribution of time has been recognized within the National Gender Equality Strategy for the period 2016 – 2020.⁷ As the situation analysis has shown, the root of the problem is complex.

The gender stereotypes and family roles, as well as inadequate social and community services (from childcare to elderly care), have led us to the current situation.

The unfavourable status of women is pronounced across all types of families, but it is most evident in families with children of up to six years of age, as well as in cases of single parents, who are mostly women. The majority, i.e. 79%, of single-parent families are of the "mother with children" type. The coverage of children by preschool education is

⁷ Official Gazette RS no. 4/2016



not satisfactory (only slightly more than half of the four-year-olds are included in preschool education, while in certain municipalities the coverage is lower than 40%). The availability of childcare services is inadequate, particularly for achieving a balance between professional and private life. Women account for 63% of all persons leaving work or reducing their number of working hours due to caring for children or other family members, with the remaining 37% being men, while persons who are labour-inactive due to caring for children or other family members and nearly exclusively women. Services for the elderly, for children and adults with developmental problems, as well as for persons with disabilities, are unavailable in most



In the 5-year period,
there has been
a significant increase
 **of 2.5 hours per day**
in time women spend
in the caring activities
over their own children
and other dependent
persons.

municipalities and towns, particularly in rural settlements. Palliative care is underdeveloped and unavailable. Surveys indicate that women bear the burden of this type of care.⁸

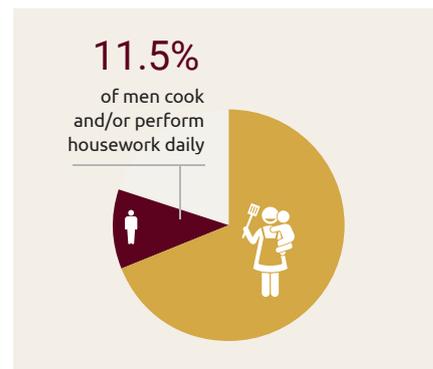
In order to equalize the distribution of resources, including time, as well as to facilitate the sharing of burden of housework and caring for children and the elderly, the Specific objective 2.1 of the Strategy is dedicated to Equal participation of women and men in parenting and unpaid care work. The long-term goals of measures in this area are the reduced burden of unpaid care work on women and enhanced quality of women's lives, (sufficient number of hours of sleep, engaging in sport and recreation, time for life-long learning), expected increase in population growth and women's employment, and reduced discrimination against young women in the labour market.⁹

However, the Evaluation of the National Action Plan for the National Gender Equality Strategy for the period 2016-2018 has shown that the results of undertaken measures in this area were limited because the measures envisaged for achieving this objective are not specific enough, given that

they rely on the "softer" interventions (e.g. awareness campaigns) and not on the "harder" (legal) interventions. Other measures and activities that have greater power to bring changes were implemented as test measures on a very small number of beneficiaries and could not ensure that the effects would be visible in accordance with the given parameters.¹⁰

It should be borne in mind that the evaluators had a certain constraint while estimating the results due to a time lag between indicators and their means of verification. The main source of information for this topic is the aforementioned Time Use Survey, last conducted in 2015. Next Survey will be conducted in 2020, and the results will be available in November 2021, in time for the evaluation of the entire National Gender Equality Strategy period.

Gender Equality Index has been developed by the European Institute for Gender Equality¹¹ as an additional mechanism for tracking the level of gender inequality across the EU. The Republic of Serbia is the first country



besides the EU that has accepted this tool and regularly publishes its results. Gender Equality Index is a composite index. It comprises six domains (work, money, knowledge, time, power and health) and one satellite domain – violence. Value of the Index and all its domains ranges from 0 to 100 and greater value represents better-accomplished gender equality.¹² Results of around 50 points show that we are halfway towards achieving full gender equality.

8 The National Gender Equality Strategy 2016 – 2020

9 The National Gender Equality Strategy 2016 – 2020

10 Final Report on the Evaluation of the National Action Plan for the National Gender Equality Strategy of the Republic of Serbia, Coordination Body for Gender Equality, UN Women, Belgrade, 2019

11 For more information on the European Institute for Gender Equality please visit <https://eige.europa.eu/>

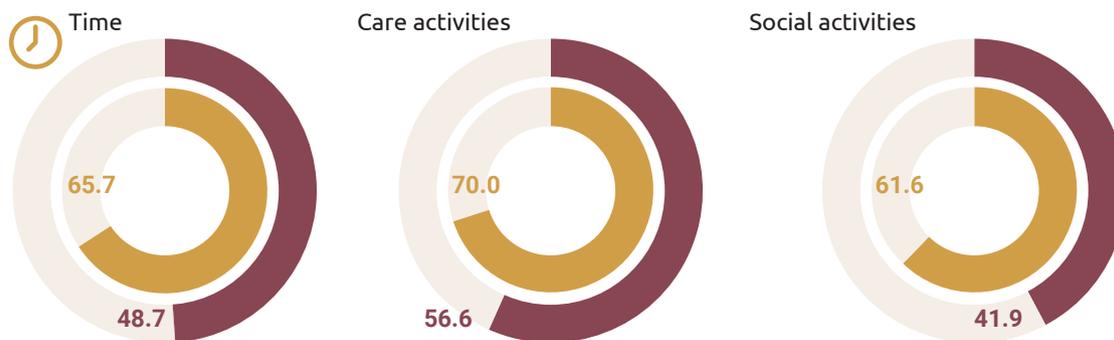
12 For more information on the Gender Equality Index please visit <https://eige.europa.eu/gender-equality-index/2019>

Of the greatest interest for this analysis is the domain of time which has two sub-domains: sub-domain of care activities and sub-domain of social activities. The domain of time measures gender inequalities in terms of allocation of time spent on care and

domestic work and social activities. The first sub-domain, concerned with care activities, measures gender gaps in the involvement of women and men in caring for and educating their children or grandchildren, the elderly and disabled people, as well as their

involvement in cooking and housework. The second sub-domain explores how many women and men are engaged in social activities. Specifically, it measures gender gaps in women's and men's engagement in sport, cultural or leisure activities outside of their home,

Chart 1. Gender equality index in the domain and sub-domains of time, Republic of Serbia (2016) and EU-28 (2015)



EU 28

RS

Source: Gender Equality Index in the Republic of Serbia: Measurement of gender equality in the Republic of Serbia 2016, Social Inclusion and Poverty Reduction Unit, Belgrade, 2018

combined with their engagement in voluntary and charitable activities.¹³

The Report on the Gender Equality Index in the Republic of Serbia¹⁴ indicates that there are no changes in the domain of time, the area that relates to unpaid domestic work and care for the family and that this is the area of significant gender inequality. According to the data, 67.9% of women and only 11.5% of men cook and/or do housework every day. When it comes to taking care of the elderly, children and family members with disabilities, the gender gap is slightly narrower, but still very significant, because 41.2% of women aged 18+ and only 29.5% of men of the same age perform these activities daily.¹⁵

Compared to the EU-28 average Gender Equality Index scores, Serbia's index value in the domain of time (ranges from 0 to 100) is lower by 17 points. The difference is higher in the sub-domain of social activities (19.7) than in the sub-domain of care activities (13.4). This implies that the Republic of Serbia lags behind the EU-28 average in accomplishing gender equality in the area of time use, especially in time allocation to social activities.

In comparison with the EU Member States, Serbia is ranked as 25th in the domain of time, between Romania and Portugal. In comparison with these two countries, Serbia has recorded a significantly lower result in the sub-domain of care activities – 56.6 compared to 70.7 in Romania and 63.3 in Portugal, and is somewhat better in the sub-domain of social activities – 41.9 compared to 35.8 in Romania and 35.7 in Portugal. In terms of the value in the sub-domain of care activities, Serbia is the most similar to Slovakia (56.5) and Croatia (54.4), while in the sub-domain of social activities, it is the closest to Poland (43.0). In comparison to Sweden, the country with the best results in the domain of time, the lag is as much as 41.4 points.¹⁶

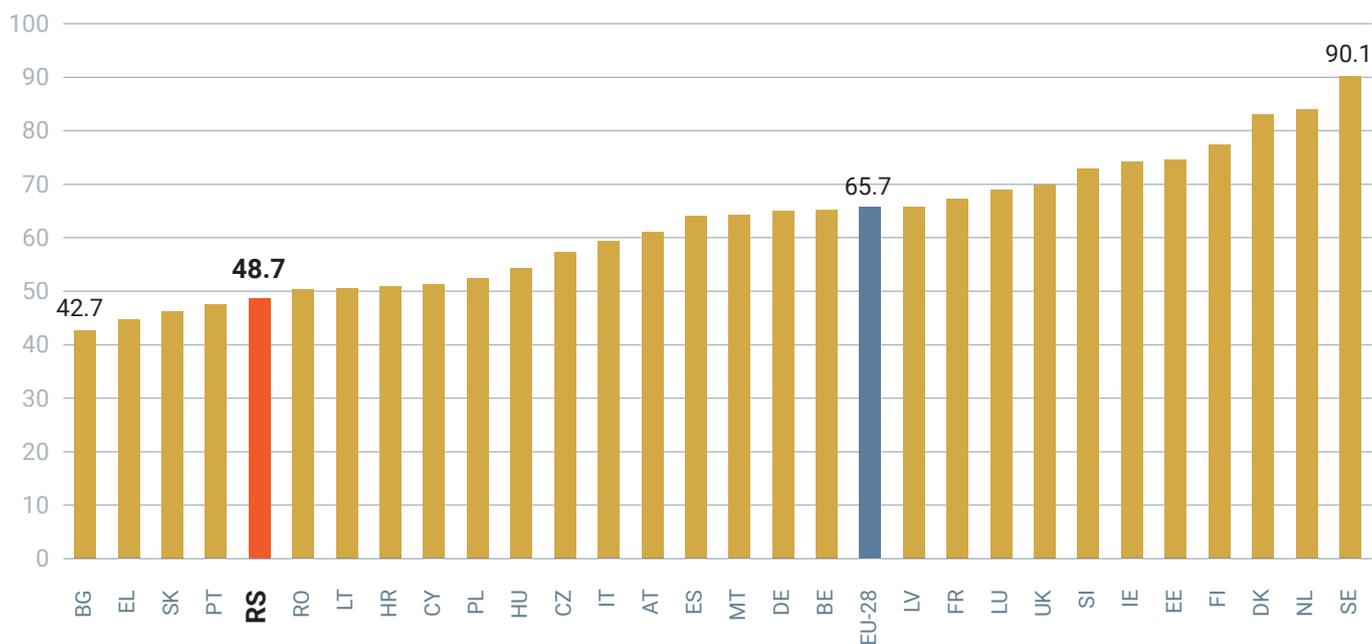
13 <https://eige.europa.eu/gender-equality-index/2019/domain/time>

14 Gender Equality Index in the Republic of Serbia: Measurement of gender equality in the Republic of Serbia 2016, Social Inclusion and Poverty Reduction Unit, Belgrade, 2018

15 Ibid.

16 Ibid.

Chart 2. Gender equality index in the domain of time, the Republic of Serbia (2016) and the EU-28 (2015)



EU 28

RS

Source: Gender Equality Index in the Republic of Serbia: Measurement of gender equality in the Republic of Serbia 2016, Social Inclusion and Poverty Reduction Unit, Belgrade, 2018



Women work
 **1 hour per day
more than men**
in the overall sum
of paid and unpaid
work.



Data and methodology

Review of the data

The gender analysis of the economic value of unpaid care work is based on several surveys and datasets. The main source of information regarding the different use of time among women and men and their involvement in unpaid care work was the Time Use Survey, conducted in 2010 and 2015 by the Statistical Office of the Republic of Serbia (SORS). This research on the use of time provides information on how residents of the Republic of Serbia used the time during the day or night, weekdays or weekends.

The value of the obtained data is potentially large as it offers a picture of how women and men spend their time, illustrating the activities carried out by a certain group of people, when they are carried out and for how long.

In recent decades, research on the use of time has become an instrument for monitoring and evaluating a wide range of social phenomena in many countries, but mostly for the analysis of unpaid work in the household.¹⁷

An additional valuable set of information that was combined with the Time Use Survey is a range of indicators from the Labour Force Survey (e.g. employment rate, unemployment rate and inactivity rate by gender, employed by industry and gender, employed by usual working hours and gender, formally and informally employed by gender, reasons for inactivity by gender). Labour Force Survey enables understanding the situation and monitoring changes in the labour market by internationally

established indicators,¹⁸ including employment rate and unemployment rate. In addition, the survey provides an overview of the socio-demographic features of the employed, unemployed and inactive population and is the only source of information on informal employment. The Labour Force Survey is conducted by the SORS on an annual sample of 65,000 households during the whole year since 2015.¹⁹

Labour market indicators will be accompanied by indicators on wages by the industry, educational level and gender. This set of information is published by the SORS every

¹⁸ Defined by Eurostat and the International Labour Organization (ILO), the definition of employment includes all persons who have, during at least one hour in the reference week, performed paid work (in cash or in kind) for the employer, on their own or as unpaid family workers, and persons who have a job and who were absent and are guaranteed to return.

¹⁹ Labour Force Survey was conducted semi-annually during the period 2008-2013 and those data are fully comparable; in 2014, the survey was conducted quarterly which made data not fully comparable. Since 2015, the survey is being conducted continuously during the whole year and all surveys are comparable since then.

¹⁷ Time Use in the Republic of Serbia, 2010 and 2015, Statistical Office of the Republic of Serbia, Belgrade, 2016

September and the last available dataset is from 2018. Wages provided valuable information on differences in economic power between women and men. Wages by the industry and educational level were used for monetization of the time spent in the unpaid care and household work.

Regarding community services – educational and social, the data was gathered from different sources. Educational statistics of the SORS contain information such as the rate of children in kindergartens (by age groups), number of kindergarten facilities, number of unenrolled children due to the lack of kindergarten capacity, that should present the situation in terms of needs for services related to childcare.

Unlike educational statistics, indicators on social services (their provision and beneficiaries) and needs for them are not so straightforward. Given that there is a plurality of social services providers and that services of interest for us are under the mandate of local self-governments, we used information from the database from the Mapping of social services under the mandate of the local self-government²⁰ (e.g. social services' beneficiaries by the type

of service, gender, the average cost price of social services by the type of service).

