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UNPAID CARE WORK : PRACTICAL GUIDANCE ON ANALYSIS AND INTERVENTION DESIGN

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Acknowledgments

The information provided in the Handbook is based on real practices which have been tested and analysed in Nepal and Kyrgyzstan. The data was collected over a short period of time and therefore, cannot be considered to be representative for the whole year and the broader region, much less the country as a whole.

1   ABOUT THE ANALYSIS OF UNPAID CARE WORK

1.1   WHAT IS UNPAID CARE WORK?

Otherwise known as domestic work or household work, care work refers **to work that contributes to meeting the basic physical and emotional needs** of individuals, families and communities. It includes caring for children, elderly people and people who have fallen ill, as well as housework, preparing and cooking food, collecting firewood, fuel and water, etc. **Care work is central to human and social wellbeing.**

❮❮   *Globally, about 75 % of the world's unpaid care work is done by women.*   ❯❯

Care work can be carried out by households and families (women and men) and state, private sector and civil society actors - the **responsibility is distributed differently in different societies as the role is socially ascribed.** The distribution of care work in a society is affected by economic, political and social factors. For example, an unequal distribution of care work between women and men is often attributed to traditional gender roles, or cultural or religious factors. Additionally, the provision of affordable, quality public services significantly affects the amount of time households devote to care work such as child and elder care. Where such services are not available or affordable, women may have an exhaustingly high burden of care work.

In many contexts **care is perceived as being women's work, whether it is paid or unpaid.** Paid care work is often perceived to be unskilled work and conditions are insecure, informal and relatively poorly remunerated. Women from disadvantaged groups are disproportionately employed in the care sector (domestic work, home health care, etc). Paid care work is often mostly an extension of what women in a particular society do at a household level. Furthermore, unpaid care work tends to be perceived as purely reproduction-oriented and not productive "work" at all.

While unpaid (non-care) work such as subsistence agriculture is included in calculations of gross domestic product (GDP) and systems of national accounts, **unpaid care work, in contrast, has remained largely invisible** in economic calculations, statistics, policy and political discourse. It is commonly undervalued by society and policy makers, despite the fact that unpaid work constitutes an integral part of any functioning economy and society. Indeed, even the more conservative estimates suggest that unpaid care work accounts for some 13% of global GDP.

❮❮   *Unpaid care work makes all other work possible.*   ❯❯

In both the global North and South, men spend more of their working time in remunerative or paid employment and women spend more time on unpaid work, particularly unpaid care work. This is based on and reproduces a **distinction between "male breadwinners" and "female caregivers".** Women's disproportionate responsibility for unpaid care work reinforces the notion that women belong in the private sphere, while men belong in the public sphere with the resultant better access to money, resources, opportunities and political power.

1.2   WHY ANALYSE AND ADDRESS UNPAID CARE WORK?

The feminisation of caring responsibilities and the disproportionate time women spend on unpaid care work, as compared to men, **contributes to and reinforces gender-based inequalities** in economic and political life. It has direct implications on women's ability to invest time in other economic, social and political activities, from paid employment to education, community engagement and leisure. It hampers women's ability to build up assets, agency, skills and voice and, thus, women's empowerment.

« *The unequal sharing of care responsibilities between women and men and within society more generally is* **fundamentally a human rights issue.** »

The centrality of care to sustainable development and gender equality is **recognised in the Agenda 2030** (as target 5.4): "Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate." However, this statement stops short of advocating for the redistribution of unpaid care work and also opens a door to diluting the human rights based argument by introducing the caveat "as nationally appropriate."

Unpaid care work is also addressed in the **Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW),** for example in point 8 of the General Recommendation 23 (1997): "Relieving women of some of the burdens of domestic work would allow them to engage more fully in the life of their communities. Women's economic dependence on men often prevents them from making important political decisions and from participating

actively in public life. Their double burden of work and their economic dependence, coupled with the long or inflexible hours of both public and political work, prevent women from being more active."

Unpaid care work was recently highlighted as one of seven drivers in the recent report by the **UN Secretary General's High-Level Panel on Women's Economic Empowerment:** "Progress on the agenda to expand women's economic empowerment depends, to a significant extent, on closing the gender gap in unpaid work and investing in quality care services and decent care jobs."

There is a large and robust body of **evidence about the extent of unpaid care work** that women and girls do, and its contributions to economies around the world and to human and sustainable development outcomes.

« *Despite the significant evidence base and the topic's recent prominence at the level of international development discourse and policy, the extent and salience of* **unpaid care work is generally not explicitly respected or acknowledged** *in development program or project design.* »

Indeed, **many international development projects rely heavily on women's unpaid care work, as community volunteers, social mobilisers, environmental stewards, etc.** For example, projects depend on but generally do not consider the implications of time spent on development 'management tasks' such as participation in watershed committees or water user groups, commonly created by development projects. As such management committees are often

established in the frame of governments transferring management responsibilities to communities, the result is a transformation of a management task from a public service provided by a state into an unpaid investment provided by the community, often women. This unpaid work is not acknowledged or planned for with sensitivity to women's overall burden of work. Further, when tasks are paid, or reach a higher level of responsibility and power, men tend to take over. Development projects that insist on representative levels of women's participation in such committees, important from a participation and inclusion point of view, contribute to increasing time demands.

This note aims to provide practical guidance on **how development actors can work on this topic.** It provides suggestions on acknowledging and addressing unpaid care work, linking academic research, policy discourse and practice. The aim is to facilitate a process wherein women and men develop and decide on different choices for how they spend their time, rather than being automatically constrained by certain roles. Unpaid care work is cross-thematic, from a development cooperation point of view, and as such is relevant for all development practitioners.

