

# Measuring Unpaid Care in Market Systems Development: Methods and Tools

December 6, 2016 9:30 – 10:30 am (EST)



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## Meet the Panelists



**Sarah Gammage,**  
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# Paid and Unpaid Work: Valuing Women's Time

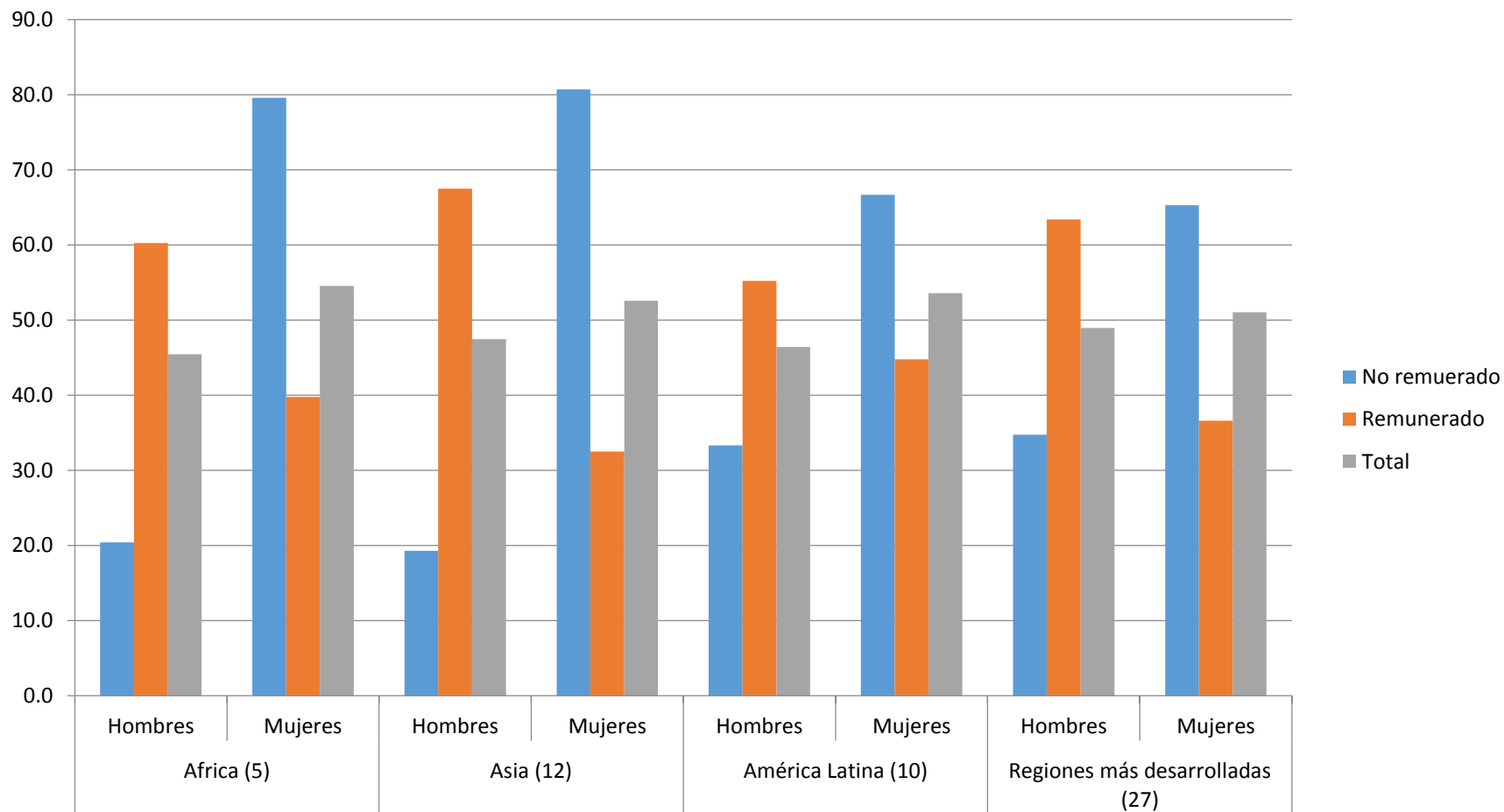
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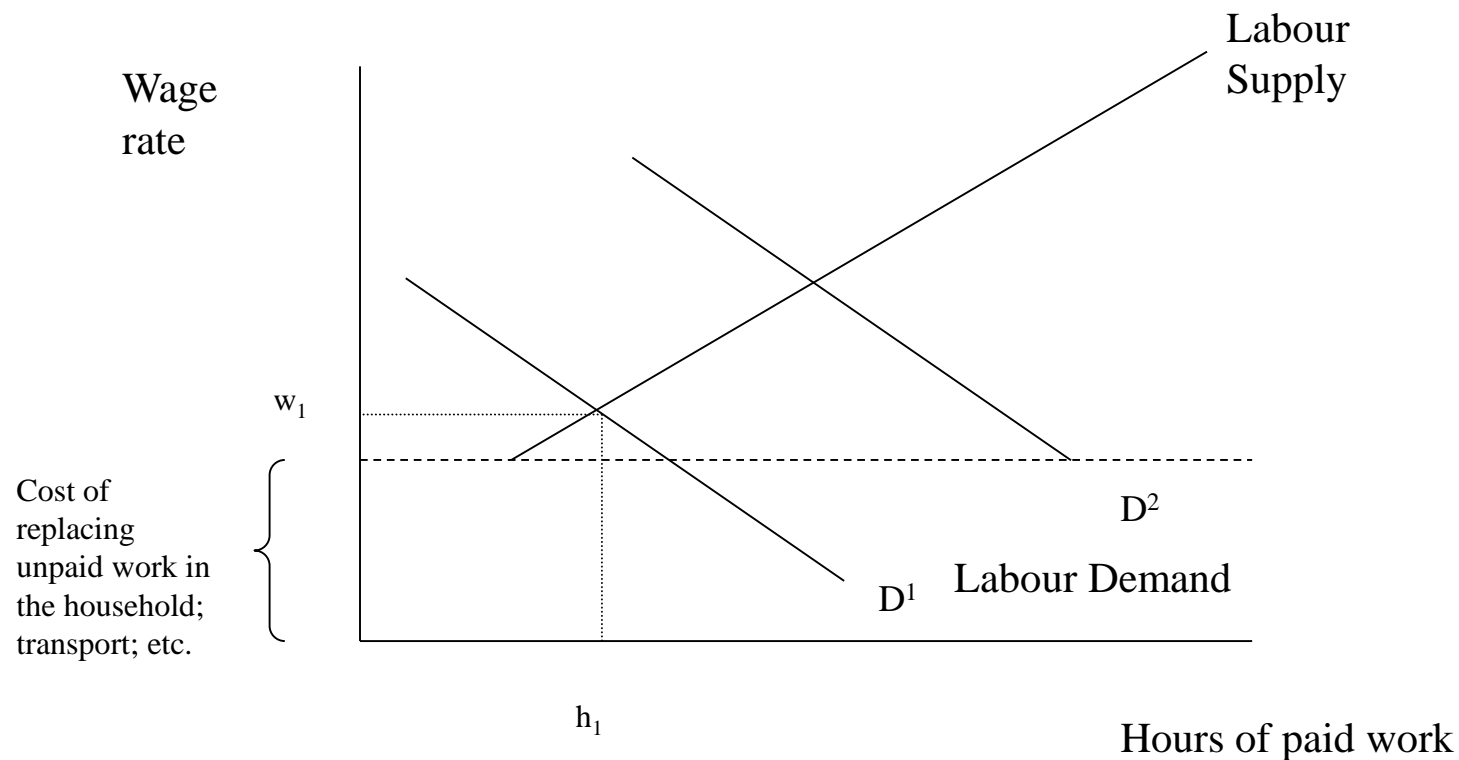
# Impact of Caring Responsibilities on Women's Labor Force Participation