Given that different sources were used and that the timing of the surveys varies a lot, the principle was to use the latest available data. This means that statistics on Time Use from 2015 were cross-referenced with the data from the Labour Force Survey from 2018. Having in mind that the pattern change in time-use is a social process that takes time (measured in decades), this should make no significant difference. On the other hand, had we used the LFS and wage indicators for 2015, there would have been a significant underestimation of the cost of unpaid care work.

Having in mind that gender statistics in the Republic of Serbia, although in the expansion in recent years, is still not developed to the level that allows for this kind of analysis at the local level, the calculations were made for the national level.²¹

Methodology for the estimation of the value of unpaid care work

The magnitude of unpaid care work is enormous and often compensates for the lack of public expenditure on care services and infrastructure. It represents a transfer of resources from women (and very few men) to society and the economy. Despite its contribution, unpaid care work is excluded from the main measurement of national wealth as calculated by the Gross Domestic Product (GDP). This results in an underestimation of the overall economic activity, as well as in down-playing of the value of the individual, family and overall societal well-being.

ILO estimates based on data from 53 countries representing 63.5 per cent of the global working-age population show that unpaid care work would amount to 9.0% of the global GDP were a monetary value given to the hours devoted to its provision, based on the hourly minimum wage (opportunity cost approach). This represents a total of USD 11 trillion of purchasing power parity (PPP) for 2011. The value of women's unpaid care work represents 6.6% of the global GDP, or USD 8 trillion, while men's contribution

20 Mapping of social services under the mandate of the local self-government, Social Inclusion and Poverty Reduction Unit, Belgrade, 2015

21 In order to make the local level analysis of unpaid care work, we need to have data from the Time Use Survey at the local level. Given that this research is expensive, it is not conducted at the local level anywhere (not even in developed countries).

accounts for 2.4% of the global GDP, or USD 3 trillion.²²

Various methods exist for assigning the economic value to unpaid care work beyond its intrinsic individual and societal value, and thereby making it visible.²³ Input evaluation methods attribute a monetary value to the time devoted to unpaid care work by using one of the following options as time-cost: (a) the market wage of the person performing the unpaid work; (b) the average earnings (or minimum wage) for all people participating in the economy (known as opportunity cost approaches); (c) the average wage paid to a domestic worker; or (d) the average wage paid for each unpaid task as though the household had employed a specialist care worker (for instance, a cook, a nurse, a teacher, etc.) to do it (known as replacement cost approaches).²⁴ Output evaluation instead attributes a market-worth value to the public good resulting from unpaid care work (for instance, healthy children and adults, nutritious food, clean houses, etc.).

This analysis used an input evaluation method, more specifically the replacement cost approach as

22 Care Work and Care Jobs for the Future of Decent Work, ILO, Geneva, 2018

23 Ibid.

24 Ibid.

defined by the International Labour Organization. For this reason, wages by the industry, as well as the number of hours spent in different unpaid care work were obtained from the SORS.

In 1995, the UN Beijing Conference on Women adopted a recommendation to improve data collection on unpaid work and to develop methods for valuing such work for its presentation in satellite or other official accounts, which are separate from but consistent with GDP accounts. The progress in time-use data collection and valuation methods provides the information base to calculate Household Sector Satellite Accounts (HSA), used to measure and quantify the value of the output of unpaid and household work (or household production) outside GDP but within the SNA general production boundary.²⁵ Given that the Republic of Serbia still does not have the HSA in its official statistics, we had to use the input evaluation method to assess the value of unpaid work related to GDP.

After estimation of the value of unpaid care work, in order to assess different policy options and their potential consequences on employment, fiscal revenues and expenditures, policy scenarios were created.

25 Ibid.

The scenarios answered the question:

“What if care work was replaced by community services that are available and affordable?”

Answering this question is a matter of economic theory and its relationship towards unpaid care work. Answers to the posed question have provided information on the macroeconomic level (e.g. what additional expenditures it will cause, how fiscal revenues will change, to what extent it would boost the employment). This policy experimentation had a few scenarios with different levels of community services provided and needs met – one with a low level of needs for services met, another with a reasonable (for Serbian conditions), realistic and modest expansion of community services provision and needs met and the third with a significant expansion of needs for community services met.²⁶

26 The similar methodology has been used in Issue Paper: Investing in Early Childhood Education and Care in the Kyrgyz Republic: An Assessment of Care Deficits, Costs and Impact on Employment, Gender Equality and Fiscal Returns, UN Women, New York, 2019

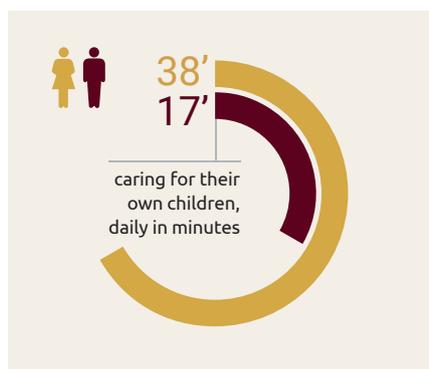
Findings

Time use

As mentioned before, the Time Use Survey, conducted in the Republic of Serbia in 2015²⁷, has shown that regardless of whether they are employed or not, women perform most of the housework. Women on average spend almost four and a half hours a day (4:36) at unpaid work and men spend a little more than two hours (2:05). This means that women spend twice as much time at household unpaid work than men.

Women spend most of their time in activities such as cooking or baking or preparing a meal – nearly an hour and a half, while men take only 10 minutes to do this. This is followed by activities related to housekeeping, cleaning and tidying up the apartment or yard, and women spend more than an hour on these activities while men spend only a quarter of an hour.

²⁷ Time Use in the Republic of Serbia, 2010 and 2015, Statistical Office of the Republic of Serbia, Belgrade, 2016



In terms of caring for their own children (aged 0-17), on average, women spend on this activity twice as much time as men – 38 versus 17 minutes. On average, women spend half an hour on laundry and ironing, while men do not engage in these activities (an average of 1 minute). When it comes to caring for other people, women work harder here – 20 minutes versus seven.

Only in activities related to shopping and services do members of both genders spend about the same time: just over 20 minutes (women 23 minutes, men 21).

Men are more likely than women to work on unpaid repairs, home renovation, gardening, pet care and on average they spend 45 minutes on these activities, while women spend 14 minutes.

If we compare the data from 2010 and 2015, we can see that there has been some change in those five years. Namely, in 2015 women spent on average less time in activities related to housework, about 15 minutes less than in 2010. At the same time, men have seen an increase in the time spent on housework, and in 2015 they spent 11 minutes more than in 2010.

Regarding unpaid care work, on average, women spend 14 minutes more on taking care of their own minor children than in 2010, but that is why for men this time is seven minutes shorter. When it comes to activities of caring for others, the situation is similar – women care for 14 minutes longer, and men for four minutes shorter.



🕒 Women spend **twice as much time** at household unpaid work than men.



Table 1. Time spent at unpaid household work, 2015

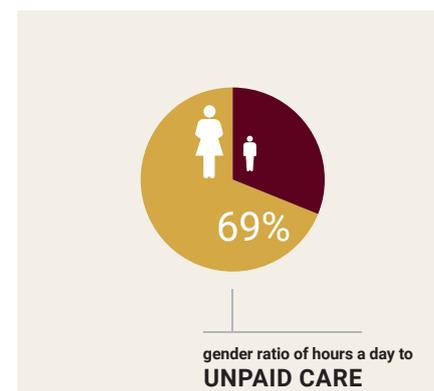
		AVERAGE TIME		POPULATION PARTICIPATION IN ACTIVITIES	
		2015 🕒	difference in minutes, 2015–2010	2015 %	difference in %, 2015–2010
Unpaid work - total	👩	4:36	-15	90	-5
	👨	2:05	11	70	7
Cooking, baking, preparing a meal	👩	1:25	-45	78	-10
	👨	0:10	10	20	14
Cleaning and tidying up of the house, apartment, yard	👩	1:03	12	70	-2
	👨	0:23	6	28	13
Laundry, ironing and sewing	👩	0:31	3	43	4
	👨	0:01	0	2	1
Home repair and renovation, household management, gardening, pet care & help to another household	👩	0:14	-2	16	-3
	👨	0:45	-9	35	-6
Taking care of own minor children	👩	0:37	14	18	0
	👨	0:16	-7	12	-1
Taking care of other persons	👩	0:19	14	13	5
	👨	0:07	-4	6	-1
Shopping & services	👩	0:23	5	33	-12
	👨	0:20	-4	31	8

Source: SORS, Time Use in the Republic of Serbia, 2010 and 2015

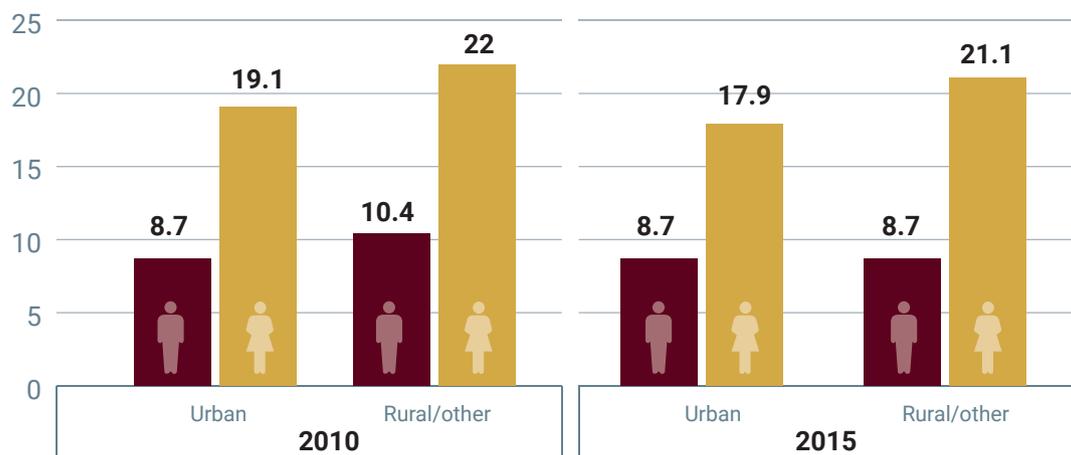
AVERAGE TIME OF THOSE WHO DID THE ACTIVITIES

2015 🕒	difference in minutes, 2015–2010	
5:07	0	👤
2:58	-1	👤
1:49	-39	👤
0:51	10	👤
1:31	19	👤
1:24	-12	👤
1:12	1	👤
0:47	-8	👤
1:29	3	👤
2:08	-2	👤
3:30	73	👤
2:24	-52	👤
2:36	78	👤
2:05	-43	👤
1:08	30	👤
1:07	-23	👤

Time Use data disaggregated by settlement type (urban/rural²⁸) illustrates that in rural areas unpaid care work is the biggest burden for women. In 2005, women in rural areas spent most of their time on unpaid household work – 21.1% of their time, while women in urban areas spent a little less time in these activities – 17.9%.



²⁸ Given that the Republic of Serbia still has not adopted an official definition of rural/urban differentiation, every institution dealing with this matter uses its own definition. SORS thus uses its definition and differentiates settlements as urban and other. This is the reason why the analysis uses the urban/other terminology.

Chart 3. Share of time spent on unpaid household work, in %

Compared to 2010, the time spent on unpaid household work has been reduced for almost all categories (urban women, rural women, rural men) except for urban men, where it remained the same (8.7% of their time). The reduction of the share of time spent on unpaid household work was the largest for rural men (reduction of 1.7 percentage points), while it was the smallest for rural women (0.9 percentage points).

This leads us to the conclusion that the biggest burden of unpaid work still lies on women in rural areas, and while gender equality is being achieved in small steps in urban areas, rural areas are being neglected.

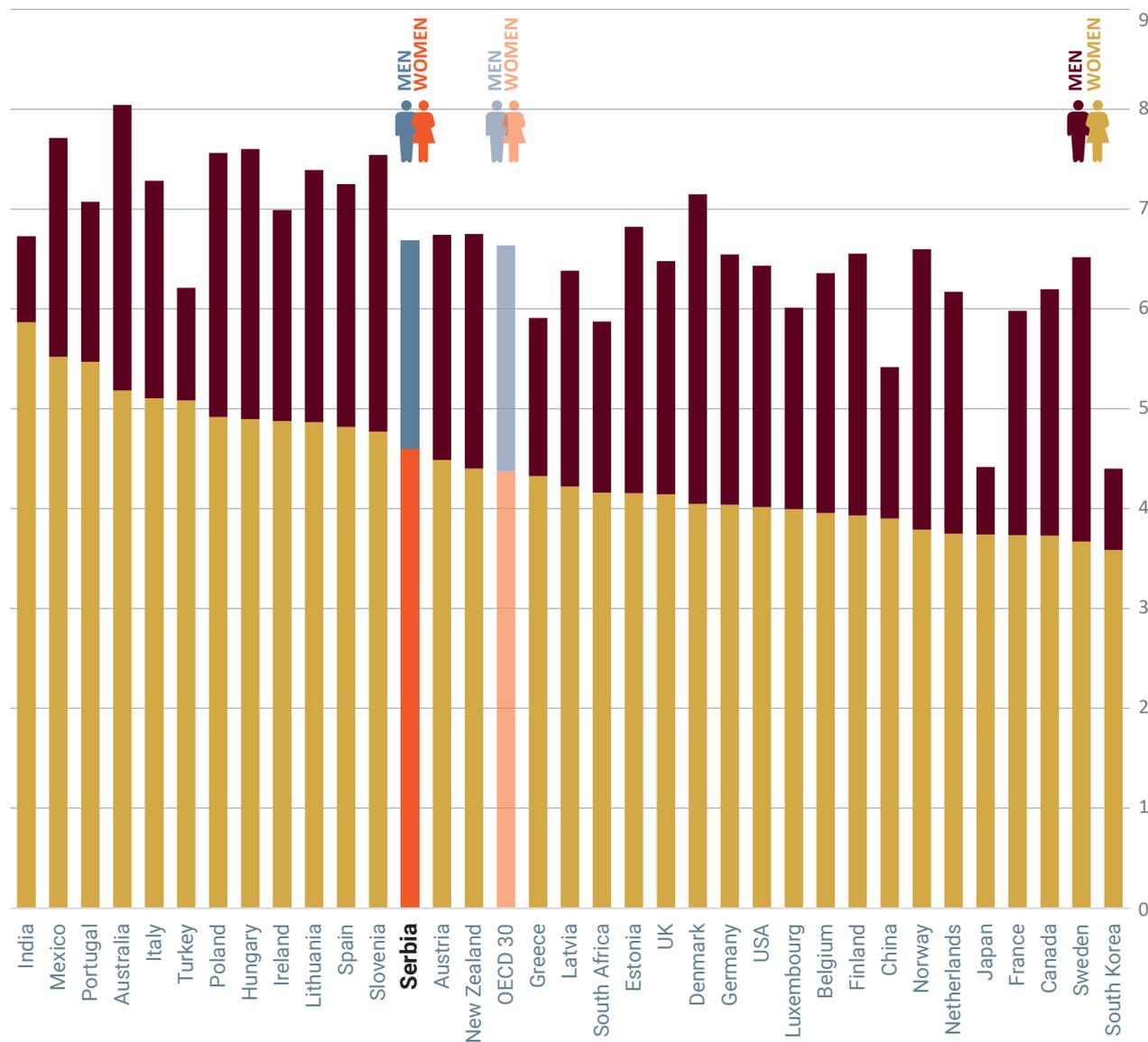
Source: SORS, Time Use Survey, 2010 and 2015.²⁹