1.3 ANALYSING AND ADDRESSING UNPAID CARE WORK: THE FOUR Rs

There **is no one single solution to address the unequal distribution of unpaid care work** within society and between women and men. Different mixes of public and private responses may be proposed depending on contextual factors including questions of economic development, politics and culture. These may also need to be adapted over time, in response to changes related to livelihood strategies, climate change, migration patterns, etc. The "care diamond" illustrated below is a useful way to analyse the distribution of care work among different institutions (Razavi, 2007). Even in contexts where families play the primary role in providing care, other institutions such as states, community organisations and the private sector also play a certain role in the provision of care.

Figure 1: Care diamond

FAMILIES/HOUSEHOLDS

STATE
federal/local

CARE

MARKET

NOT-FOR-PROFIT
Including voluntary and
community provision
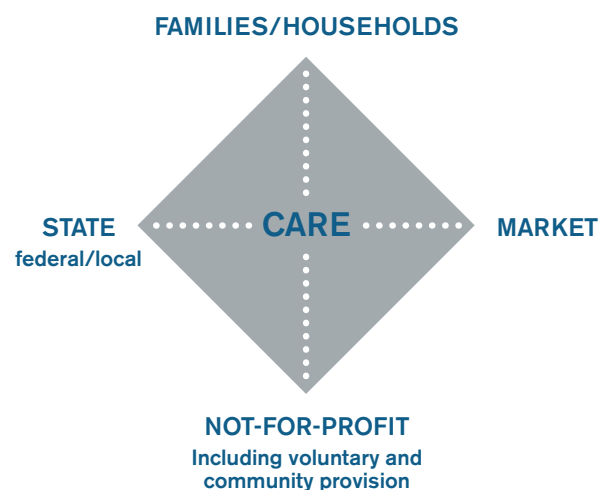
Going on level deeper, responses generally can be categorised according to one of the four Rs, as follows. Note that these are not sequential but rather are mutually reinforcing.

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1 More common is the Triple R Framework Recognize, Reduce and Redistribute, based on Diane Elson's work which has now become the most used Framework internationally and is also the main reference for SDC.

Recognition of unpaid care work means that this work is "seen" and acknowledged/valued by women and men, and by communities, states and private sector actors. It means that it is recognised as "work", and as something that is of value both socially and economically for households and for society. It also means recognising unpaid care work as a collective responsibility among women and men, and between citizens and states and private sector actors. Recognition starts from a very simple accounting of how women and men spend their time to generate locally specific information to the inclusion of such data in national statistics and analysis at different levels (including development interventions). Recognition does not mean monetarising or establishing salaries for unpaid care work, although recognition through other compensations such as pensions, public spending/financing may be considered.

Reduction of unpaid care work means that the time spent on unpaid care work is reduced for individual women and for society more generally. It also means reducing the drudgery of heavy and repetitive work, which can have serious physical and mental health consequences for women. This frees up time and energy for other activities. For example, unpaid care work would be reduced by having a clean water source closer to the house or through labour saving technologies such as washing machines, fuel efficient stoves, use of renewable energy for household tasks, electric grinding mill etc. The reduction of unpaid care work is often addressed through technological improvements and infrastructural development.

Redistribution of unpaid care work means that the overall amount of unpaid care work remains the same, but it is more fairly shared among different people and between public and private institutions. The key to redistribution is a consideration of equity. One example of this is where male household members take on a greater share of housework and childcare, or where states take on the responsibility to provide accessible quality public services in the care sector, such as childcare, health services, elderly care homes, and primary education. A key dimension here is what happens with male labour migration. In such contexts, women take on more agricultural tasks but without commensurate social support for child care or flexibility in gender based division of roles in agriculture. For example, in some Asian contexts women are restricted from ploughing and when the men are away they have to depend on men from other households to plough their land.

Representation refers to the observation that women are often less involved than men in leadership or decision-making positions, whether in households or in cooperatives, companies, local councils or community based organisations. As a result, women's practical needs and challenges are often not reflected. In particular, women's need for specific services or infrastructure to support care tasks or for better access to information and overall wellbeing often have low priority. Representation through individual and collective action is critical for women's empowerment and to bring about a change to women's status in society through more engagement in public life. This can then contribute to a more collective responsibility for unpaid care work between women, men, community, the state and private sector. We understand representation not only in the sense of political representation but also economic representation, meaning being empowered economically and having the opportunity to participate in remunerative activities outside of the house. Indeed, economic empowerment may be considered a confidence builder and an enabler of political voice.

1.4 A THEORY OF CHANGE

How can we expect changes to result from interventions in the domain of women's unpaid care work? The following change pathway has been elaborated on the basis of analysing practical experience. The theory of change is illustrated on the following page, with the main elements including:

- We facilitate and support (outputs): a series of mutually reinforcing interventions from the level of the individual and household to national policy dialogue.

- So as to influence (change processes): the four dimensions of power (Rowlands, 1997) – power within, power with, power to, power over represented through knowledge and perception, awareness and public discussion, practices and behaviours and policies, plans and budgets

- And contribute to (outcomes): recognition of women's unpaid care work, reduction of women's unpaid care work, redistribution of women's unpaid care work and women's political and economic empowerment and representation.

We faciliate and support

COLLECTION OF TIME DIARIES
from women and men participants

PARTICIPATORY ACTION RESEARCH

SECURING OR LEVERAGING FUNDING
from different sources

SMALL GROUP DISCUSSIONS
(with RELFECT or PRA methods)

Agency: NETWORKING, CONNECTING, AND ALLIANCE BUILDING

COLLECTIVE COMMUNITY ACTION

ADVOCACY AND POLICY DIALOGUE

So as to influence political and economic Empowerment

POWER WITHIN

POWER WITH

KNOWLEDGE & PERCEPTIONS

AWARENESS & PUBLIC DISCUSSION

POLICIES, PLANS & BUDGETS

PRACTICES & BEHAVIOURS

POWER OVER

POWER TO

And contribute to

Political & Economic REPRESENTATION

REDUCTION

RECOGNITION
of women's engagement in unpaid care work

REDISTRIBUTION

Political & Economic REPRESENTATION

1.5   ABOUT THIS GUIDANCE NOTE

- **Who is this guidance note intended for?**
  This guidance note was developed by HELVE-TAS Swiss Intercooperation in the frame of a backstopping mandate to SDC's Gendernet. The principle audience are SDC staff and SDC partners.