# Time Dedicated to Paid and Unpaid Work

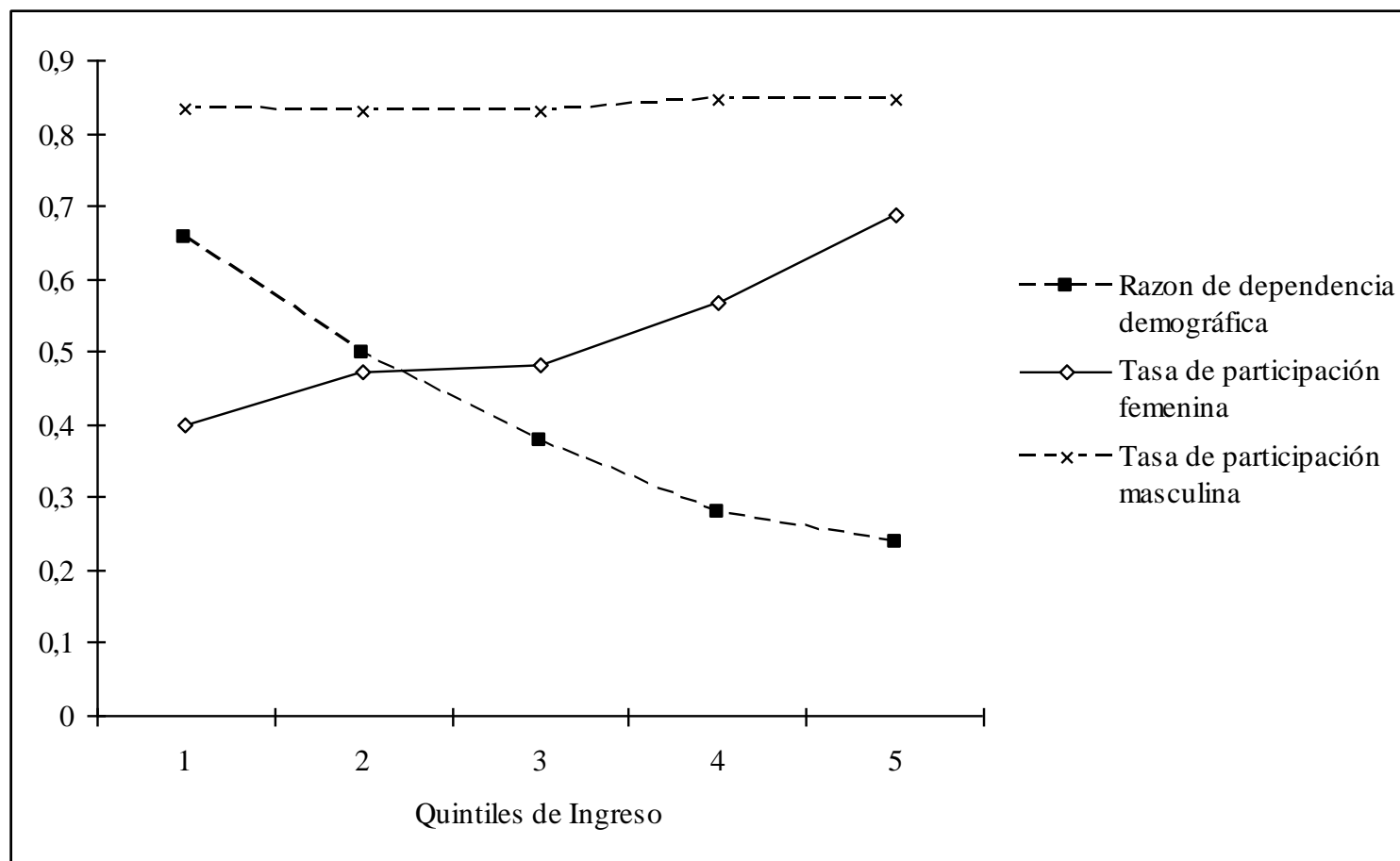


Source: Household surveys/Time Use Surveys, mid 2000s

# The Fixed Costs of Going to Work



# Demographic Dependence and Participation Rates, Paraguay, 2008



Source: Household Survey data, 2008

# Gender Inequalities and Associated Costs

- The specialization of women in unpaid work (principally care work) and men in paid work creates and reinforces inequalities and inefficiencies in the labor market (labor market segmentation, frequent entry and exit, employment lapses, gender wage gaps, gaps in pension contributions...)
- Creating an environment that better socializes the costs of reproduction and care between the market, the State, the household, between men and women and between generations will foster greater gender equity – it will also help to confront care deficits exacerbated by the demographic transition



# Valuing Women's Unpaid Work

- Replacement cost (what would it cost to replace your time, with discrete services or with a person)
- Opportunity cost of your time (Using your current wage, or estimating wage equations that value skills, education at existing wages)

# Value of Unpaid Household Work in Guatemala, % of GDP in 2000

	Opportunity Cost (actual wages)	Heckman adjusted wages	Replacement Cost	Service Cost
Total	25.7	34.4	27.8	34.2
Men	7.9	9.5	7.8	9.9
Women	17.8	24.9	20.0	24.3

Source: Gammage and Orozco, 2008

## Valuing the Cost of Unpaid Care, The Fixed Cost of Working at Full Time, Percentage of Total Household Income, Guatemala 2000

	Q1	Q2	Q3	Q4	Q5
Fixed cost of replacing unpaid work					
Men	27.1	16.1	9.7	5.8	2.2
Women	56.1	40.4	22.2	12.9	4.9
Current LFP rates > 6 hours per day paid work					
Men	53.4	54.5	53.0	49.9	49.7
Women	8.8	10.2	14.1	19.8	23.5

Source: Gammage and Orozco,2008

# Policy Options

# Conventions: Maternity and Family Responsibility

- Convention 3: Maternity Protection, 1919
- Convention 103: Maternity Protection(revised), 1952
- Convention 156: Workers with family Responsibilities, 1981
- Convention 183: Maternity Protection,2000
- Conclusions from the 98th International Labour Conference, June 2009 the ILO was requested to “*promote the ratification and application of Convention 183*” and to “*compile and disseminate best practices about parental leave and paternity and maternity leave, providing technical assistance to governments to formulate effective policies and laws*”.

## Convention 156: Equal Treatment for Workers with Family Responsibilities

- Permit workers with family responsibilities to exercise their right to freely choose employment;
- Take their needs into account with respect to their conditions of employment, social security and in community planning;
- Develop or promote community services, public or private, such as those services and means of assistance for infancy and family members;
- Provide training and professional skills to help those workers with family responsibilities to join and remain in the labour force; and
- Use information and education to promote a better understanding on the part of the public of the principal of equality of opportunities and treatment between male and female workers, and concerning the problems faced by workers with family responsibilities.

## Role of Hourly Flexibility in Promoting Better Work-Life Balance

- The majority of OECD countries have laws and statutes that protect the rights of workers with dependents to negotiate with their employers:
  - To reduce or increase hours of work
  - To guarantee access to benefits with part time work
  - To extend parental leave or facilitate a gradual return to full time work
  - Facilitate more flexible hours and location of work using options like teleworking and telecommuting
  - Not obligating shifts or work hours that are incompatible with their care responsibilities.