²⁹ Having in mind that this is one of SDGs indicators that follows target 5.4., the representation of these data is available on the SORS website dedicated to SDGs' targets and indicators. <http://sdg.indikator.rs/area/gender-equality/?subarea=SDGUN050401&indicator=05040101IND01>

Chart 4. Unpaid work for women and men, in hours*

Source: OECD, https://stats.oecd.org/Index.aspx?datasetcode=TIME_USE

* Amount of daily unpaid work for women and men (15-64), in hours, nearest year, OECD and other selected countries





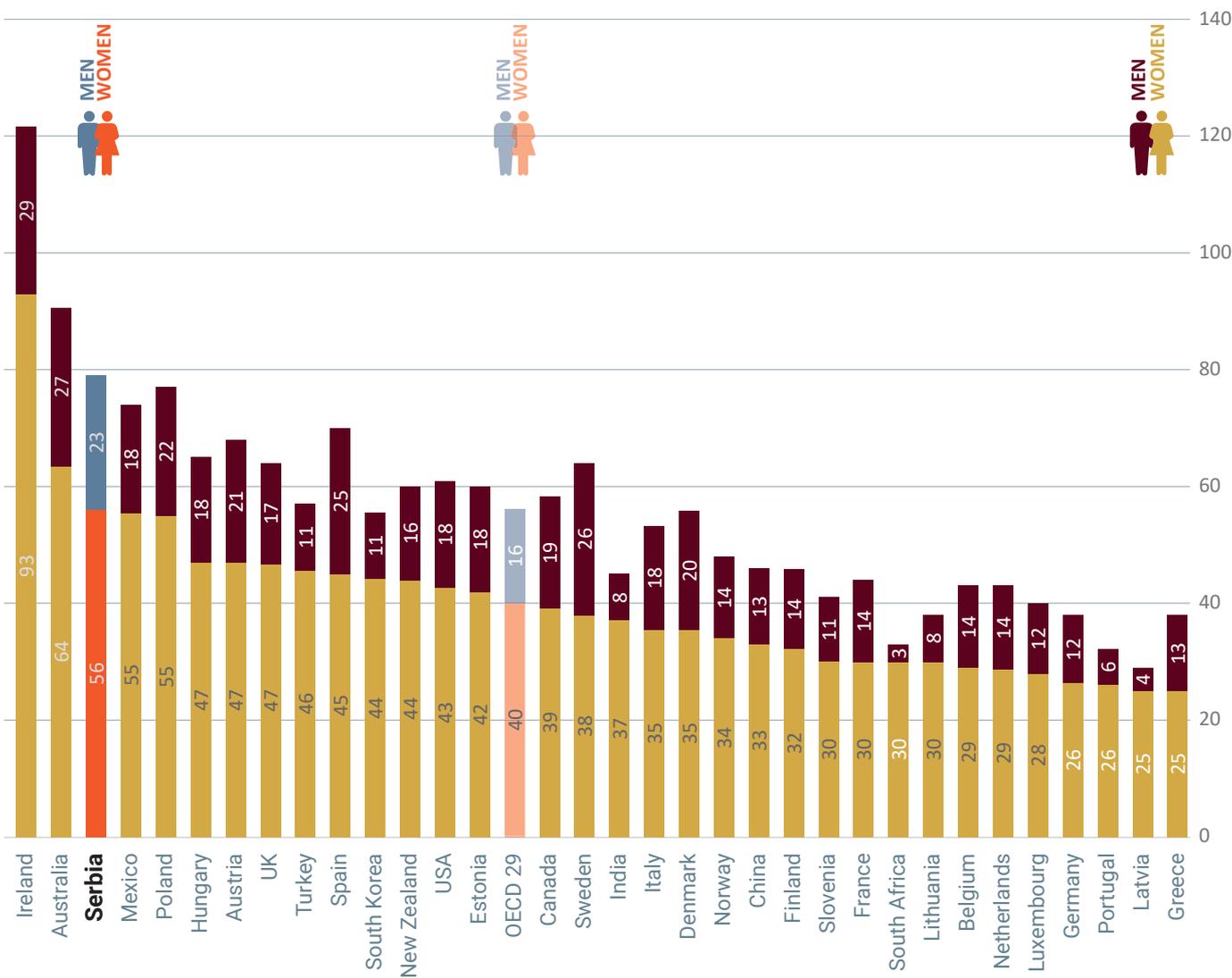


Women spend
**around 20% of
their time on the
unpaid work:**
17.9% in urban and
21.1% in rural areas.

Chart 5. Unpaid care work for women and men, in minutes*

Source: OECD, https://stats.oecd.org/Index.aspx?datasetcode=TIME_USE

* Amount of daily unpaid care work (care for children and other adults in the household) for women and men (15-64), in minutes, nearest year, OECD and other selected countries



According to OECD data, the time spent on unpaid work, such as household work or shopping, exposes huge gender gaps. Women in India spend the most time on these tasks, at 5 hours and 52 minutes a day, while men in India spend an average of 52 minutes on unpaid work. Next are Mexican women who spend 5 hours and 31 minutes a day on unpaid work, while their menfolk spend 2 hours and 11 minutes. Among the selected countries, the most helpful men are the Danes who spend 3 hours and 6 minutes a day helping at home. On the other hand, men in Japan spend only 41 minutes, the lowest number in the selected countries.³⁰

When it comes to unpaid care work (care for own children and other adults within the household) women and men in Ireland spend the most time in these activities (women – 93 minutes and men 29 minutes daily). In Latvia and Greece, women tend to spend 25 minutes daily on unpaid care work within the household. The least time spent on these activities is among men in South Africa (3 minutes daily) and in Latvia (4 minutes).

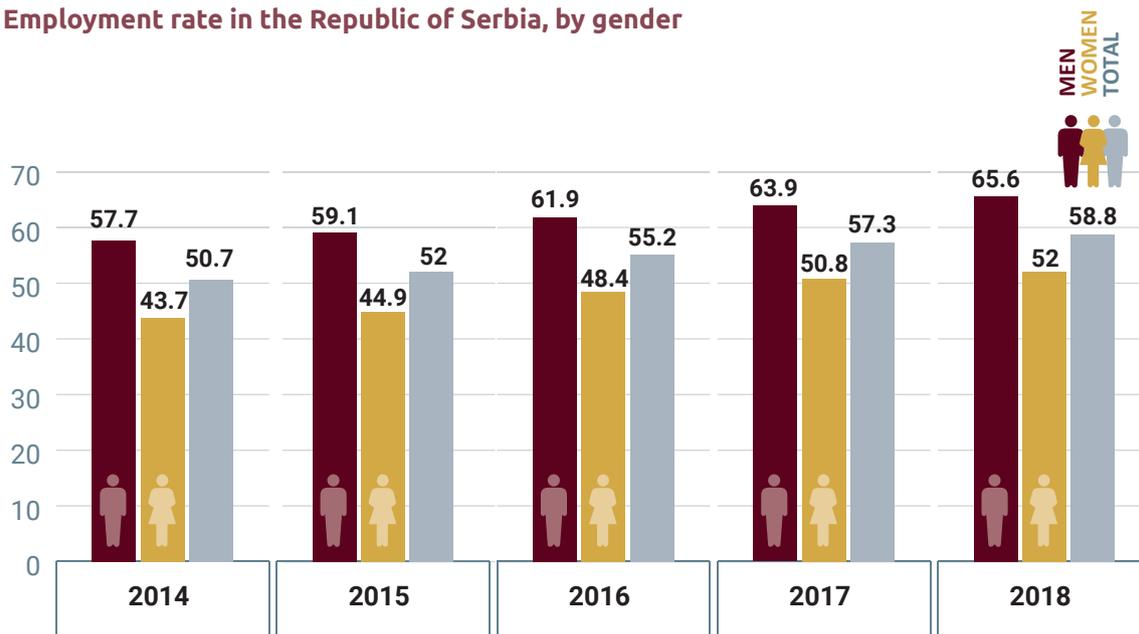
Gender gaps in the labour market

For understanding the relationship between paid and unpaid work, it is essential to look at the data from the Labour Force Survey on activity/inactivity rates, employment/unemployment rates and the structure of employees according to working hours by gender.

The overall labour participation rate has risen from 63.3% in 2014 to 67.8% in 2018 (for the working-age population). The rise in the female labour force participation rate is higher at 5.3 pp over a relatively short span of four years (from 55.3% in 2014 to 60.6% in 2018) versus a 3.8 pp rise in the male participation rate (from 71.3% to 75.1% in the same period).

³⁰ https://stats.oecd.org/Index.aspx?datasetcode=TIME_USE

Chart 6. Employment rate in the Republic of Serbia, by gender



Source: SORS, Labour Force Survey

Despite the faster rise in activity rates and the rise in total employment, women are still lagging behind men when it comes to employment.

The gender employment gap remained stable at around 14pp for the whole period. According to the Labour Force Survey, in 2018, 52% of women had some kind of employment, compared to 65.6% of men.

According to OECD data, the gender employment gap is present in all observed countries. Lithuania is the country with the narrowest gender employment gap of only 2pp, with employment rates for both women and men being above 70% (71.6% for women and 73.3% for men). On the other hand, India is the country with the most pronounced employment gap of 51pp, with women's employment rate of only 20.4%.

Regarding the gender employment gap, Serbia shows results similar to the OECD average, but with lower employment rates for both women and men. Compared to the EU-28, Serbia is still lagging behind in terms of employment rates and reduction of the gender employment gap.

When it comes to the quality of employment in the Republic of Serbia, women, to a larger extent, tend to have part-time and underpaid jobs. Namely, in every single age category women

tend to work more at non-full-time jobs, while men work more at full-time jobs. As the main reason for this situation, women stated the care for own children or others in need; 95% of women stated this reason, as did only 4% of men. Additionally, 63% of women stated that other family and personal reasons made them work shorter than full-time.

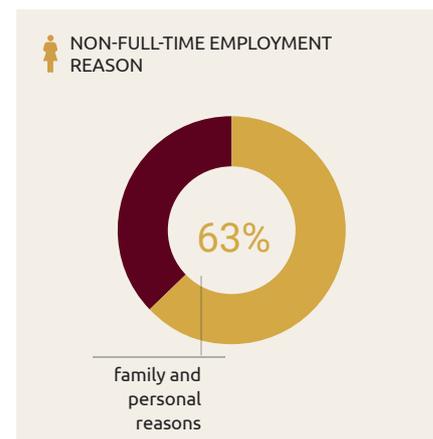
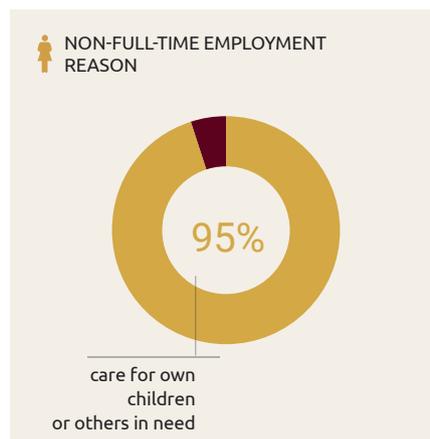


Table 2. Structure of employed persons by working hours, in %

Age	15+		15-64		15-24		25-54		55+	
WORKING HOURS	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂
Full time	86	88	88	90	76	80	90	92	70	79
Shorter than full-time	14	12	12	10	24	20	10	8	30	21

Source: SORS, Women and Men in the Republic of Serbia, 2016 (LFS)