- **What is this guidance provided here based on?** The guidance provided in this note is based on three sources:

  - **Practical experience / learning by doing:** the method described here was used in Nepal and its replicability was tested in Kyrgyzstan,

  - **Literature review:** there are already several unpaid care analysis frameworks in use among development organisations, in particular ActionAid and Oxfam – these were reviewed in drafting this note. In some cases, the already documented guidance on unpaid care work developed by other organisations directly inspired the method described here.

  - **Dialogue and exchange of experience:** authors of this guidance are in regular interaction with colleagues in academic and development organisations working on this topic.

- **What is innovative about the method outlined here?**

  - Time diaries are a **standard and longstanding research method** used to analyse livelihood related questions; collecting this kind of information is in and of itself not new. Many governments conduct national time use surveys. However, these generally do not include unpaid care activities.

  - The unpaid care analysis method outlined here systematically **pairs the time diary data collection with participatory discussion groups** oriented around reflection and action, using the REFLECT method.[2] So rather than merely producing data of interest for researchers and policy-makers, the method described here emphasises a process by which the women and men participants themselves reflect on their own situation and take action individually and collectively. It aims to open the eyes of all involved. Some of these actions may also be supported by outside actors, such as in the context of development projects. **Beyond knowledge production and sharing, this method aims at empowerment and addressing structural inequalities.**

As noted above, development cooperation projects rarely take unpaid care work seriously into consideration, even when proposing activities that come with significant time investment demands. We consider it an important innovation to **use the method outlined here as a planning tool** in advance of introducing new interventions – to see if women really have time. And if they don't, to assess (with prospective participants) whether adjustments in their time distribution are possible, whether the planned intervention needs to be adapted or whether it should even go ahead. This is **particularly important for projects that require a significant time investment from women,** including women's economic empowerment (WEE) projects and some natural resource management projects.

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2 REFLECT is an approach to adult learning and social change that builds on the work of Paolo Freire and participatory methodologies. See : http://www.participatorymethods.org/resource/pra-literacy-and-empowerment-reflect-method

2   IMPLEMENTING AN ANALYSIS OF UNPAID CARE WORK

2.1   PURPOSE

The first step in using this guidance is to **clarify the specific, operational purpose** of the analysis. The guidance is designed to be generally applicable in a variety of contexts, but will be more effective if some guiding questions or objectives are defined. The aim of analysis this is not simply to lead to a report (output), but rather to guide a learning **process that empowers** participants, changes behaviours and generates knowledge (outcome).

«   *The first step in facilitating change* ***is understanding gendered roles and responsibilities***, *household dynamics and community or other social group dynamics that affect women's time, mobility and agency. An analysis of unpaid care work can be critical in* ***making visible*** *different barriers to women's participation in community life, including many of the activities through which development initiatives are implemented.* **»**

Understanding better the everyday realities of how women use their time will help to ensure that **development initiatives are more appropriately designed.** Particularly for programmes that target women's economic or political empowerment, unpaid care work will likely be a significant constraint. Thus the analysis described here can be used **throughout the project management cycle**. For example, it could be used to undertake an assessment for program design or monitoring, to identify practical measures that can reduce the time or labour required for daily housework, and/or expand the time that may be made available for community meeting, trainings, business initiatives etc.

The analysis method outlined here is highly participatory and it can also be used to **raise awareness and empower change** processes at individual, household and community level, as well as to generate **evidence for national policy**.

2.2 PRINCIPLES

The following principles should guide the process

- The analysis should be done in a **women-only space**, led by **a woman facilitator**, so that women feel free to speak about their situation without any fear or hesitation and have a feeling of owning the space. The facilitator should be knowledgeable and skilled in rights and existing power relations in the society at all levels so that she can facilitate the group to understand and challenge those power relations by breaking the culture of silence. The facilitator should speak the local language fluently, and ideally come from the locality herself, for example a staff of a local partner civil society organisation. The facilitator should have a sufficient literacy level to orient the participants in filling out the time diaries, fill out her own, and do basic calculations.

- **The change to happen will have to be from within in order to bring about change externally.** A woman only space is also conducive to probing and dissecting the power relations in their personal household and in public spaces such as community platforms, along with policies.

- Experience suggests that unpaid care work analysis, because it creates a space to speak very practically about everyday issues, can also open conversations about personal topics (such as sexual relations) and difficult issues (such as domestic violence). It is important that the analysis takes place in a **"safe space"**, to the extent that this is possible, and creating and maintaining this requires skilled and sensitive facilitation. As the conversations may sometimes raise difficult issues, appropriate psycho-social support should be provided to the facilitator as required.

- **There should also be discussions with male household members** and community-wide discussion because for change to happen, empowerment and sensitization is essential for the whole community. In order to make a comparative analysis, men's time diaries will also be filled and analysed along with women's. It may be useful to have a male facilitator to facilitate or co-facilitate the sessions with men. In some cases, this analysis may focus in particular on men – for example to understand men's time use in situations of high out-migration by women.

- In order to focus on self-empowerment and self-transformation, the **physical space matters a lot**. The meetings should be held in a neutral place proposed or agreed to by participants.

- This analysis methods works to recognize women's unpaid care workload and to suggest entry points for reducing and redistributing this care, as well as increasing women's representation. Adding more demands on women's time is not the idea of the initiative. The discussion groups, time diary collections and other interactions should be planned **considering women's time and her different engagements**. For example, children can attend the different events so that women can continue to look after them (as this role is often not yet redistributed).