# Work Flexibility

- In those countries with statutes and agreements to regulate work arrangements with greater flexibility they also include provisions that protect employers from excessive costs.
  - Leaves that temporarily reduce working hours are combined with the right to employ at least a partial wage replacement. In most cases the wage replacement is financed through social insurance or other taxes ensuring that the cost is widely shared (Hegewisch and Gornick 2007).
  - Statutes explicitly grant employers the rights to refuse requests for alternative work arrangements on business grounds – although the definition of business grounds for refusal can be quite strict in many OECD countries.
  - Statutes require substantial notification periods to ensure that employers can plan for the alternative schedules that they are going to accommodate.
  - Small employers are exempt in some OECD countries – but not all – with the definitions of small employers ranging from ten to 20 employees).



# Other Policy Responses that Value Unpaid Work

- Chile (2006): a “bonus” or credit for each child born was introduced into the social protection system to recognize the importance of social reproduction and to respond to gender gaps in pension contributions and benefits.
- England: the government committed to providing everyone with a basic pension with more than 30 years in paid work and unpaid care work, whatever combination of the two.
- Sweden: pensions are credited with a basic minimum for each year in the care of children, the sick or the aged.

# Policy Implications for Developing Countries

- More and better data collection on time use and care, inclusion in existing household and labor force surveys.
- Use of key Conventions to guide policy (C3, 103, 156, 183, C189).
- Application of Social Protection commitments to socialize and value unpaid time.
- Greater commitment to R,R and R.

## **Household Care Survey:**

**Measuring care work, care responsibility**

**Identifying factors of care hours and  
evaluating outcomes**

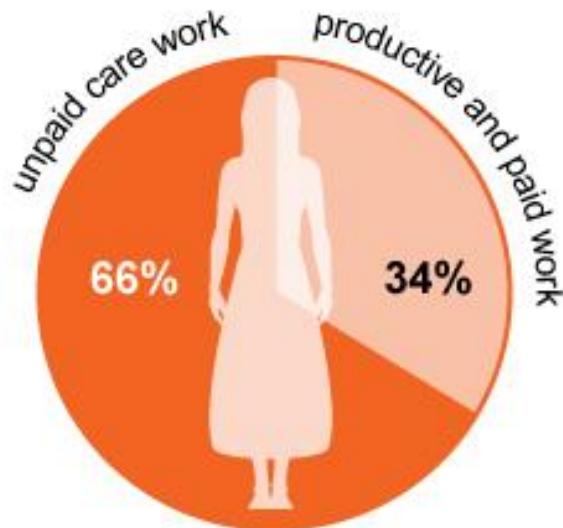
**Thalia Kidder with Jane Remme, Lucia Rost  
December 2016**



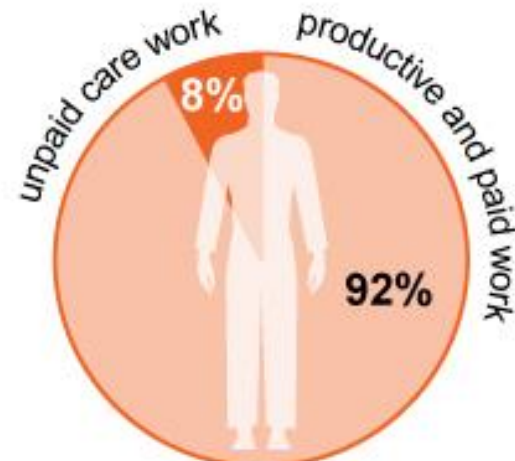
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“Heavy and unequal care’ is problematic: women do more unpaid work, more total work than men

## Who works more? India National Time Use study



**Women's total work hours 62.3**  
(weekly average, all adults)



**Men's total work hours 54.6**  
(weekly average, all adults)

Data Source: Budlender, UN RISK 2008



# Investing in care is important

- Improved care of people has a widespread, long-term, positive impact on **wellbeing** and **development**
- Care is a 'social good', not a 'burden'
- Care provision is critical to address **inequality** and **vulnerability**, both for care providers and receivers
- Influences productivity and economic growth





*"I take doing household chores as  
part of my responsibility and not a  
way of helping my wife."*

*Zakayo, northern Uganda*

**WE-CARE  
WOMEN'S  
ECONOMIC  
EMPOWERMENT  
AND CARE**



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# QUALITATIVE: a context-specific analysis, strategies that work

**Rapid Care Analysis (RCA)** is a 1-day exercise, focus groups with 15-20 women and men, that shows care is

- **Significant:** Collects evidence of the problems; time use stories
- **Relevant** to development: improves impact, e.g. enterprise and markets
- **Feasible:** Practical proposals for short term
- **Appealing:** Men involved; care is a 'societal issue', to reduce poverty
- **Compelling:** Leads to transformational change



RCA focus group in  
Oromia, Ethiopia

[www.oxfam.org.uk/care](http://www.oxfam.org.uk/care)