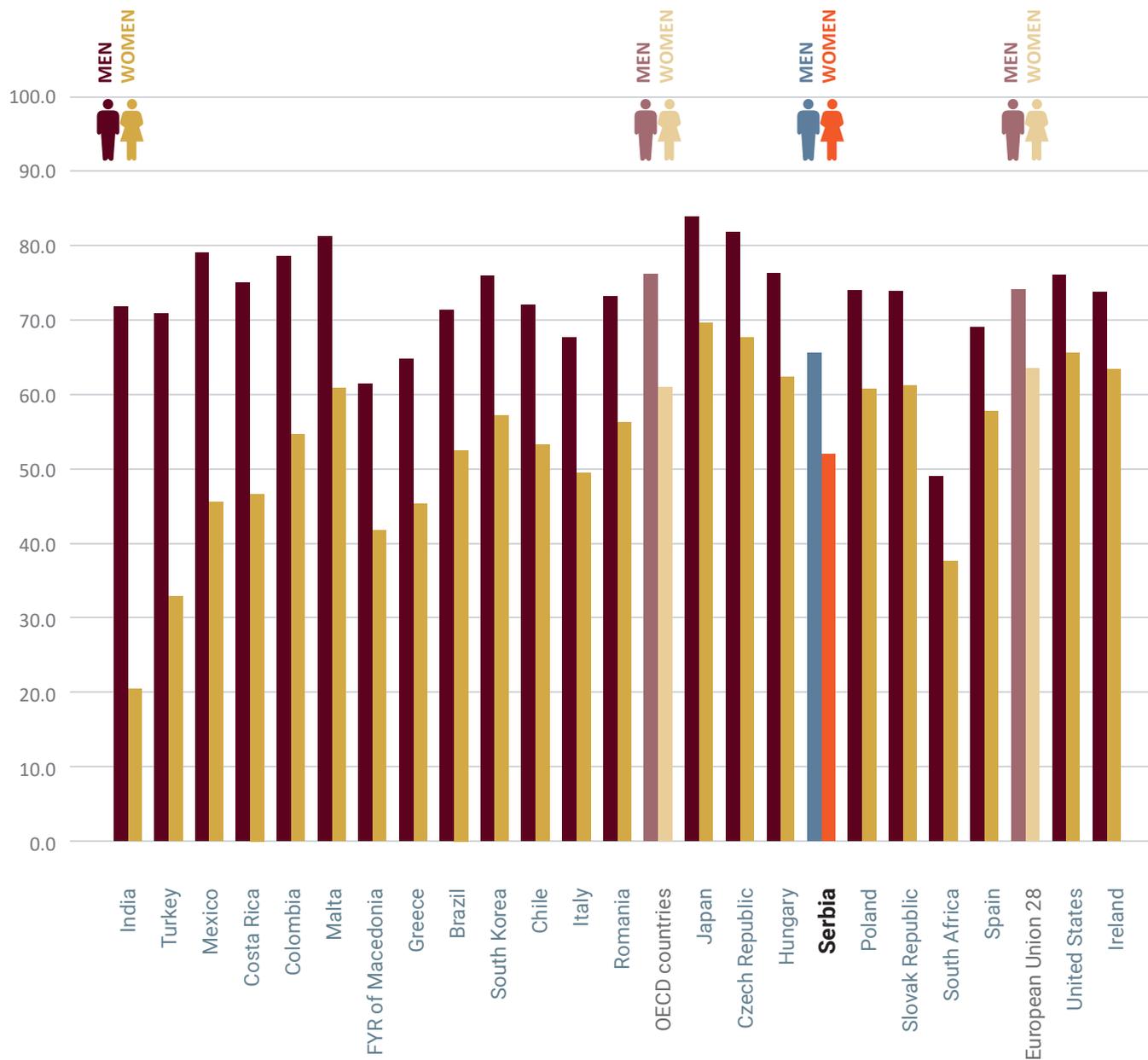




Two out of three women stated that family and personal reasons made them **work shorter than full-time.**



Chart 7. Employment rate in selected countries, by gender



Source: OECD, https://stats.oecd.org/Index.aspx?DataSetCode=LFS_SEXAGE_I_R

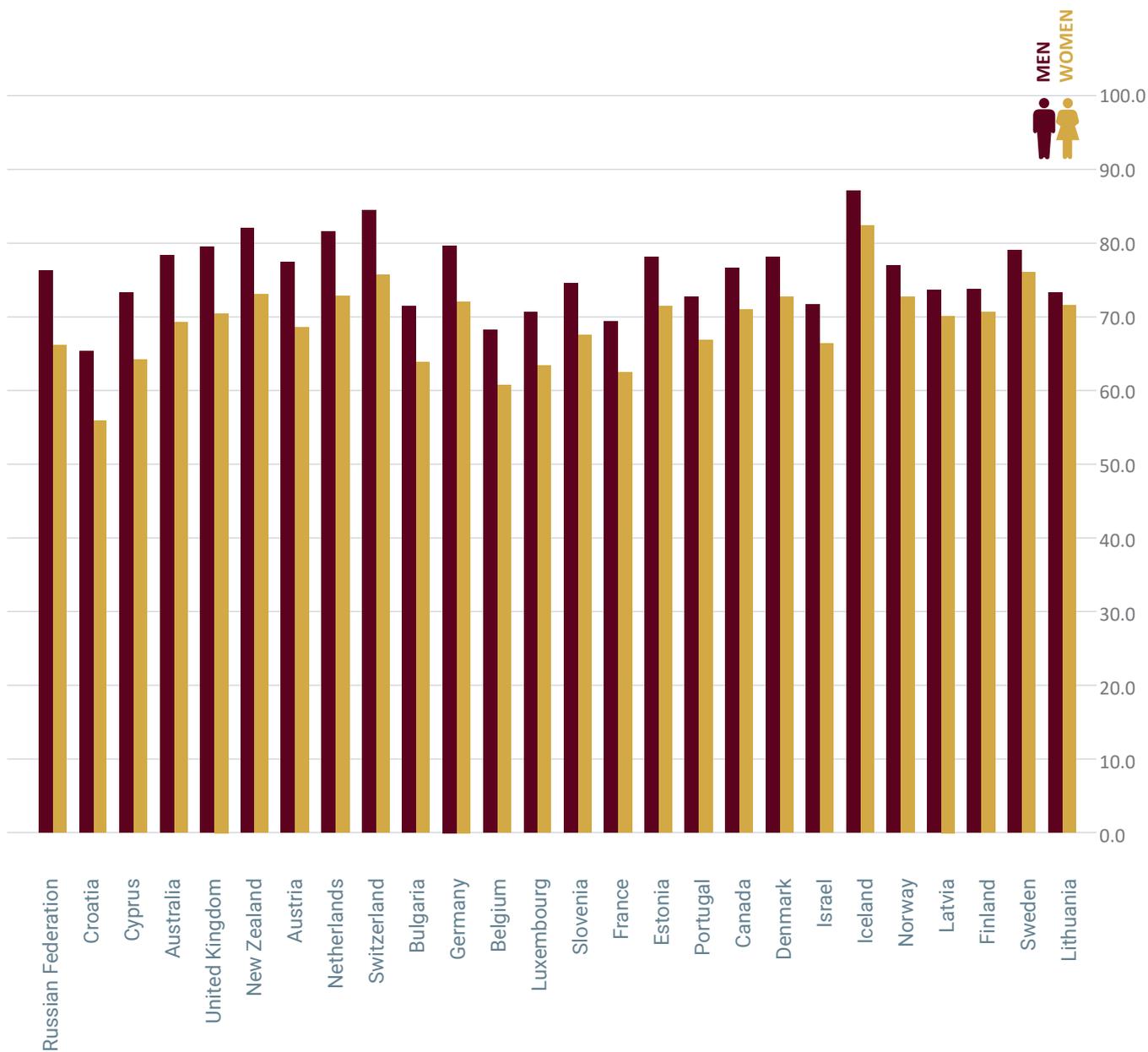
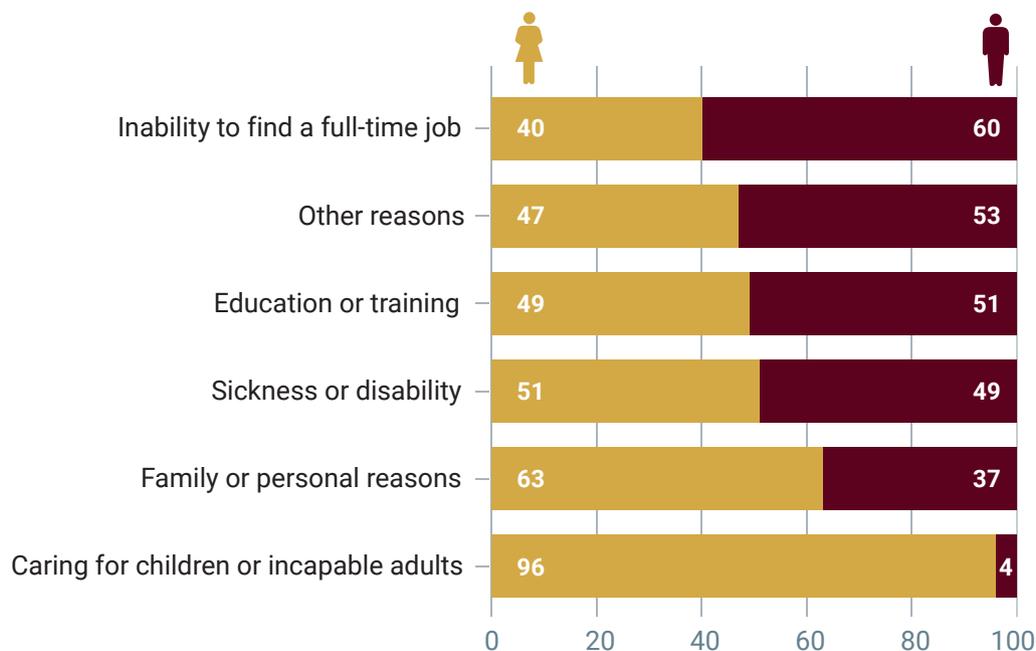


Chart 8. Reasons for working hours shorter than full-time, in %

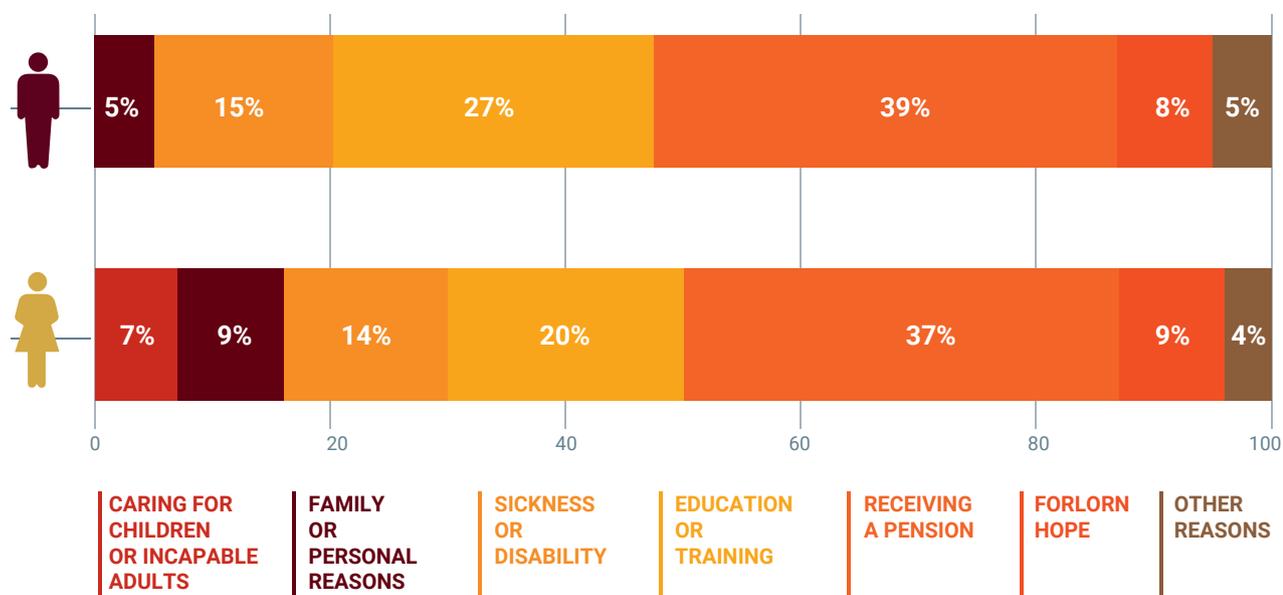


Source: SORS, Women and Men in the Republic of Serbia, 2016 (LFS)

Unpaid care work is the reason for inactivity among women in greater percentages than among men. Inactivity rates are still almost double for women. In 2018, the inactivity rate for women amounted to 39.4%, versus 24.9% for men. Care for own children

or others in need is the reason for women's inactivity for 7% of women and 0% of men. Likewise, family or personal reasons are reasons for 9% of inactive women and 5% of inactive men.

Chart 9. Reasons for inactivity, by gender



Source: SORS, Women and Men in the Republic of Serbia, 2016 (LFS)

Looking at the latest data on wages in the public and non-public sector by gender from September 2018, we can see that the gender pay gap is still significant in the Republic of Serbia.

Women are less paid both in the public and non-public sector, and in almost all areas of the public sector (except in Local Public Enterprises, where the average women's wage is slightly higher than men's).





In Serbia, 96% of women, and only 4% of men, mention care for children and other dependents as a main reason for taking part-time jobs.

In addition, 7% of women mentioned care for children and other dependents as a main reason for being inactive at the labour market, while no man stated this reason.

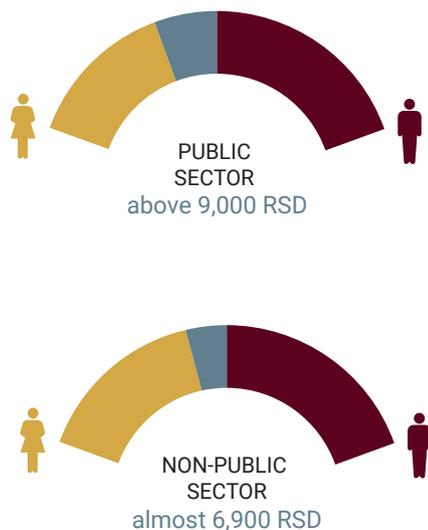


Table 3. Gross wages in public sectors, by gender, 2018

	Total	♂	♀
Public Sector	74,974	79,672	70,598
Public State-Owned Enterprises	87,929	89,663	83,319
Local Public Enterprises	63,772	63,530	64,570
Administration – all levels	81,379	83,370	77,351
Health and Social Care Work	67,761	75,739	65,538
Education and Culture	71,977	77,276	69,684
Non-Public Sector	61,988	64,916	58,050

Source: SORS, Wages by the industry, educational level and gender, September 2018

In the public sector, the difference between women's and men's wages amounts to more than RSD 9,000, while in the non-public sector, it is almost RSD 6,900 in favour of men. Having in mind that the minimum gross wage in September 2018 in the Republic of Serbia was RSD 30,499³¹,

these wage gaps are significant. This is a consequence of women being employed mainly on lower positions, while men more often occupy managing positions, which is unequivocally shown by the SORS's data on employees by occupation and gender.