2.3   TIMING AND FREQUENCY

The unpaid care work analysis that is proposed here is one that takes place over **several months** (at least three) and can be implemented **at any point during the project cycle**. In some cases, and preferably, it may be mainstreamed and accompany the project from start to finish. In other cases, it may be used simply as a planning tool, for example for analysis undertaken in an inception phase and as a way to help initiate further engagement.

In order to ensure a more representative picture, the analysis should be done more than once, at **different times of the year to sample busy and less busy periods**. Only that way will you get a reasonably representative idea of time use. A sampling that is obviously going to result in a seasonal bias should be avoided (for example planting and harvesting seasons).

The process of collecting time use data itself is not lengthy. However, it is important to note that such an approach will likely only achieve the first "R" of recognition. The discussion spaces in which women analyse their situation and propose solutions (including solutions that may be supported or implemented by development partners or state actors and private sector at different levels) are essential to the method described here, and **require time**.

Participating in an analysis of time invested in unpaid care work is itself also a **time investment** for the participants, and this should be clearly communicated at the outset. Expectations should also be discussed, as these may vary according to the context and the frame in which the analysis is conducted.

The basic time plan would look something like the following:

Stage	Activity
1. First month	• Identify the localities where you would like to conduct the analysis, together with local partners • Identify facilitators and researchers to support the process among project staff and/or partner organisations and/or the local community • Meet with women and men community members in the selected localities, explain the process and secure their agreement to participate (this discussion will also be fruitful in collecting baseline information on the perceptions of women and men regarding gender division of labour and women's rights, and can be facilitated using the PRA tools listed in chapter 5, or others) • Arrange logistics

Stage	Activity	
2. Second month	• First time diary collection with separate groups of women and men. This establishes the baseline. • Analyse the information collected in the time diaries and prepare for the discussion group. • Facilitate separate women and men's participatory discussion groups in the first or second week following the time diary collection (using a selection of the PRA tools listed in chapter 5, or others).	Ongoing: • Monitoring the process • Conflict sensitivity • Support initiatives strengthening women's representation in decision-making processes at different levels. • Participatory action learning with the use of various participatory tools (including docu-mentation via storytelling) • Policy dialogue
3. Third and subsequent months[3]	• Following the first set of time diaries and discussion groups, subsequent months proceed with a time diary collection, followed by discussion groups. • Generally, time diaries are collected once a month. Women's time diaries are collected regularly and men's are collected occasionally. • Analyse the information collected in the time diaries and prepare for the discussion group (this is done by women participants, facilitator and researcher with set of probing questions). • Facilitate a discussion amongst participants using participatory methods. Discussion groups can happen on a monthly basis, following the collection of time diaries, or more regularly, depending on the objective and the availability of participants. • Along with the discussion with women, occasional discussions with men and community discussions (including local duty bearers, i.e., government bodies) can also be done • Support different initiatives to reduce or redistribute unpaid care work. • If implemented over a longer timeframe this cycle can also give insight into seasonal variation, related to agri-culture or seasonable migration cycles. A longitudinal approach thus provides more context-sensitive information.	
4. Final month	• Last time diary collection with separate groups of women and men. This establishes the end line. • Analyse the information collected in the time diaries and prepare for the discussion group. • Facilitate separate women and men's discussion groups in the week following the time diary collection.	

3 As many months as are foreseen - such a process can accom-
pany the whole life of a project

2.4   ROLES

The Unpaid care work analysis requires input and analysis from different roles: participant, facilitator, researcher and project or program staff. Depending on the frame in which the analysis is conducted, some of these roles as well as the objectives of the project may overlap.

2.4.1   Participants

The sample group of participants should include some 25 to 40 women and at least one third of that number of male participants. In order to ensure comparability, it is important for the participants to be as consistent a group as possible. However, women will often have many other demands on their time. Therefore, it is advisable to start with a rather larger group, in case some are not able to participate regularly. The men should preferably be members of the same households as the women involved in the time collection, where possible. However, the choice of number also depends on the objective of the project. The participant should reflect the diversity and representation of the women and men involved in the programme. Key factors to consider in designing the sample are:

> Age

> Marital status (i.e. single, married, widowed, divorced)

> Number of dependents (i.e. children, elderly parents etc.)

> Social status (i.e. caste, ethnicity)

> Profession or occupational status

> Level of education

> Women-headed households

> Where migration is prevalent, the migration status of the household

> Geographical location

> Membership in community based organisations

Biographical data should be collected at the beginning of time diary collection and entered into a database by the researcher. This will be used to link and analyse data from time diary collection and women's conditions. Different angles of analysis can be done using this information, e.g. workload of women from different castes, patterns of work of women and men from different geographical regions etc.

Note that we may see drastic changes in women's time use during the analysis due to a change of circumstances. For instance, if a woman becomes widowed or her eldest daughter gets married, or if her son gets married (and she gains a daughter-in-law), or if her husband leaves for labour migration. These life changes can affect the amount of work that a woman has to do in her home, or may affect the kind of support she has in the home, and may impact on her unpaid care work. It is important for the facilitator and the researcher to keep clear notes of these changes to women's circumstances so that the researcher can explain any changes in women's time use that are not linked to the programme but to her personal situation.

During the discussions, as per the need of the women and their identified problems, information of various kinds is also provided. This helps them to be informed and learn about their rights.

2.4.2   Facilitator

The main tasks of the facilitators are:

• Planning and guiding each participatory discussion group meeting with specific questions and topics to initiate discussion or encourage participants to continue or contribute. The use of PRA methods is encouraged (see the inventory in section 6).

• Working with the researcher to analyse the time diaries and preparing visualisations of the analysis as inputs to the participatory discussion groups

- Writing a brief summary of the key discussions after each session

- Support and share information for monitoring, evaluation and learning (MEL) processes

The facilitator should be trained in participatory methodologies, including the particular PRA tools be used in the group discussions. The use of PRA tools is very important as often participatory methodologies attract participants to the program. The facilitator guides the participatory discussion groups and leads and encourages reflection and action. At the end of each session the facilitator should record a short summary indicating the activities done in the group, highlights from the discussion any interesting quotes that reflect women's experience and thinking. The facilitator will receive a notebook to keep the reports from each meeting. These notes can also be used for MEL processes to document progress.