# Household Care Survey: baseline, evidence

**Survey CTO** software for data collection on devices

**Identify factors of change:**

**Longer/shorter care hours;**

**(Un)equal care work**

1. Household Composition
2. Norms, perceptions
3. Income, savings, education
4. Time Use: adults, children
5. Household equipment
6. Access to services
7. Gender-based violence





# Factors in women's hours of care work



- ✓ Women's reported income, savings and education, no consistent effect on hours
- ✓ Women's 'score' on decision-making : not consistently associated with lower hours
- ✓ Access to improved stoves & water pumps do save time per meal or trip, but not necessarily fewer hours of care work - women may be expected to do more
- ✓ An hour more of paid work for women is associated with reducing care work by (only) 10 to 44 minutes; less sleep.
- ✓ **Combining interventions on equipment, social norms and public services – positive change on long, unequal hours**

2014 Household Care Survey – Oxfam

# Innovation: Measuring care responsibility

## WOMEN AND MEN

Main activity,

Simultaneous activity, and

Responsibility for 'looking after' dependent children/adults

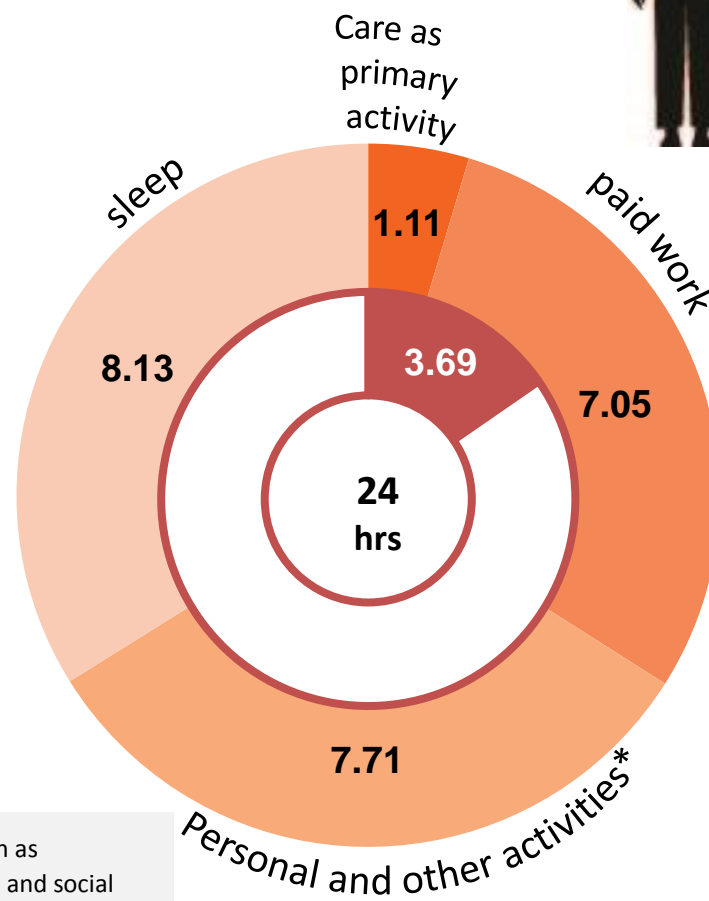
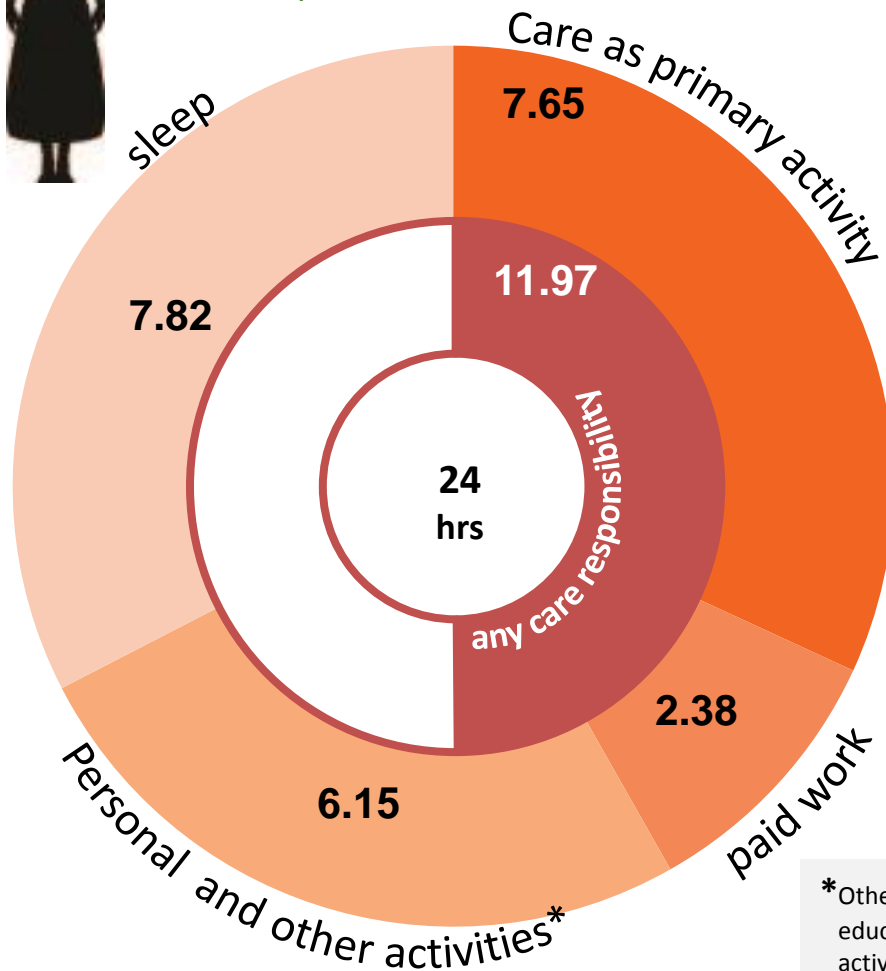
No.	Activity	401 →	402 →	403 →	404 →
		What were you doing yesterday from [TIME]? See codes below	What else were you doing at the same time? 0 = Nothing else See codes below	Were you responsible for looking after a child (<18 years) during that hour? 0 = No 1 = Yes 99 = There is no child in my household	Were you responsible for looking after a dependent adult during that hour? 0 = No 1 = Yes 99 = There is no dependent adult in my household
A	04am – 05am	_ _	_ _	_	_
B	05am – 06am	_ _	_ _	_	_
C	06am – 07am	_ _	_ _	_	_
D	07am – 08am	_ _	_ _	_	_