³¹ https://ipc.rs/statisticki_podaci/2018/minimalna-zarada

Table 4. Average wage (gross and net) for selected sectors of industry

	Net	Gross
Total	49,650	68,629
Food and beverage serving activities	29,340	40,386
Facility and environmental maintenance services	35,043	48,098
Education	51,919	71,935
Social security with accommodation	37,329	51,177
Social security without accommodation	42,450	58,358
Other personal service activities	30,153	41,762

Source: SORS, Wages by the industry, educational level and gender, September 2018

Unfortunately, the Statistical Office of the Republic of Serbia does not publish data on wage distribution across sectors by gender, so we had to use the average (gross and net) wage across sectors for our calculations. Sectors are chosen to reflect the type of unpaid household work. In the Republic of

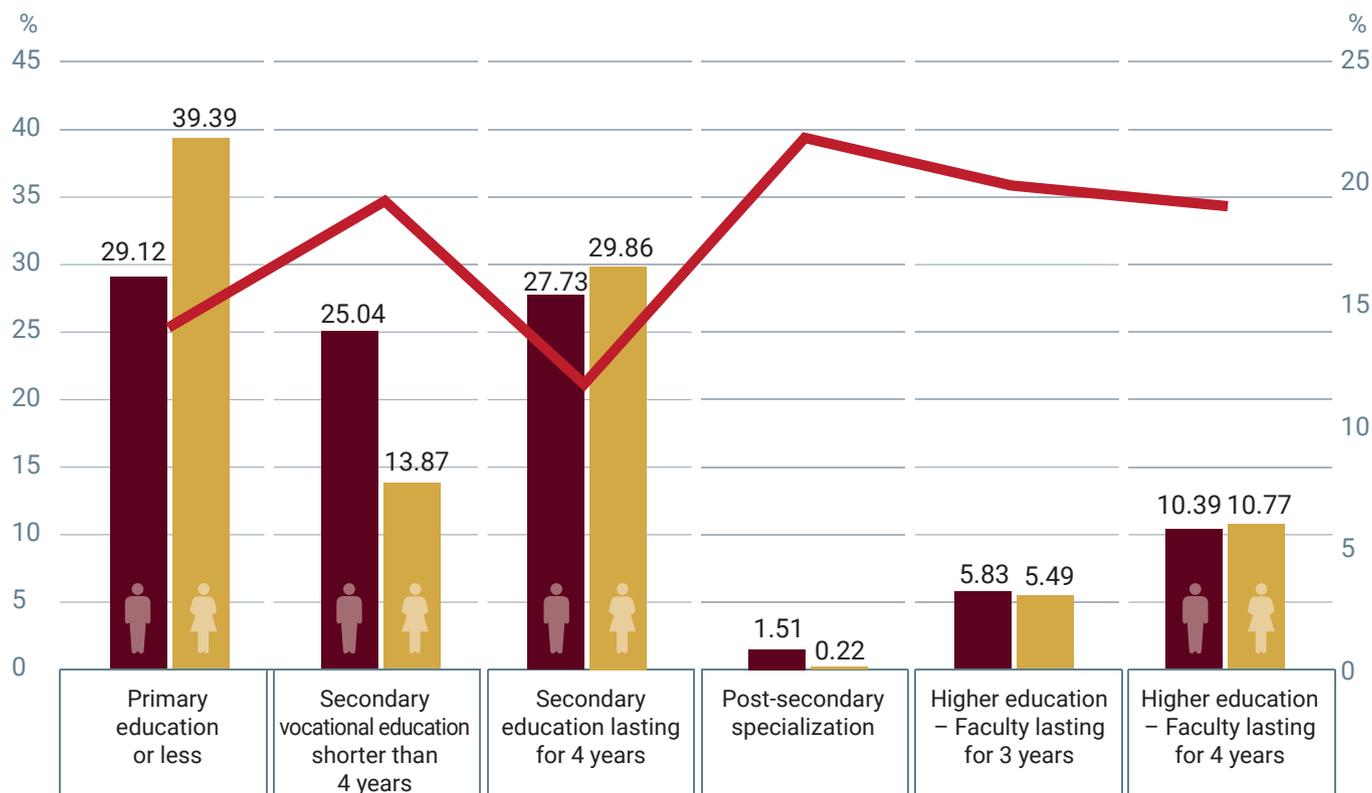
Serbia, the average gross wage in September 2018 was RSD 68,629 RSD. The highest average wage (in sectors of interest for the analysis) was in the education sector (RSD 71,935), while the lowest wage was recorded in the food and beverage serving sector (RSD 40,386).

Educational structure by gender

Chart 10. Attained educational level, by gender (left scale) and gender pay gap (right scale)

For the complete analysis, it is also necessary to take into account the educational structure of the population and average wages according to the attained educational level and gender. These data show that a higher percentage of women than men finish their four years of secondary education and university studies and that a higher

percentage of women than men have attained only primary education or less. Men finish secondary education lasting less than four years or post-secondary specialization in greater percentages. In other words, women either have no or very low education or have higher education.



Source: SORS

Attained level of education should lead to higher earnings later, which, according to data, is true. The only exception are wages of highly skilled workers who have completed specialization after three-year

secondary education (craft workers), who have greater wages than four-year secondary school graduates.

What should get our attention is the fact that males with the same educational level have greater wages than females at every single level. This once again shows us that the gender pay gap is very much present in the Republic of Serbia.

Table 5. Population by educational structure and gender, in %

	Σ	Male	Female
No education	2.68	1.03	4.21
Incomplete primary education	11.00	8.12	13.68
Primary education	20.76	19.97	21.50
Secondary education - total	48.93	54.29	43.95
Gymnasium	5.06	3.98	6.06
Secondary vocational schools shorter than 4 years	19.26	25.04	13.87
Secondary vocational schools for 4 years	23.78	23.75	23.80
Post-secondary specialization	0.84	1.51	0.22
Higher education – Faculty for 3 years	5.65	5.83	5.49
Higher Education – Faculty for 4 years	10.59	10.39	10.77
Unknown	0.40	0.38	0.41



Amount of time women and men spend on the unpaid work has been reduced in the 5-year period, however the lowest reduction was measured in rural areas:

 **0.9% for women and 1.7% for men.**

Therefore, rural women are most seriously affected by the burden of unpaid care work, experiencing the least positive trends in advancing gender equality.

Table 6.
Average wage
by educational
level and gender

	Total		
Primary education	39,236	42,015	36,332
Secondary vocational schools shorter than 4 years	52,048	53,782	43,220
Secondary vocational schools lasting for 4 years and Gymnasium	55,064	58,236	51,240
Post-secondary specialization	69,336	70,346	55,066
Higher education – Faculty lasting for 3 years	70,016	79,685	63,625
Higher Education – Faculty lasting for 4 years	103,867	116,713	94,399
Total	66,251	69,120	62,792

Source: SORS, Average wage by educational level and gender, September 2018

Monetization of unpaid care work

Various methods exist for assigning an economic value to unpaid care work beyond its intrinsic individual and societal value, and thereby making it visible.³² Input evaluation methods attribute a monetary value to the time devoted to unpaid care work by using one of the following options as time–cost: (a) the market wage of the person performing the unpaid work; (b) the average earnings (or minimum wage) for all people participating in the economy (known as opportunity cost approaches); (c) the average wage

paid to a domestic worker; or (d) the average wage paid for each unpaid task as though the household had employed a specialist care worker (for instance, a cook, a nurse, a teacher, etc.) to do it (known as replacement cost approaches).³³ Output evaluation instead attributes a market worth value to the public good resulting from unpaid care work (for instance, healthy children and adults, nutritious food, clean houses, etc.).

Having in mind the data availability constraints, two input evaluation

³² Care Work and Care Jobs for the Future of Decent Work, ILO, Geneva, 2018

³³ Ibid.

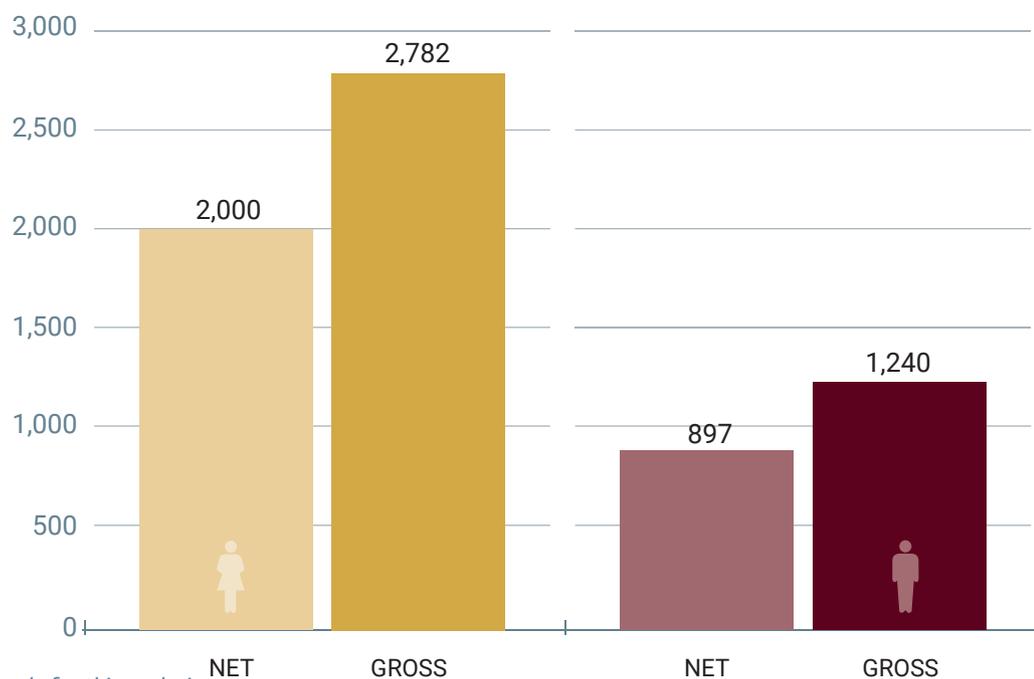
methods were used to monetize unpaid care work in the Republic of Serbia: opportunity cost approach and replacement cost approach.

For the implementation of the replacement cost approach, we used the average time spent by women

on certain activities within unpaid household work and the average gross and net wage for selected sectors of industry corresponding to the type of conducted activities (e.g. Food and beverage serving activities, Facility and environmental maintenance services, Education, Social security with

accommodation, Social security without accommodation, Other personal service activities). Given that the time spent is measured in hours and minutes and that wages are measured for the whole month, the first step of the calculation was to recalculate the average wage for one hour of work.

Chart 11. Annual average value of unpaid care work per person, in EUR, by gender



Source: Calculations made for this analysis

Each woman who spent time at unpaid care work³⁴ failed to earn net RSD 2,918 or gross RSD 4,030 per day. With the assumption that one month consists of 22 working days, we come to missed earning of gross RSD 88,651 or EUR 755 monthly and EUR 9,053 annually per women.

In net terms, every woman that was engaged in unpaid care work failed to earn more than EUR 6,500 per year.

Each man that spent time at unpaid care work failed to earn as much as gross RSD 3,206 (net RSD 2,322) per day. Missed earning per man amounted to gross EUR 600 (RSD 70,541) monthly and EUR 7,204 annually. In net terms, every man, by engaging in unpaid household work, failed to earn more than EUR 5,200 per year.

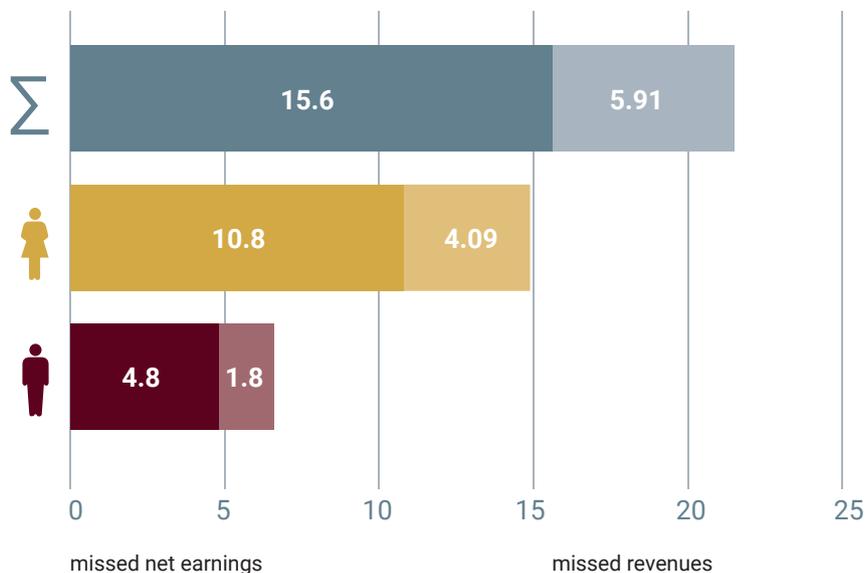
Having in mind that not all women or men were involved in all unpaid

household activities (not all women/men have children, nor provide care for others), we calculated the average value of unpaid care work using the average time spent on certain activities and the average wage. By spending time at unpaid household work, the average woman failed to earn gross

RSD 1,238 per day. Having in mind that one month consists of 22 working days, we come to missed monthly earning of gross RSD 27,236 (EUR 232). Annually, that amounted to RSD 326,830 (EUR 2,782) per woman. In net terms, the average woman, by engaging in unpaid household work, failed to earn more than EUR 2,000 per year.

Chart 12. Missed earnings and public revenues, as % GDP³⁵

Source: Calculations made for this analysis



³⁴ The Time Use Survey data reveal two types of average time spent: average for people that did certain activities and average for the whole population (aged 15-64). By using the average for people that did the activities of unpaid care (took care of their children or other adult members within household), we calculate the average amount of their individual missed earnings. By using the average time for whole working age population, we calculate the average missed earnings per women/men in the Republic of Serbia.

³⁵ Note for interpretations of this chart – missed net earnings and missed revenues together give us gross missed earning. Missed net earning means missed by women and men and missed revenues means missed by the state.

The difference between the net and gross terms shows us the potential growth in public revenues (taxes and contributions) if these women were to be paid for their activities. In this case, it amounted to EUR 765 annually per woman.