The facilitator should work closely with the researcher to translate the time diary template into the group's spoken language and include symbols to aid with literacy where appropriate. The facilitator and researcher should jointly prepare the sessions in which the time diaries are to be completed and analysed. The facilitator should see the researcher as an additional support when implementing and analysing the time diaries.

2.4.3   Monitoring specialist or researcher

The main tasks of the researcher are:

- Documenting the proceedings of the group discussions (permission should be secured from participants before citing them by name)

- Inputting the time diary data from the participants into a spread sheet for record keeping and analysis

- Doing simple analysis of the time diary information, including analysing trends, patterns and outliers

- Helping the facilitator present the diary analysis to the group and helping to lead discussions on it

- If the unpaid care work analysis is done in the context of a development project, sending regular reports – after each group – to the project team. The report should include diary data for group meetings where diaries are filled in.

- Supporting the project team during MEL processes

The researcher should be present at the meetings when the time diaries are used and analysed. Therefore, if the analysis is being done simultaneously in different communities, the schedule should allow the researcher sufficient time to move around. In order to ensure a women-only space for the discussion, the researcher should be a woman.

The facilitator should introduce the researcher to the group at the first meeting that the researcher attends. The facilitator should explain the researcher's role – that she is not a facilitator and also not a participant. The facilitator should explain that the researcher will mostly be a silent observer, who will take notes on what happens in the group. She can explain that the note-taking is necessary for purposes of documenting and sharing learnings. The facilitator should also explain that the notes may be used to contribute evidence for policy dialogue. In addition to taking discussion notes, the researcher should collect the time diaries at the end of each time diary meeting and process the data.

The facilitator should also explain how confidentiality will be handled in terms of the notes and the diaries. She should give assurances that no individual woman will be identified without her full permission and that the time diaries will be returned to the women once the researcher has inputted the data.

The researcher will not always be able to speak the language of the local community, so when necessary a translator should be provided. The translator should be a woman and familiar to the group.

The researcher and facilitator along with the project staff should meet before each group meeting with

the communities in which time diaries will be completed and/or analysed. They should discuss what will happen in the group meeting and to agree what each of them is responsible for in terms of preparation, activities during the group, and follow-up.

During the group meeting, the researcher should not interfere in facilitation and should respect the role of the facilitator. The researcher can assist the facilitator, if necessary, in explaining the diary instrument when it is used. Both the researcher and facilitator can assist participants when they fill in the diaries. This may be especially necessary if there are uneven literacy skills in the group. Even if literacy skills are not uneven, both the researcher and facilitator can go round from participant to participant checking that they understand the task and are filling in the diary correctly.

After the group meeting, the researcher should finalise the notes from the meeting and share them as appropriate with project teams or other relevant stakeholders. The notes should describe what happened in the meeting, including how what happened differed from what was planned. The notes do not need to capture everything that is said in the group discussion. However, if possible the notes should include quotes from participants. These notes can also be used for MEL processes to document the time diary collection process.

2.4.4   Other project or programme staff

Project or programme staff have an important role to play in ensuring that learning from unpaid care work analysis are fed into action. Indeed, the knowledge generated by the unpaid care work analysis will be very useful in designing interventions of various kinds. Project or program staff may choose to participate, as observers, in some of the participatory discussion groups in order to learn more about the participants' own analysis of the situation. In some cases, the role of the researcher may also be taken by a project or program staff person.

Given the transversal dimension of the issue of care a programmatic approach that seeks to contribute to complementary changes at different levels and in different sectors is recommended. This requires coordination amongst different projects – for example two or three projects working in a particular locality could each contribute in a complementary way, and based on their particular expertise, to technical or political initiatives to recognise, reduce, redistribute or represent unpaid care work. Finally, and again with a programmatic orientation, project or program staff can play a role in facilitating connecting the evidence generated through the unpaid care work analysis with programme or intervention development, helping coordinate with other agencies, and policy-making processes.

2.5 TIME DIARIES

(TIME USE SURVEYS)

The unpaid care work analysis itself involves a two-step process – the first is collecting information from women and men participants on how they use their time. The method for this is a time diary.[4] The time diaries collect data according to the following categories:

Work included in GDP calculations[5]

PAID GDP WORK

- Doing wage or salary work
- Working in own/family small business
- Petty trading
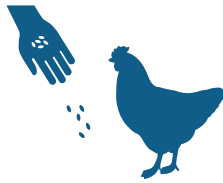
UNPAID GDP WORK

- Subsistence agri-culture
- Rearing livestock rearing
- Collecting fodder
- Irrigating fields

COLLECTING FIREWOOD AND FUEL

- Gathering firewood
- Gathering fuel sources (i.e. animal dung)

FETCHING WATER

- Fetching water for household use from various sources

Unpaid care work

HOUSEWORK

- Preparing food and cooking
- Cleaning the house, sweeping, dusting, etc
- Washing clothes
- Washing dishes
- Grocery shopping

CARE OF CHILDREN

- Feeding a child
- Bathing and dressing a child
- Playing with a child
- Helping a child with school work
- Accompanying a child to school or clinic

CARE OF ADULTS

- Feeding a disabled, elderly or sick adult
- Bathing a disabled, elderly or sick adult
- Accompanying an adult to health clinic or any other public service

4 For more on this method, please refer to the detailed guidance provided in the Action Aid and Oxfam unpaid care analysis packages – listed in the references.