# Philippines: Lanao del Sur province



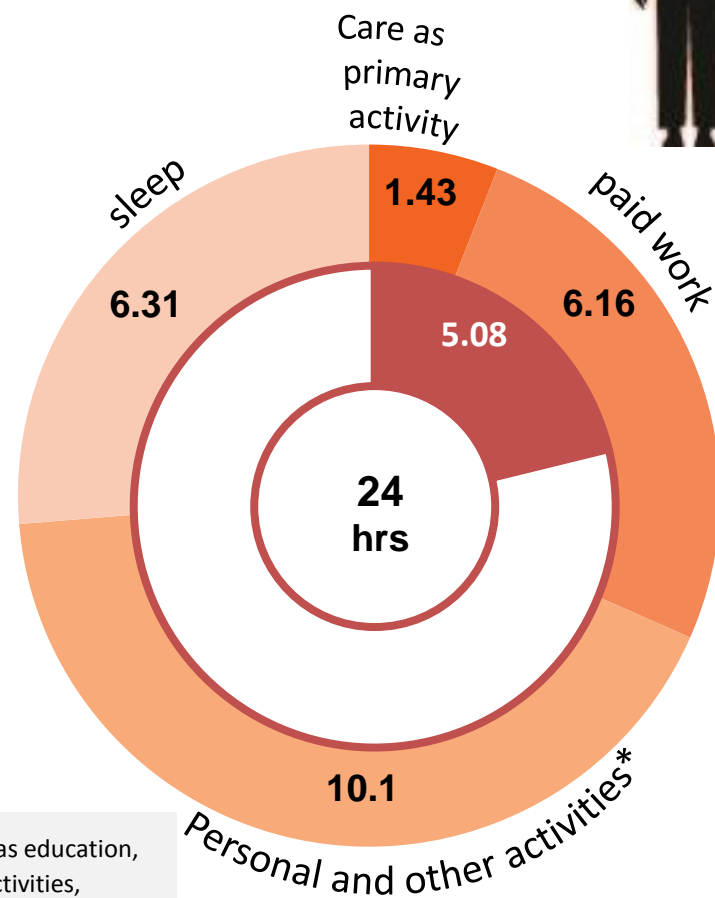
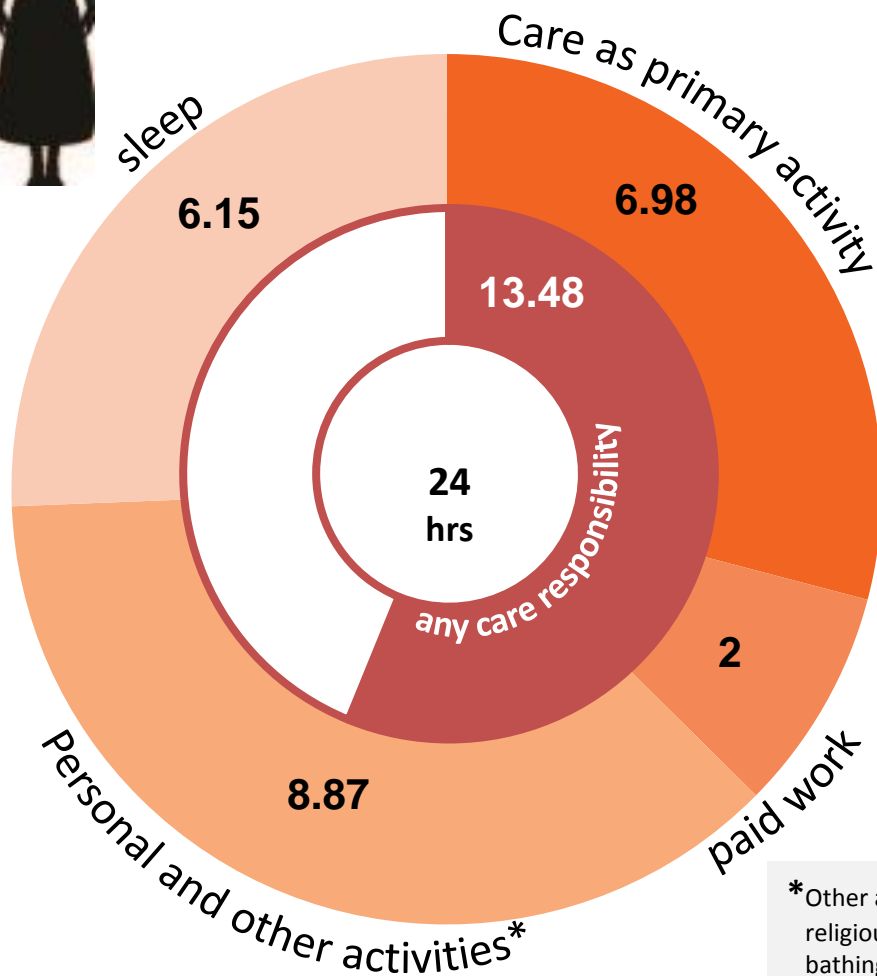
Philippines