Similarly, the average man, by spending time at unpaid household work, failed to earn as much as gross RSD 552 per day. Annually, this missed earning amounted to gross RSD 145,647 (EUR 1,240) per man. In net terms, the average man, by engaging in unpaid household work, failed to earn more than EUR 897 per year. Public revenues potential, in this case, would have been nearly EUR 342 annually per man.

According to population estimation on 1 January 2018 in the Republic of Serbia, there were 4,573,672 working-aged inhabitants (15-64). Value of their unpaid care work was estimated at 21.5% of Serbian GDP (14.9% GDP from women's and 6.6% of GDP from men's unpaid care work).

By using the opportunity cost approach (average time spent at unpaid care work and the minimum wage in the Republic of Serbia), the estimated value of unpaid care work amounts to 15.1% of Serbian GDP (10.4% of GDP from women's and 4.7% of GDP from men's unpaid care work). The difference between estimations in the two approaches is solely due to the difference between the minimum and average wage.

ILO's estimations based on data from 53 countries representing 63.5 per cent of the global working-age population show that unpaid care work would amount to 9.0% of the global GDP were a monetary value given to the hours devoted to its provision. This represents a total of USD 11 trillion purchasing power parity (PPP) for 2011. The value of women's unpaid care work represents 6.6% of global GDP, or USD PPP 8 trillion, while men's contribution accounts for 2.4% of global GDP, or USD PPP 3 trillion.³⁶

³⁶ Care Work and Care Jobs for the Future of Decent Work, ILO, Geneva, 2018

Policy experimentations

In order to assess the influence of different policy options on individuals and the state, we have prepared the policy experimentation.

Policy experimentation was aimed at answering the question "What if care work was replaced by community services that are available and affordable?"

For this experimentation, three scenarios were created with different level of community services provided and needs met – one with a low level of needs for services met, second with a reasonable (for Serbian conditions), realistic and modest expansion of community services provision and needs met and the third with a high level of needs for services met.³⁷

In order to estimate expenditures and all additional consequences of introducing community services that

³⁷ The similar methodology has been used in Issue Paper: Investing in Early Childhood Education and Care in the Kyrgyz Republic: An Assessment of Care Deficits, Costs and Impact on Employment, Gender Equality and Fiscal Returns, UN Women, New York, 2019

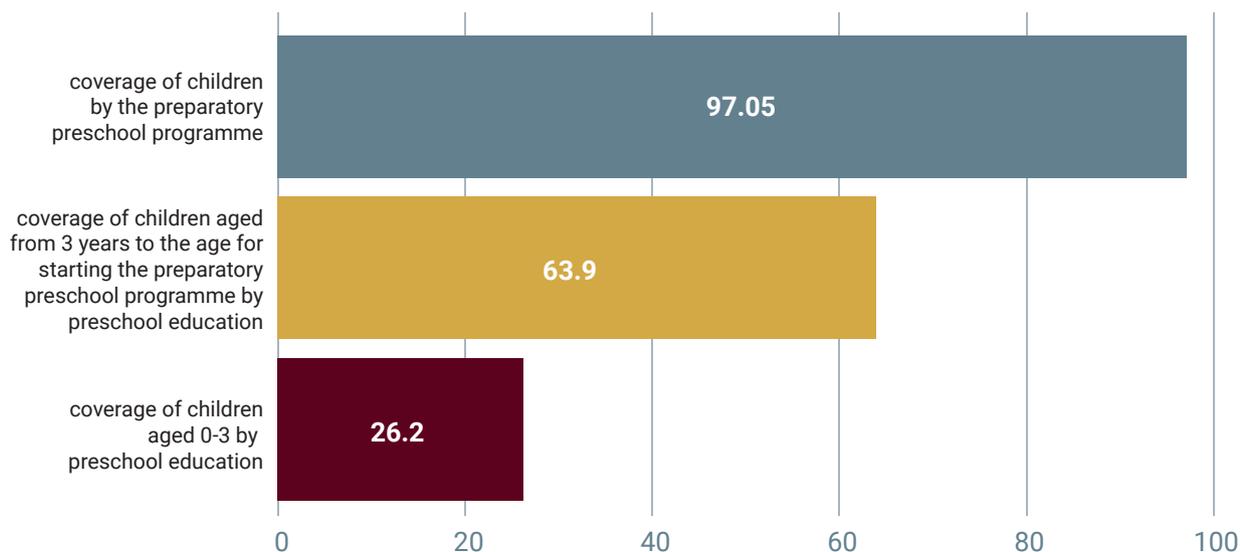


Missed earnings due to the unpaid care work:

INCOME		
monthly net	546 EUR	435 EUR
monthly gross	755 EUR	600 EUR
annual net	6,560 EUR	5,220 EUR
annual gross	9,060 EUR	7,208 EUR

Chart 13. Coverage of children by pre-school education, by age groups

Source: SORS, Educational statistics



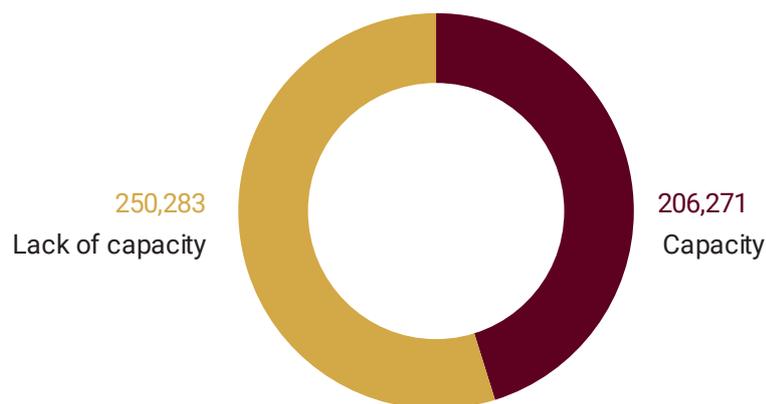
would replace a part of unpaid care work, we should consider the needs for that kind of services.³⁸

³⁸ Behind this experimentation lay the belief that women and men could be relieved from a part of unpaid care work if they would have community services provided.

According to the SORS's educational statistics, only 26.2% of children aged 0-3 are enrolled in kindergartens, while 63.9% of children from the age of 3 to the age for starting the preparatory preschool programme are covered by preschool education. Since the preparatory preschool programme

is mandatory, the coverage of these children is 97.05%.

Data on institutional capacity for preschool education for 2018 show that 47.9% of children aged 0-6 have been enrolled in preschool education (218,567 children). Of this number, 12,296 children were enrolled over the capacity and 6,740 children have

Chart 14. Pre-school capacity

Source: SORS, educational statistics

applied for enrollment but have not been enrolled, due to the lack of capacity. But what about the children whose parents have not applied for kindergartens, being aware that they would not fulfil the criteria (e.g. both parents employed)? If we compare the number of children aged 0-6 and the

existing capacity in pre-schools, we come to a much higher lack of capacity.

Social services and their existence are the other group of services that could relieve women from a part of unpaid care work (e.g. children and adults and elderly home care). Since these services are under the mandate of local self-governments (LSGs), there

is a great variation in their availability across LSGs. According to the Mapping of social services under the mandate of local self-governments³⁹ in 2015, social care services were provided in 133 out of the total of 145 local self-governments. The number of different social services varied from no services to 16 different types of services. The most prevalent services were elderly home care (provided in 122 LSGs) and daycare for children with developmental and other disabilities (provided in 68 LSGs).

Since there is no estimation of the unmet needs for social services (such as adults and elderly home care and child home care), the policy simulation used a few scenarios of reducing the time spent in unpaid activities, such as care for own children and care for other people, as well as cooking and meal preparation, because these activities could possibly be replaced by home care service. In order to get the monetary value of these needs for community services, we used the average unit costs per hour of their provision.⁴⁰

³⁹ Mapping Social Care Services under the Mandate of Local Self-Governments in the Republic of Serbia, Social Inclusion and Poverty Reduction Unit, Belgrade, 2016

⁴⁰ Mapping of Social Care Services under the Mandate of Local Self-Governments, among other valuable information provided these unit costs.

Considering that even if there were enough capacities in preschool institutions, not every parent would enrol his/her child and not every unpaid work within the household could or should be replaced by community services, in this policy experimentation we observed what would happen if different levels of needs are met (low, moderate and high):

1. With a low level of needs met – In this scenario, we used the option of a minimum rise in kindergartens' capacities (just enough to cover the children who have been enrolled over the capacity and children who have applied but have not been enrolled due to the lack of capacity – 19,036 children) and the reduction of time spent on unpaid care work by 10% (as a consequence of the availability of community services).
2. With a reasonable level of needs met – In this scenario, we used the option of a moderate rise in the kindergartens' capacities by 15% and the reduction of time spent on unpaid care work by 30% (as consequences of the availability of community services).
3. With a high level of needs met – In this scenario, we used the option of a significant rise in kindergartens' capacities by 50% and the reduction of time spent on unpaid care work by 50% (as a consequence of the availability of community services).

Table 7. Policy simulation scenarios and results

Source: Calculation made for this analysis

41 In policy experimentation, we used only the time for taking care of other adults in the household and time for cooking and meal preparation, since it could be replaced by community services. Average daily time per women and men was used.

42 Costs of policy scenario consist of the increase in expenditures for preschool education and expenditures for community services.

43 Benefits of the policy scenario consist of the increase in public revenues (taxes from employment and value-added tax) and decrease in public expenditures for social protection.

	Current Situation	Low expansion of needs met	Modest Expansion of Needs met	Significant expansion of needs met
Coverage of children aged 0-6 by preschool education	47.9%	52.0%	55.1%	71.9%
Time spent on unpaid care work/daily ⁴¹	2h 01m	1h 49m	1h 25m	1h 11m
women	1h 44m	1h 34m	1h 13m	0h 52m
men	0h 17m	0h 15m	0h 12m	0h 19m
Costs (mil. EUR) ⁴²	184.3	77.6	212.5	400.2
Cost of coverage of children aged 0-6 by preschool education	184.3	200.2	211.9	276.4
Increase in cost of coverage of children aged 0-6 by preschool education	0.0	15.9	27.6	92.1
Cost of community services that replaced unpaid care work	0.0	61.6	184.9	308.1
women	0.0	51.4	159.2	267.1
men	0.0	10.2	25.6	41.0
Benefits (mil. EUR)⁴³	0	145.6	398.3	612.4
Activity rate (in %)	67.8	69.73	72.98	75.74
women	60.6	63.2	67.5	70.8
men	75.1	76.2	78.5	80.7
Employment rate (in %)	58.8	60.4	63.2	65.6
women	52.0	54.3	57.9	60.7
men	65.6	66.6	68.5	70.5
Public revenues				
Taxes from employment	482.6	495.84	518.90	538.44
Value added tax	4,284.3	4,402.26	4,606.99	4,780.47
Increase in public revenues (mil. EUR)	0	131.29	359.09	552.11
Taxes from employment	0	13.29	36.35	55.89
Value added tax - from consumption	0	118.00	322.74	496.22
Public expenditures for social protection	284.1	269.8	244.9	223.8
Decrease in public expenditures for social protection	0	-14.3	-39.2	-60.3





The overall **annual monetary value of unpaid care work** in the household is EUR 9.2 billion, to be 21.5 % of Serbian GDP, which is placing Serbia on lower position in comparison with a global average of 9%.

Results of the undertaken policy experimentation show that if we would like to have a low expansion of needs for community services and childcare met, it would cost the Republic of Serbia an additional EUR 77.6 mil. This means a rise in expenditures for preschool education⁴⁴ of EUR 15.9 mil. and a rise in the expenditures for community-based services in the amount of EUR 61.6 mil.⁴⁵ The amount of costs for community-based services that would replace women's unpaid work was estimated to EUR 51.4 mil.

Expected benefits from all three scenarios would be the inevitable rise in activity rates for both women and men, since they would have more time to spare on paid activities. The difference in gained free time leads to a higher growth of activity and employment rates for women in relation to men.

Additionally, provided that the economy rests on solid grounds and could bear to generate more jobs, the employment effects of the investment

44 According to UNICEF's publication Investing in Early Childhood Education in the Republic of Serbia, expenditures for preschool education amounted to 0.43% of GDP in 2012. This was used as a starting point for estimation of preschool education costs.

45 The expenditures for community-based services are calculated based on the reduction of time spent on unpaid care work within the household, that is now being replaced by community services, and the average unit price per hour for providing the appropriate service.

in community-based services would be threefold:

- direct creation of jobs in the childcare and adult and elderly care sector
- indirect creation of jobs in industries supplying the care sectors
- induced job creation stemming from increased consumption out of the earnings of the newly employed staff in care sectors and indirect jobs.

Investing in social infrastructure rather than physical infrastructure is likely to reduce the gender employment gap by raising women's employment rates more than men's. This is due to persistent gender segregation between those two sectors, with more women than men expected to take up jobs in care services.⁴⁶

The rise in employment would lead to the rise in public revenues from taxes from employment (EUR 13.29 mil.) as well as in revenues from value-added tax (EUR 118 mil). This would result in a total rise in public revenues in the amount of EUR 131.29 mil.

On the other side, having in mind that data on poverty showed that multi-

46 Discussion Paper: Investing in free universal childcare in South Africa, Turkey and Uruguay, UNWOMEN, 2019

person households and families with children are the most vulnerable when it comes to poverty⁴⁷, it is likely that a part of them would move away from the poverty threshold with the injection from earnings from employment into the household budget. This would mean that the state could decrease its budget for social assistance or reallocate it to the development of community services.

According to the data, the at-risk-of-poverty rate in the Republic of Serbia in 2018 was 24.3%, which means that 1.7 mil. of inhabitants are at risk of poverty, having income lower than RSD 16,665 per month.⁴⁸ In 2018, the Republic of Serbia devoted 2.8% of its public expenditures for social protection (EUR 284.1 mil). If we consider the estimated rise in employment and rise in income (as a consequence of new employment), for this low level of needs met, we can estimate that the poverty rate would be reduced to 23.07% and that expenditures for social protection could be reduced by EUR 14.3 mil.