5 According to the System of National Accounts (SNA), collecting firewood/fuel and fetching water is included in the GDP as unpaid work. Hence, it has been put under unpaid GDP in HELVETAS' categories of activities. Some countries count collecting firewood/fuel and fetching water as productive work in GDP, according to the System of National Accounts, but some countries do not. For example, Nepal has started to partially include it in the GDP.

Rest, rejuvenation and recreation

LEARNING	SOCIAL AND CULTURAL	MASS MEDIA USE	SELF CARE	SLEEP AND REST
• Attending adult education class	• Socializing with friends and family	• Watching television	• Eating or drinking	• Sleeping
• Doing homework	• Praying	• Listening to radio	• Dressing oneself	• Resting
• Religious education	• Attending a ceremony (e.g. funeral, wedding)	• Using the internet	• Washing oneself	
	• Attending a sports event	• Reading news-papers	• Receiving healthcare	
		• Using mobile phones		

The illustration above shows an example of a time diary used to conduct unpaid care work analysis in Nepal.

In filling out the time diary, participants are asked to indicate approximately how much time, per day, they spend on activities according to the categories noted above. This information is then collected and collated by the researcher. It is used to generate graphs and other representations that serve as inputs to the participatory reflection-action discussions.

2.6   PARTICIPATORY REFLECTION–ACTION DISCUSSION GROUPS

The second method used in unpaid care work analysis is participatory reflection-action discussion groups. These groups are facilitated according to the REFLECT approach – which combines elements of Freirean adult education with classic PRA methods used in traditional development cooperation. The objective of the discussion is to analyse the results of the time diaries, probe why the situation is as it is (explanation), explore possible changes (preferences, vision) and reflect on actions that could be taken to recognise, reduce or redistribute unpaid care work and improve women's representation in political and economic terms. The discussions can also provide additional qualitative information useful to understanding the implications of the quantitative data collected through the time diaries.

In order to structure this discussion, different PRA methods can be used. The facilitator should select the method most appropriate to the participants and to the particular issue to be addressed (coming out of the time diaries or earlier discussions).

A list of possible PRA tools is included in chapter 5 of this text, and a wealth of additional tools are available in the documents mentioned in the references. The discussion groups may also be used to raise awareness about women's rights issues in general, not directly related to unpaid care work but that may come up during the analysis – for example regarding various legal entitlements. Furthermore, depending on the context, the groups also include a literacy/numeracy skills development element as a contribution to empowerment.

2.7 SCOPE OF THE ANALYSIS AND EVIDENCE GENERATED

As it touches on all of the activities that women and men conduct in their everyday life, the scope of an unpaid care work analysis is by definition rather broad. However, in preparing an unpaid care work analysis, it may be useful to define the scope of the analysis more specifically. If the findings are to be used in project or programme implementation, this should be considered in the design. Furthermore, it is important to reach a clear shared understanding with participants about the outcomes of the analysis (for example if there is scope for investing in initiatives to reduce unpaid care work).

Another issue related to scope is the number of communities where the unpaid care work analysis is conducted. This will depend on the specific objectives for which the analysis is undertaken, whether a representative sample of communities is appropriate or a more comprehensive roll-out to project "beneficiaries". There are cost and time implications of this, both for the project or program itself, but also for the communities involved.

It is also useful to reflect in advance on the kind of evidence the process should generate. The basic set of data will be the numbers from the time diaries and the meeting notes/reports prepared by both the facilitator and the researcher. However, for purposes of project MEL and for policy dialogue, additional or different kinds of evidence could also be important. For example, story-telling, participatory video and other related methods could be useful in eliciting more nuanced and personal stories about time use patterns and changes. This should be clarified and defined in advance, so that the participatory MEL elements can be integrated alongside the unpaid care work analysis.

3   FROM ANALYSIS TO ACTION AND OUTCOMES

An unpaid care work analysis aims to contribute to processes of **awareness-raising** at individual, community and societal levels. This means also analysing the systems and structures in which individuals and community are embedded. An analysis of unpaid care work **generates knowledge and evidence about the everyday realities of women and men's livelihoods and wellbeing**.

As an open discussion space, unpaid care work analysis often leads to conversations about social issues that might otherwise remain hidden in more specifically sectoral-intervention focussed analysis (i.e. issues of sexual and gender based violence). This knowledge and evidence can be used to identify solutions that might contribute to recognising, reducing, redistributing and representing women's unpaid care work within households, communities and societies. Better analysis can lead to **better project design** – project design more adapted to participant's everyday lives and improved development outcomes. The suggestions presented in this chapter should not be understood as a menu from which to select, but rather as ideas to orient and guide reflection and negotiation about potential actions to be taken and outcomes to be targeted.

3.1   PROJECT AND PROGRAMME LEVEL

There are also a number of **concrete actions** that could be taken at the project or programme level, and specific outcomes to which projects or programmes could contribute. Data collected in time diaries can be used in two ways:

1. To generate discussion, and as an entry point to introduce the legal provisions and the concept of women's rights for further action;

2. To develop programmes to help in reducing and redistributing unpaid care work, based on an identification of the key time-consuming tasks from the data. These are best **defined in dialogue** with the women and men who participate in the unpaid care work analysis. They may suggest particular problems or solutions that projects and programmes could either support directly, or help seek other support – such as from the local government.

3.1.1   Looking at unpaid care work through the project management cycle

Reflection on unpaid care work can be integrated at different points in the project management cycle and is particularly important at the planning stage.

It is **particularly useful in an identification or inception phase**, to understand how an initiative that might demand women's time investment would affect women's existing time use situation. For example, initiatives that require or imply a labour investment (i.e. road construction), significant time invested in dialogue and discussion (i.e. local governance, natural resource management), time invested in training (agriculture, skills development) or marketing products would affect and be affected by unpaid care work distribution.