Lanao del Sur province



\*Other activities such as education, religious and social activities, bathing, eating etc.

# Ethiopia: Oromia region



\*Other activities such as education, religious and social activities, bathing, eating etc.

# Resources and time requirements



## ‘Care survey Module’

- 12 questions on time use, equipment, services, norms, integrates into other baseline surveys

## Household Care Survey:

- 1 hour per respondent
- one woman, one man per household
- 200-400 households
- 3+ months including training, data analysis



*“Before I was washing for eight people three times a week and sometimes I had to go up the hill to the cistern-water head, when there was water shortage. Now I need about 20 minutes and I can do other things while the machine is washing. Also, my husband and sons wash their own clothes.”*

*Rufina Fonseca,  
Colombia*



**WE-CARE  
WOMEN'S  
ECONOMIC  
EMPOWERMENT  
AND CARE**

Photo: Cineskrúpulos/Oxfam



# Measuring Unpaid Care:

Using qualitative assessments to understand the results of economic empowerment programming

**Emilie Gettliffe**

**December 6, 2016**



# Background to



- Consulting services for innovative economic development projects
- Three practice areas: market systems development, economic empowerment, and results measurement
- Serving donors and NGOs working on economic empowerment and market systems development, including USAID, ILO, DFID, CARE, Aga Khan Foundation, Plan UK, TechnoServe, and others.



# Brief on Measuring Unpaid Care



**USAID**  
FROM THE AMERICAN PEOPLE



**FEED THE FUTURE**  
The U.S. Government's Global Hunger & Food Security Initiative

**LEO BRIEF**  
Leveraging Economic Opportunities

## Unpaid Care Work In Market Systems Development: Measurement Practices For Women's Economic Empowerment

# Key considerations

- Use mixed-methods to understand how women and men use their time and to assess changes
- Implications of changes in unpaid care are context and person specific
- Understand the relationship between social norms, sanctions and unpaid care to mitigate risks for women.
- Use methodologies and research outputs to facilitate recognition of the impact of unpaid care work

# Women's Economic Empowerment in the Middle East and North Africa

- Studied the relationship between changes in multiple empowerment-related indicators across four projects
- Conducted in-depth qualitative interviews on changes in income, decision-making, work load, mobility, gender norms, confidence, and unintended consequences (i.e. gender based violence)



**Women's Economic Empowerment  
in the MENA Region**

Rapid assessment of household-level results

# Research Method

PROJECT NAME	Baladini Kitchen Incubator	NatureTex Garments Factory	Fig Processing Cooperatives	EntreElles Women's Association
COUNTRY	Egypt	Egypt	Morocco	Morocco
ECONOMIC ACTIVITY	Wage work/ micro-enterprise	Wage work	Cooperative	Entrepreneurs
INTERVENTION	Social business in a shared kitchen space that employs local women. Trainings on business skills, technical knowledge, hygiene	Workshops on communication, negotiation, technical skills, and leadership for factory workers. Activities include social events and sensitization	Support for women-owned cooperatives in improving technical capacity, product quality and marketing, as well as accessing new markets.	Capacity building and network development for women business owners. Classroom-based training and individualized coaching
INTERVIEWEES	6	8	7	5

# Research Instrument: In-depth interview guide

F4 Unpaid work: Has there been a change in the unpaid care activities you do each week compared with a year ago? Have they increased or decreased?

☐ Increased ☐ Decreased ☐ Same

- Why did it increase/decrease? .....
- How do you feel about this change? .....