Complete benefits from a low community services increase were

47 Social Inclusion and Poverty Reduction Unit's website section on statistics: <http://socijalnoukljucivanje.gov.rs/en/social-inclusion-in-rs/data/who-are-the-poor-in-serbia/>

48 Ibid.

estimated at EUR 145.6 mil. If we compare it to the estimated costs of this policy measure (EUR 77.6 mil.), we are to conclude that this measure would have multiple benefits for both the state and individuals.

The second scenario of having a reasonable expansion of community-based services, the realistic one, also resulted in a rise in costs and a modest rise in the activity and employment rates.⁴⁹ In this case, the costs of raising kindergartens' capacities amount to EUR 27.6 mil, while introducing new community services that would take up some of the unpaid activities amounts to EUR 184.9 mil. Total costs of introducing this scenario would be EUR 215.5 mil.

On the other hand, it would result in a rise of public revenues from taxes from employment of EUR 36.35 mil. and from value-added tax of EUR 322.74 mil. The total rise of public revenues, in this case, would amount to EUR 359.1 mil.

Due to the rise in employment, the poverty rate is to be reduced to 20.95% and public expenditures for social protection could be reduced by EUR 39.2 mil.

49 Activity rates and employment rates would follow the same pattern as in the previous scenario, but with moderate growth rates.

Total benefits from the second scenario would amount to EUR 398.3 mil., which is significantly higher than its introduction costs (EUR 215.5 mil).

The third scenario of having a large expansion of community services and rise in preschool capacities also resulted in costs increase by EUR 400.2 mil. (EUR 92.1 mil. for preschool education and EUR 308.1 mil. for community services) and, on the other hand, in public revenues increase by EUR 552.1 mil.⁵⁰ and public expenditures decrease by EUR 60.3 mil.⁵¹ This leads us to the conclusion that this scenario too would have multiple benefits for both the state and individuals.

All costs and benefits are calculated only for the first year of policy introduction. Having in mind the multiplier effect, that every change in demand (as a consequence of the rise in employment and income) would lead to multiple rises in production and, at the end, in GDP, we could expect these positive effects to be higher in the years to come after the initial year.

50 Increase in public revenues from tax from employment amounts to EUR 55.89 mil. and increase in public revenues from value-added tax amounts to EUR 496.22 mil.

51 Same as in previous scenarios, decrease in public expenditures for social protection is due to reduction of poverty rate to 19.15%.

The design of a country's tax system, as well as its labour market conditions, play a significant role in determining the net investment required for developing high-quality services accessible to all in need. Findings from this study should serve as an illustration of the effects that could emerge from policy changes. But whatever the fiscal and employment effects that might be found, such outcomes should not be the only indicators of feasibility or attractiveness of a policy of community-based care.

Providing the care that people need — and thus the opportunities for children and adults to fulfil their best potential in life — should remain the main objective and it deserves proper funding on a sustainable basis. The rewards of such investment reach far beyond the economic benefits.⁵²

52 Discussion Paper: Investing in free universal childcare in South Africa, Turkey and Uruguay, UNWOMEN, 2019

Conclusions and recommendations

While some indicators of gender equality are progressing, such as a significant decline in the prevalence of female genital mutilation and early marriage, the overall numbers continue to be high. Moreover, insufficient progress on structural issues at the root of gender inequality, such as legal discrimination, unfair social norms and attitudes, decision-making on gender and reproductive issues and low levels of political participation, are undermining the ability to achieve SDG 5.

According to recent data from some 90 countries, women devote on average roughly three times more hours a day to unpaid care and domestic work than men, limiting their time available for paid work, education and leisure and further reinforcing gender-based socio-economic disadvantages.⁵³

⁵³ United Nations Economic and Social Council, Special edition: progress towards the Sustainable Development Goals, 2019, <https://undocs.org/E/2019/68>

In the Republic of Serbia, the Time Use data shows that regardless of whether women are employed or not, they perform most of the housework. Women on average spend almost four and a half hours a day (4:36) at unpaid work and men spend a little more than two hours (2:05). This means that women spend twice as much time at household unpaid work than men. The greatest burden of unpaid household work is borne by women in rural areas, as they spend 21% of their time on these activities. This leads us to the conclusion that while gender equality is being achieved in small steps in urban areas, rural areas are being neglected.

According to our estimation, unpaid care work would amount to 21.5% of Serbian GDP were a monetary value given to the hours devoted to its provision. This represents a total of EUR 9.2 bil. The value of women's unpaid care work represents 14.9% of Serbian GDP, or EUR 6.369 bil, while men's contribution accounts for 6.6% of Serbian GDP, or EUR 2.83 bil.

Regardless of the monetized value of this kind of work, it is crucial to understand that unpaid care work activities are crucial and necessary for an economy. They provide the so-called social reproduction⁵⁴ – the reproduction of bodies and minds.⁵⁵ In other words, unpaid reproductive work plays a fundamental role in forming the capability and sustaining the effective functioning of individuals.

Policy simulations have shown us that various positive effects would emerge from setting up community-based care services. The design of a country's tax system, as well as its labour market conditions, play a significant role in determining the net effects of the introduction of such services that could partially replace unpaid care work. But whatever

⁵⁴ The process of social reproduction as such includes the provision of material resources (food, clothing, housing, transport) and the training of individual capabilities necessary for interaction in the social context of a particular time and place.

⁵⁵ Antonella Picchio, Unpaid Work and the Economy, A gender analysis of the standards of living, Routledge, New York, 2017

the fiscal and employment effects that might be found, such outcomes should not be the only indicators of feasibility or attractiveness of a policy of community-based care. Providing the care that people need — and thus the opportunities for children and adults to fulfil their best potential in life — should remain the main objective and it deserves proper funding on a sustainable basis. The rewards of such investment reach far beyond economic benefits.⁵⁶

⁵⁶ Discussion Paper: Investing in free universal childcare in South Africa, Turkey and Uruguay, UNWOMEN, 2019

Recommendations

- Continue and intensify the measures envisaged in the Gender Equality Strategy (2016-2020) in order to establish a more equitable sharing of responsibilities for unpaid work and caring for family members between women and men. These measures include:
 - Improving the legal framework and harmonization of labour legislation with EU directives regarding the right to parental leave
 - increasing the use of parental leave by fathers
 - organization of campaigns to promote paternity and the role of men in parenting, as well as the organization of parenting schools that also involve fathers
 - developing alternative and new services for the care for children and the elderly
 - increasing the availability of services and reach of beneficiaries of care services for the elderly and dependent persons
 - increasing subsidies for private kindergartens and institutions that provide after-school care for school children, changing criteria for enrolling children of unemployed mothers or parents
- in kindergartens, as well as establishing or expanding the capacity of daycare centres for children of unemployed mothers and children with disabilities at the local level
- Publish all available data from the Time Use Survey for rural areas. Although the Time Use Survey provides a potential for in-depth analysis of time allocation, the SORS is publishing only the structure of the time used for different kinds of activities. It would be useful to have detailed data on time allocation in rural areas by gender in order to advocate the improvement of women's position in rural areas.
- Introduce Household Sector Satellite Accounts (HSA), in order to measure and quantify the value of the output of unpaid and household work (or household production) outside GDP. These satellite accounts should be complementary to the SNA.⁵⁷ The main step has already been taken with the introduction of the Time Use Survey into the official statistical calendar.

⁵⁷ SNA (System of National Accounts) is a statistical system designed to measure the national GDP – it measures the output within the economy. With the HAS as a complementary system, we would be able to measure the output from unpaid household production and thus consider the total value created within the economy.



Unpaid care work has a key role in shaping and reaching full potential of individuals, as well as in maintaining efficient functioning of a society as a whole.

Therefore, society should enable equal distribution of unpaid care work and its sustainable financing.

Appendix

Table 8. Supported projects, implementing CSOs and geographic coverage

Project name	CSO	LSG
A Happy Woman – A Happy Family! Emergency Service for Gender Equality	The Association for Development of Creativity, Aleksinac	Aleksinac
Let's share the care	SECONS, Belgrade	Belgrade Novi Sad
Development of the Counselling for Informal Caretakers of the Dependent Persons and Promotion of Redistribution of the Unpaid Care Work	Amity, Belgrade	Čačak Kragujevac
The invisible work of women on countryside	Women's Association of Kolubara District (WAKD)	Lajkovac Ljig Mionica Osečina Ub Valjevo

Gender analysis of the economic value of unpaid care work was conducted within the Project “Gender Responsive Governance”, implemented by the UN Women Programme Office in Serbia and funded by the UK Good Governance Fund. The Project is aimed at strengthening the institutional and technical capacities of the Coordination Body for Gender Equality, and the Ministry of Labour, Employment, Veteran and Social Affairs for development of policies and measures that would lead to a change in patterns of parenting obligations and unpaid household work in the Republic of Serbia, by combining economic, employment and social policies. In order to achieve its main goals, the Project is being implemented in several local self-governments by piloting innovative models and services. Pilot initiatives are being implemented by local civil society organizations as partners in the following LSGs: Aleksinac, Belgrade, Novi Sad, Čačak, Kragujevac, Lajkovac, Ljig, Mionica, Osečina, Ub and Valjevo.

Aleksinac

Aleksinac in 2017 was less suitable in terms of quality of life, as shown by the fact that it was ranked among the medium developed municipalities in several areas within the Social Development Index.⁵⁸ In 2017, Aleksinac had 48,087 inhabitants and the average age stood at 44.63. In the period from 2011 to 2017, the Population Dependence Index⁵⁹ increased from 51.98% to 55.10%, and the Elderly Dependence Index⁶⁰ increased from 30.6% to 34.73%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Aleksinac in 2017 amounted to RSD 40,477, which was below the national average of RSD 47,893. In terms of employment, 24% of people aged 15 to 64 in Aleksinac had formal employment, which was below the

average of 44.51% in the Republic of Serbia. In the period from 2011 to 2017, the unemployment rate in Aleksinac decreased from 55.81% to 42.72%.

Regarding the care for children, in Aleksinac in 2017, 10.34% of children aged 0-3 and 36.56% of children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens.

The care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 7.7% in 2017, above the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Aleksinac was RSD 19,446. Per-capita expenditures for social protection have increased in the period 2011-2017 from RSD 297 to 571. According to the Mapping of social services under the mandate of the local self-government in 2015, Aleksinac

⁵⁸ The Social Development Index is a composite index providing for comparisons of the achieved level of social development among towns and municipalities across the Republic of Serbia. It consists of 30 indicators divided into six areas: demography, economic activity, education, social protection, healthcare, other indicators of the quality of life and social participation. More about Social Development Index at: <http://socijalnoukljucivanje.gov.rs/indeks/en/>

⁵⁹ Ratio of dependent population (0-14 and 65+) and working age population (15-64).

⁶⁰ Ratio of 65+ population and working age population (15-64).

had six social services developed and available: Adult and elderly home care (61 beneficiaries of the service), Child home care (5 beneficiaries), Daycare for adults with disabilities (16 beneficiaries), Daycare for children with disabilities (31 beneficiaries), Daycare for the elderly (14 beneficiaries) and Supportive housing for people with disabilities (PWD) (10 beneficiaries).

The Project “Gender Responsive Governance” has supported the Association for Development of Creativity from Aleksinac to pilot two innovative local community services: 1) the Village Family Support Service and 2) the Women’s Support Intervention Unit.

The Village Family Support Service will be established in the village of Tešica. The service will operate three times a week for 6 hours. The service will include the engagement of geriatric housekeepers, a doctor and psychologist. Two housekeepers will be women from the villages. It is planned that they work at least part-time and have a total of 6 selected families who receive occasional help at home. The geriatric housekeepers will work once to three times a week for

1-3 hours depending on the identified needs and category. Medical help will be provided by a doctor once a week at the service centre. This activity will also be implemented once or twice a week in the field by paying visits to selected families. In addition to the expert advice, basic examinations, blood pressure and blood sugar levels control, the engaged doctor will also assist in the communication with health care providers and colleagues for other types of medical help needed by the beneficiaries. Psychological support is provided weekly in the form of workshops for female beneficiaries in order to empower them, strengthen their self-esteem, restore confidence in the community, etc. Family support and empowerment workshops will be held once a month at the social service centre.

The Women’s Support Intervention Unit is another type of service that functions like an emergency service or fire brigade in case of an emergency. The selected and categorized beneficiaries, who are classified into the third and fourth categories, from all 9 involved villages and urban local communities will be entitled to the services provided

by this intervention unit. These services will most likely be help-at-home services. But there might also be other types of services: handymen, childcare or teaching assistants, medical assistants, counselling psychologists, etc. These women will be able to call the intervention unit that will provide them with the desired service as soon as possible in case of an emergency. The emergency might be, for example, a high temperature of a beneficiary, or preparing a family celebration, children’s birthday, or having to leave at a short notice (appearing in court, at a wedding, etc.).

Belgrade

The City of Belgrade offered advantageous conditions in terms of quality of life in 2017, as witnessed by the fact that it was classified among the more developed municipalities in several Social Development Index areas. In 2017, Belgrade had 1,687,132 inhabitants and the average age stood at 42.3. In the period from 2014 to 2017, the Population Dependence Index⁶¹ increased from 46.7% to 50.6%, and the Elderly Dependence Index⁶² increased from 25.5% to 28.2%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Belgrade in 2017 amounted to RSD 60,142, above the national average of RSD 47,893. As regards employment, 61.74% of the Belgrade population aged 15–64 was formally employed, which was above the national average of 44.51%.

Regarding the care for children, in Belgrade, during the year 2017, 35.97% of children aged 0-3 and 74.82% of children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens.

61 Ratio of dependent population (0-14 and 65+) and working age population (15-64).

62 Ratio of 65+ population and working age population (15-64).

Compared to other LSGs, this was very good coverage.