An unpaid care work analysis is a useful **diagnostic tool** and can be complemented by more sector-specific analyses. Likewise, sector specific analysis – such as analysis of a particular value chain or public service could be adapted to integrate an unpaid

care analysis. Such an integrated/mainstreamed approach is important because unpaid care work, which is otherwise often invisible, underpins economic activities and compensates for a lack of public (or commercial) services in the care sector. Such analysis may also be useful in pinpointing possible constraints to women's participation in project activities, such as lack of time and limited mobility due to domestic and care commitments.

With regards to **planning**, a project or programme could use unpaid care work analysis to understand:

- How can the project or programme proactively respond (4Rs) to unequal distribution of unpaid care work, including between citizens and states and the private sector?

- How would the envisaged project implementation modalities affect/be affected by women's unpaid care responsibilities?

- How can the project ensure that it "does no harm" with its time investment requirements from women and men?

The analysis of unpaid care work is also a very **useful monitoring tool** – it can be used to establish a baseline time allocation and with regular time diary collection any potential changes can be easily tracked. SDC has proposed an indicator for monitoring time reduction of unpaid domestic tasks due to local development interventions as part of the monitoring framework for the Federal Dispatch 2017-2020[6].

As an **evaluation method** unpaid care work analysis may be less appropriate due to the time frame it requires. However, if a baseline has been established and unpaid care work analysis has been ongoing, then repeating the analysis at a later date could be part of an ex-post evaluation.

3.1.2 Exploring new entry points for co-operation

There are many potential opportunities to shape projects and programmes in different sectors so that care is recognised, that drudgery is reduced and that the allocation of caring responsibilities is more equitably distributed. The table below highlights key issues to be considered and some potential entry points for cooperation in addressing unpaid care work in a transversal manner. The options range from "technical fixes" to reduce drudgery to addressing the power dynamics behind issues of redistribution and representation.

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6 The indicator is one of the Aggregated Reference Indicators: number of hours per day saved on domestic chores due to labour-saving interventions.

Theme	Potential unpaid care work considerations and entry points
MARKET SYSTEMS DEVELOPMENT	• Projects should consider the "invisible" unpaid care work that underpins particular market systems and integrate this into market systems analysis, as well as the extension of unpaid care work into the sector in different forms. • Based on their analysis, projects should have to clarify how they could best tackle unpaid care work in the market systems that are being addressed (see the 4 Rs for different options) and which permanent actors have the incentive and capacities to get involved. • Projects could analyse care as a service sector (with both paid and unpaid elements) and consider how the market for care services could be facilitated to function more effectively, contribute to creating dignified jobs and relieve some unpaid care work responsibilities hindering women from participating in market activities. • The relationship between unpaid care work and women's economic empowerment should be carefully analysed to understand the current business models/cultures/practices and especially analysing the structural barriers that stop women being part of the market system or engage in/take a productive role.
VOCATIONAL EDUCATION AND SKILLS DEVELOPMENT	• While providing child care services during trainings is relatively straightforward, the challenge is finding a more sustainable solution that would allow women to take up employment opportunities following trainings. Developing possible strategies, for self-employment as well as for becoming an employee, could be included in VSD curricula. • Projects could analyse care as a service sector (with both paid and unpaid elements) and consider offering professional skills development, i.e. on child or elder care. • Projects should consider women's engagement in unpaid care work and develop innovative strategies to impart skills to women in the community. • Important principles in this sector include equal wages for equal work, safe workplace or training place, provision of temporary incentives for women to encourage their participation, provision of child care centre or child minder, waive training cost for women, mobilising local ambassadors/role models to encourage women in to the field. • Projects should maintain a roster of skilled women labour and share it widely.

Theme	Potential unpaid care work considerations and entry points
MIGRATION	• Projects should analyse the care chain in a migration context – how does labour migration affect the unpaid care work distribution among those who remain behind? • Projects should analyse how other work (i.e. non care work) is redistributed, particularly in cases whether migration is predominantly practiced by one gender. For example, who takes over tasks that are often performed by only women or men, such as (depending on the context) ploughing, irrigation water management, etc
AGRICULTURE AND FOOD SECURITY	• Projects could consider investing in and supporting labour saving and post-harvest technologies, i.e. food processes technology for grinding grains, or storage systems. • Projects could consider supporting rural advisory services / agricultural extension workers to adapt their methodologies to take unpaid care work into consideration. This is particularly relevant when male outmigration means that women take over more agricultural responsibilities, in addition to their unpaid domestic and agricultural work. • Child care facilities, as women often take their children with them to the field, and also the issue of land rights can be raised as women engage in agriculture but do not own land. • Introduce technologies like bio-gas stove with the use of cattle dung, also useful to fertilise fields.
NATURAL RESOURCE MANAGEMENT	• Different tenure arrangements may affect women's unpaid care duties, for example time required to collect fuelwood for cooking or water for drinking and washing. Projects may be able to contribute to reducing unpaid care work by improving access to natural resources under community or indigenous tenure arrangements. • Technical solutions, such as improved stoves, could be considered to reduce the amount of time women spend collecting fuelwood. • Projects should analyse how community labour contributions, i.e. in forest management, affect women's time use and unpaid care work distribution. Likewise, participation in user groups for managing resources. • Consider environmental care work – the conservation of water, forests and such. It is important to value and acknowledge women's role in such care and conservation activities.