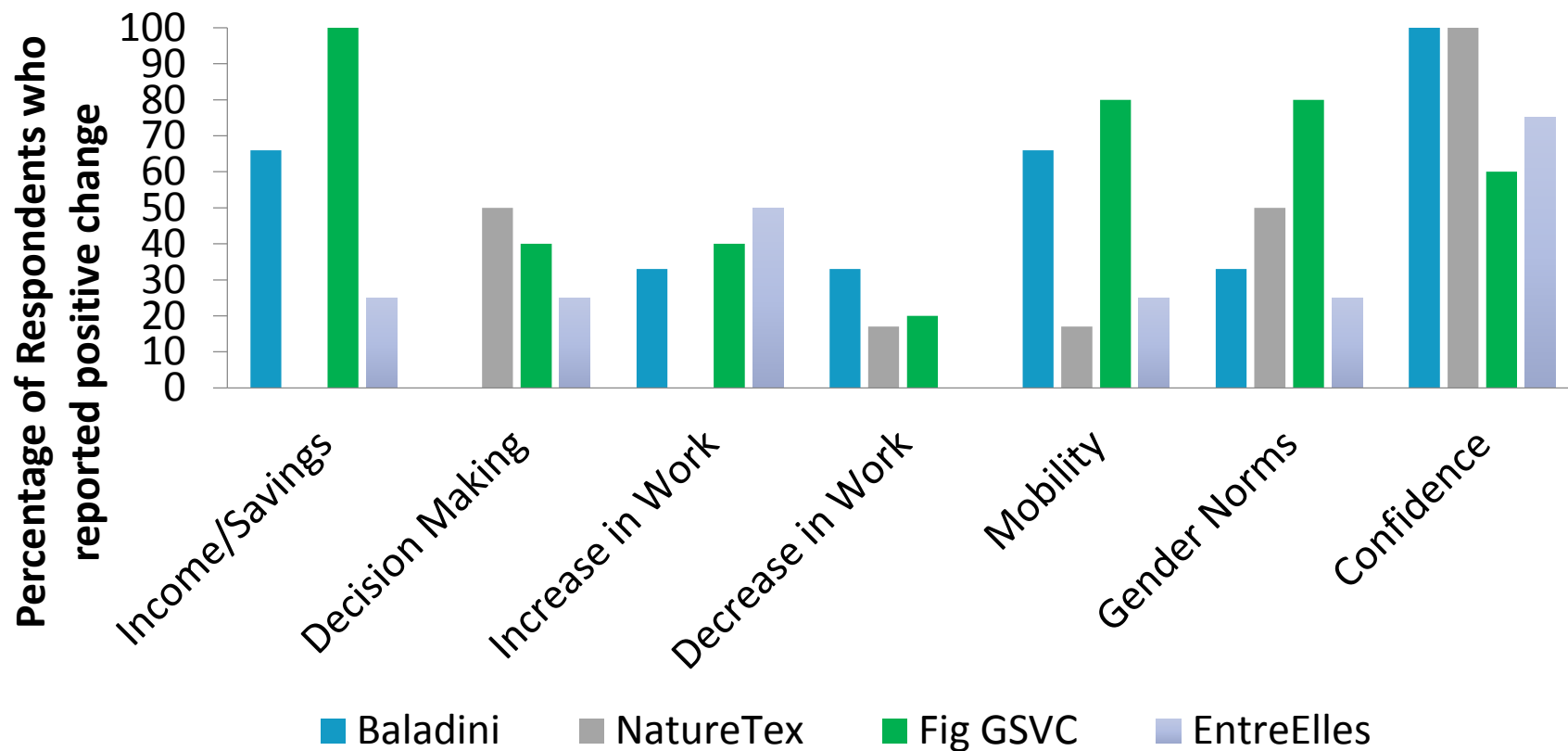
F5 If the workload has increased overall (at home and at work), do you feel it is manageable for you? (☐ Yes ☐ no)

- Are there things that you wish you had time for, but that you can no longer do because of the increased work? .....

F6 If the workload has decreased overall (at home and at work), how are you using your additional time that you are no longer spending working?

# Empowerment Findings

Changes per empowerment category



## • Findings on unpaid care

- Interviewees had widely varying experiences of a) changes in their unpaid workload and b) how they experienced this change
- Three quarters of married women interviewees saw no change in their unpaid care work when taking on new paid activities.
- Great diversity in the ways that women (and their families) handled the overall increase in work, speaking to the highly context-specific nature of the changes, and potential mitigating strategies

# Mitigating strategies for increased overall workload

- Interviewees described new investments in labor-saving technologies to reduce the amount of time needed for household tasks
- A third of interviewees also described receiving help from family members (including husbands, mothers, daughters and sisters) or hiring paid household help



# Important considerations

- Trade-offs. Not just about positive or negative change. There are major trade-offs for women between income, and stability and time.
- Do No Harm. Women described links between increased economic activity and time poverty
- Social norms.
  - Risk of household tension associated with lessened care responsibilities greatly differed according to life stage, household dynamics and geographic context

# Conclusion

- Importance of qualitative research tools to understand nuances of positive and negative change, and where women see tradeoffs
- Context specific nature of how and why women and men experience changes to their unpaid care work
- Importance of understanding social norms; supports and sanctions around such changes

## Q & A



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# Thank you!



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[www.seepnetwork.org](http://www.seepnetwork.org)



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