Care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 1.3% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Belgrade was RSD 33,745. Per-capita expenditures for social protection decreased during 2011-2017 from RSD 2,807 to 2,769. According to the Mapping of social services under the mandate of the local self-government in 2015, Belgrade had 15 social services developed and available: Adult and elderly home care (3,413 beneficiaries), Child home care (5 beneficiaries), Daycare for adults with disabilities (17 beneficiaries), Daycare for children with disabilities (580 beneficiaries), Daycare for the elderly (30 beneficiaries), Drop-in centre (240 beneficiaries), Family outreach worker (395 beneficiaries), Personal assistance (9 beneficiaries), Personal attendant (277 beneficiaries), Respite care (31 beneficiaries), Shelters for adults/elderly (423 beneficiaries), Shelters for children (402 beneficiaries), Shelters for victims of violence (128 beneficiaries), Supportive housing for people with disabilities (22 beneficiaries) and Supportive housing for youth (19 beneficiaries).

Novi Sad

The City of Novi Sad offered advantageous conditions in terms of quality of life in 2017, as witnessed by the fact that it was classified among the more developed towns and municipalities in several Social Development Index areas. In 2017, Novi Sad had 356,126 inhabitants and the average age stood at 40.57. In the period from 2011 to 2017, the Population Dependence Index⁶³ increased from 42.25% to 47.39%, and the Elderly Dependence Index⁶⁴ increased from 19.66% to 23.84%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Novi Sad in 2017 amounted to RSD 54,357, above the national average of RSD 47,893. As regards employment, 58.94% of the Novi Sad population aged 15–64 was formally employed, which was above the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Novi Sad decreased from 18.09% to 10.54%.

Regarding the care for children, in Novi Sad, during the year 2017, 42.99% of children aged 0-3 and 84.92% of

63 Ratio of dependent population (0-14 and 65+) and working age population (15-64).

64 Ratio of 65+ population and working age population (15-64).

children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens. Compared to other LSGs, this was very good coverage.

Care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 1.8% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Novi Sad was RSD 31,158. Per-capita expenditures for social protection increased during 2011-2016 from RSD 638 to 839. According to the Mapping of social services under the mandate of the local self-government in 2015, Novi Sad had 15 social services developed and available: Adult and elderly home care (471 beneficiaries), Daycare for adults with disabilities (296 beneficiaries), Daycare for children with disabilities (91 beneficiaries), Daycare for children/youth in conflict with the law (59 beneficiaries), Daycare for the elderly (68 beneficiaries), Drop-in centre (199 beneficiaries), Family outreach worker (395 beneficiaries), Personal assistance (16 beneficiaries), Personal attendant (188 beneficiaries), Respite care (72 beneficiaries), Shelters for adults/elderly (146 beneficiaries),

Shelters for children (126 beneficiaries), Shelters for victims of violence (105 beneficiaries), Supportive housing for people with disabilities (36 beneficiaries) and Supportive housing for youth (5 beneficiaries).

The Project “Gender Responsive Governance” has supported Secons, from Belgrade, in order to increase the awareness and capacities among employers and employees in private companies to stimulate the use of parental leave for fathers, as well as to explore the innovative models of flexible employment forms and family-friendly practices that will improve the work-life balance of their employees in a gender-equitable way. This can be further used as benchmarking or good practices to raise the awareness of broader target groups and create a more favourable environment for the transformation of gender responsibilities in care activities within the family and private relations. Secons will work with companies from Croatia⁶⁵ that are mainly located in Belgrade and Novi Sad.

Čačak

The City of Čačak offered more advantageous conditions in terms of quality of life in 2017, as witnessed by the fact that it was classified among the more developed towns and municipalities in several Social Development Index areas. In 2017, Čačak had 111,075 inhabitants and the average age stood at 43.87. In the period from 2011 to 2017, the Population Dependence Index increased from 46.86% to 53.09%, and the Elderly Dependence Index increased from 25.78% to 31.37%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Čačak in 2017 amounted to RSD 40,537, below the national average of RSD 47,893. As regards employment, 46.66% of the Čačak population aged 15–64 was formally employed, which was above the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Čačak decreased from 26.69% to 19.97%.

Regarding the care for children, in Čačak, during the year 2017, 41.12% of children aged 0-3 and 75.12% of children aged 3 to the age for starting preparatory preschool programme

⁶⁵ Croatian companies gathered around the HPK – “Hrvatski poslovni klub”.

were enrolled in kindergartens. Compared to other LSGs, this was very good coverage.

Care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 1.1% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Čačak was RSD 23,749. Per-capita expenditures for social protection increased during 2011-2017 period from RSD 351 to 1,138. According to the Mapping of social services under the mandate of the local self-government in 2015, Čačak had six social services developed and available: Adult and elderly home care (110 beneficiaries), Daycare for children with disabilities (62 beneficiaries), Personal assistance (18 beneficiaries), Personal attendant (22 beneficiaries), Shelters for adults and elderly (20 beneficiaries) and Supportive housing for youth (2 beneficiaries).

Kragujevac

The City of Kragujevac offered more advantageous conditions in terms of quality of life in 2017, as witnessed by the fact that it was classified among the more developed towns and municipalities in several Social Development Index areas. In 2017, Kragujevac had 177,977 inhabitants and the average age stood at 42.72. In the period from 2011 to 2017, the Population Dependence Index increased from 41.95% to 50.02%, and the Elderly Dependence Index increased from 21.28% to 28.14%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Kragujevac in 2017 amounted to RSD 44,176, below the national average of RSD 47,893. As regards employment, 42.6% of the Kragujevac population aged 15–64 was formally employed, which was below the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Kragujevac decreased from 34.81% to 28.25%.

Regarding the care for children, in Kragujevac, during the year 2017, 26.95% of children aged 0-3 and 57.52% of children aged 3 to the age

for starting preparatory preschool programme were enrolled in kindergartens.

Care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 3.4% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Kragujevac was RSD 24,447. Per-capita expenditures for social protection decreased during 2011-2017 from RSD 404 to 318. According to the Mapping of social services under the mandate of the local self-government in 2015, Kragujevac had 12 social services developed and available: Adult and elderly home care (294 beneficiaries), Daycare for adults with disabilities (18 beneficiaries), Daycare for children with disabilities (73 beneficiaries), Daycare for children/youth in conflict with the law (69 beneficiaries), Daycare for the elderly (14 beneficiaries), Family outreach worker (322 beneficiaries), Personal assistance (8 beneficiaries), Personal attendant (8 beneficiaries), Respite care (6 beneficiaries), Shelters for children (39 beneficiaries), Shelter for victims of violence (65 beneficiaries)

and Supportive housing for youth (7 beneficiaries).

The Project “Gender Responsive Governance” has supported the Amity from Belgrade to pilot the Innovative Caregiver Counselling Service in Čačak and Kragujevac. The introduction of this service aims to improve the quality of life of informal caregivers of the elderly and dependent persons and ensure more equitable participation in the care economy for women and men. Additional support will be provided for caregivers (especially men to be involved in the care process) to improve their status, to have them stay active in professional and social life and to recognize the contributions of both women and men to the family and community.

Lajkovac

Lajkovac offered more advantageous conditions in terms of quality of life in 2017, as witnessed by the fact that it was classified among the more developed municipalities in several Social Development Index areas. In 2017, Lajkovac had 14,851 inhabitants and the average age stood at 43.42. In the period from 2011 to 2017, the Population Dependence Index increased from 49.3% to 50.15%, and the Elderly Dependence Index increased from 27.48% to 28.84%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Lajkovac in 2017 amounted to RSD 64,606, above the national average of RSD 47,893. As regards employment, 35.42% of the Lajkovac population aged 15–64 was formally employed, which was below the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Lajkovac increased from 20.36% to 22.12%.

Regarding the care for children, in Lajkovac, during the year 2017, 26.06% of children aged 0-3 and 65.66% of children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens.

Care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 3.3% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Lajkovac was RSD 25,212. Per-capita expenditures for social protection increased during 2011-2017 from RSD 773 to 2,974. According to the Mapping of social services under the mandate of the local self-government, there were no social services provided in Lajkovac in 2012 or 2015.

Ljig

Ljig in 2017 was less suitable in terms of quality of life, as shown by the fact that it was ranked among the medium developed municipalities in several areas within the Social Development Index. In 2017, Ljig had 11,549 inhabitants and the average age stood at 46.17. In the period from 2011 to 2017, the Population Dependence Index increased from 57.1% to 58.77%, and the Elderly Dependence Index increased from 35.64% to 38.84%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Ljig in 2017 amounted to RSD 32,543, below the national average of RSD 47,893. As regards employment, 28.81% of the Ljig population aged 15–64 was formally employed, which was below the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Ljig decreased from 20.43% to 18.76%.

Regarding the care for children, in Ljig, during the year 2017, 24.2% of children aged 0-3 and 101.8%⁶⁶ of children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens.

⁶⁶ Such high coverage rate (above 100%) would probably mean that kindergartens have enrolled children from neighbouring LSGs.

Care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 1.4% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Ljig was RSD 17,742. Per-capita expenditures for social protection increased during 2011-2017 from RSD 263 to 2,867. According to the Mapping of social services under the mandate of the local self-government, there were no social services provided in Ljig in 2012 or 2015.

Mionica

Mionica offered medium advantageous conditions in terms of quality of life in 2017, as witnessed by the fact that it was classified among the medium developed municipalities in several Social Development Index areas. In 2017, Mionica had 13,276 inhabitants and the average age stood at 45.6. In the period from 2011 to 2017, the Population Dependence Index increased from 57.25% to 59.28%, and the Elderly Dependence Index increased from 34.16% to 37.85%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Mionica in 2017 amounted to RSD 35,540, below the national average of RSD 47,893. As regards employment, 34.9% of the Mionica population aged 15–64 was formally employed, which was below the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Mionica decreased from 24.99% to 14.72%.

Regarding the care for children, in Mionica, during the year 2017, 24.71% of children aged 0-3 and 49.44% of children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens.

Care for the disadvantaged and elderly is an important aspect of social

development. The share of financial social assistance beneficiaries in the total population stood at 1.5% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Mionica was RSD 16,038. Per-capita expenditures for social protection increased during 2011-2017 from RSD 764 to 1,093. According to the Mapping of social services under the mandate of the local self-government in 2015, Mionica had only one social service developed and available: Adult and elderly home care (40 beneficiaries).

Osečina

Osečina in 2017 was less suitable in terms of quality of life, as shown by the fact that it was ranked among the medium developed municipalities in several areas within the Social Development Index. In 2017, Osečina had 11,317 inhabitants and the average age stood at 46.86. In the period from 2011 to 2017, the Population Dependence Index increased from 55.07% to 55.39%, and the Elderly Dependence Index increased from 35.76% to 37.55%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Osečina in 2017 amounted to RSD 36,482, below the national average of

RSD 47,893. As regards employment, 35.56% of the Osečina population aged 15–64 was formally employed, which was below the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Osečina decreased from 38.76% to 28.27%.

Regarding the care for children, in Osečina, during the year 2017, 16.8% of children aged 0-3 and 47.59% of children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens.

Care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 2.8% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Osečina was RSD 14,660. Per-capita expenditures for social protection decreased during 2011-2017 from RSD 549 to 701. According to the Mapping of social services under the mandate of the local self-government in 2015, Osečina had only one social service developed and available: Adult and elderly home care (18 beneficiaries).

Ub

Ub in 2017 was less suitable in terms of quality of life, as shown by the fact that it was ranked among the medium developed municipalities in several areas within the Social Development Index. In 2017, Ub had 27,603 inhabitants and the average age stood at 43.58. In the period from 2011 to 2017, the Population Dependence Index increased from 50.56% to 50.75%, and the Elderly Dependence index increased from 28.71% to 29.87%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Ub in 2017 amounted to RSD 32,573, below the national average of RSD 47,893. As regards employment, 33.74% of the Ub population aged 15–64 was formally employed, which was below the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Ub decreased from 37.49% to 21.94%.

Regarding the care for children, in Ub, during the year 2017, 12.59% of children aged 0-3 and 43.1% of children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens.

Care for the disadvantaged and elderly is an important aspect of social

development. The share of financial social assistance beneficiaries in the total population stood at 3.4% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Ub was RSD 17,044. Per-capita expenditures for social protection increased during 2011-2016 from RSD 1,030 to 3,189. According to the Mapping of social services under the mandate of the local self-government in 2015, Ub did not have any social services developed and available.

Valjevo

Valjevo offered more advantageous conditions in terms of quality of life in 2017, as witnessed by the fact that it was classified among the more developed towns and municipalities in several Social Development Index areas. In 2017, Valjevo had 86,677 inhabitants and the average age stood at 44.21. In the period from 2011 to 2017, the Population Dependence Index increased from 45.16% to 49.65%, and the Elderly Dependence Index increased from 25.73% to 29.89%.

Economic activity is an important means of attaining a higher standard of living. The net average wage in Valjevo in 2017 amounted to RSD 40,851, below the national average of

RSD 47,893. As regards employment, 48.35% of the Valjevo population aged 15–64 was formally employed, which was above the national average of 44.51%. During the 2011-2017 period, the unemployment rate in Valjevo decreased from 23.30% to 17.7%.

Regarding the care for children, in Valjevo, during the year 2017, 23.41% of children aged 0-3 and 65.46% of children aged 3 to the age for starting preparatory preschool programme were enrolled in kindergartens.

Care for the disadvantaged and elderly is an important aspect of social development. The share of financial social assistance beneficiaries in the total population stood at 1.5% in 2017, below the 3.5% share of financial social assistance beneficiaries at the level of the Republic of Serbia. The average pension in Valjevo was RSD 23,197. Per-capita expenditures for social protection increased during 2011-2017 from RSD 430 to 990. According to the Mapping of social services under the mandate of the local self-government in 2015, Valjevo had four social services developed and available: Adult and elderly home care (56 beneficiaries), Daycare for adults with disabilities (12 beneficiaries), Daycare for children with disabilities (29 beneficiaries), and Respite care (8 beneficiaries).

The Project “Gender Responsive Governance” has supported the Women’s Association of the Kolubara District from Lazarevac to implement the project “Invisible Work of Rural Women” with the aim of raising the visibility of the contribution of unpaid work of women in the countryside in the Kolubara District through a multimedia campaign, as well as through the launch of an initiative for the adoption of local action plans in all 6 municipalities of the Kolubara District (Valjevo, Osečina, Ub, Lajkovac, Mionica and Ljig) that will have a special focus on unpaid women’s work and promotion of the importance of the equal distribution of unpaid work among men and women.

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