Theme	Potential unpaid care work considerations and entry points
LOCAL GOVERNANCE AND DECENTRALISATION	• In contexts of decentralisation, local governments may be responsible for providing key services and infrastructure that affect unpaid care work, ranging from child care to drinking water. In partnership with local governments, projects could analyse and target improvements in services that are considered particularly important for reducing or redistributing unpaid care work. • In such contexts, local governments may also be responsible for regulating services that are provided by other actors, whether private sector or NGOs. Through their regulatory power governments can influence the delivery of services that affect unpaid care responsibilities or the care service sector itself (including both paid and unpaid elements). • Unpaid care work is connected to civil status and work force participation. For example, entitlement to public services or social benefits and protection, request an official civil status, and are often linked to formal employment. Access to these benefits may be hampered by not being registered as a resident in a particular locality, or having registered one's marriage or the birth of children. Civil registry is thus a potential entry point. • Projects should consider how the time requirements of participatory processes such as strategic development planning processes relate to unpaid care responsibilities. • Advocate for social security provisions and also support government to implement it with public funding. • Projects could support public spending for infrastructure development that reduces women's workload, like community child care centres.
RURAL INFRASTRUCTURE	• Projects should analyse how community labour contributions, i.e. in road construction, affect women's time use and unpaid care work distribution. Likewise, participation in user groups for managing infrastructure. • Projects could consider investing in/supporting infrastructure development specifically aiming to reduce unpaid care work, such as water points, irrigation systems, roads, or electrification and clean energy.

Theme	Potential unpaid care work considerations and entry points
CLIMATE CHANGE	• Projects should consider the "invisible" unpaid care work that underpins many community-based resource management and adaptation systems. • Possible impact of mitigation actions on UCW should be carefully analysed such as afforestation measures or biofuel plantations, on time spent to access fuel wood, fodder or water. • Consider the use of the observation and resource management capacities of men and women, as part of their unpaid care responsibilities (such as being the repository of climate risk management knowledge base or conservation of biodiversity) in designing meaningful adaptation measures. • Relationship between women's unpaid care tasks and their ability to participate in decision making platforms (which are often at the national or global level in the climate change domain) should be taken into account while designing processes. • Analysis of evolution of resource access and control due to climate change and its impact on the load and time of unpaid care work should be part of every step of the PCM cycle.
EMERGENCY RESPONSE & DISASTER RISK REDUCTION	• Women's unpaid care work burden often increases dramatically after natural disasters. • Responses should take this into account, to ensure that unpaid care work (and its demands, including access to water and fuel) are recognised in all phases of planning, implementation, response and recovery. • Furthermore, women who are completely overburdened by trying to manage the domestic tasks and caring for families in new and difficult post-emergency situations may not have the time or capacities to participate effectively in consultations around response and recovery interventions.

3.1.3 Challenging relationships and assumptions

At the project and program level unpaid care work analysis is useful to challenge assumptions that underpin the relationship between development organisations and the communities we work with.

Many implementation modalities used by development organisations rely on **unpaid care work to support community activities** linked to development projects. Examples are numerous, from the ubiquitous user groups to community labour contributions required, for example in road construction projects. Do development projects and programmes that engage community volunteers or labour contributions thereby add to women's workload and/or cause a redistribution of unpaid care work to other women or girls in the household? Do they exclude the particularly poor and weak – widows and handicapped – who cannot contribute labour and are thus sometimes excluded from benefits?

The point is not that these kinds of activities should be stopped, as they may indeed be valued as opportunities to gather, build solidarity, share and learn. However, an unpaid care work analysis can highlight these **"hidden costs" of development initiatives** and point to steps to take to respond in a way that contributes to women's empowerment.

Furthermore, an overwhelming unpaid care work burden may make it impossible for women to participate in opportunities that may be available, for example, in the context of projects supporting women's economic empowerment. Even if the incentives to participate in such activities may be high, a lack of "free" time to invest may pose a constraint to fully benefitting from such kinds of initiatives. An analysis can highlight the **time constraints affecting women's participation** and the unpaid care work **contribution that underpins the economy and market systems**.

Challenging relationships and assumptions is not only about how development projects are designed, and the assumption that communities (and women in particular) will have time to invest in them. It is also about **tackling our own personal biases and reflecting on roles and distributions** within our own households and communities. Critical self-reflection is important to highlight unspoken and culturally-informed assumptions we may hold about the roles of women and men in care work in different societies. Unpaid care work analysis can sometimes lead to an analysis of one's own household and can be a useful starting point for reflection.

3.2 INDIVIDUAL, HOUSEHOLD AND COMMUNITY LEVEL

Unpaid care work analysis aims to contribute to changes at several different levels. The first is the level of individual women and men, who are empowered through the process of reflection and discussion to analyse their own particular time use and propose responses to more equitably distribute the shares of unpaid care work. The process aims to both strengthen agency and change structures. The following actions and outcomes could be envisaged at the individual, household and community level.[7]

Individual women and men could:

> Recognise and value their contribution to sustaining the household and the community;

> Be empowered to call for their work in the household to be valued and shared;

> Be able to work both within and outside of the home;

> Be empowered to be more vocal and active participants in public life;

> Be able to participate actively in the participatory discussion groups and track their own activities in the diaries.

Households could:

> Change attitudes, behaviour and practices of men and women that cast household work as only being 'women's work';

> Value unpaid care work as an equal contribution to the household;

> Enable women to work outside of the home or the family business;

> Value girls' education and encourage them to go to school rather than stay at home;

> Ensure boys also take on unpaid care work;

> Ensure women get tools to make work easier.

Communities could:

> Community leaders will recognise and value unpaid care work alongside other work, by raising women's heavy workload as an issue for community and local government action;

> Change attitudes, making it more acceptable for women to work outside of the home;

> Change attitudes towards men taking up household chores and caring activities;

> Enable women to be more involved in community decision-making processes;

> Hold community meetings at times convenient for women;

> Advocate for resources from local or national government, such as clinics, crèches, and water points

> Establish mechanisms within their means to reduce and rebalance the burden of unpaid care work

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7 This list is based on the ActionAid Unpaid Care Work Resource Guide.

3.3   STATE AND PRIVATE SECTOR LEVELS

One of the aims of unpaid care work analysis is to frame care as a societal issue and a "public good" – a situation of unequal and inequitable care work distribution is a challenge for society as a whole, rather than only as a burden for individual women. The UCW analysis process thus aims to contribute to changes also at a more systemic level beyond particular households and communities. The following actions and outcomes could be envisaged.[8]

States could:

> Regularly measure and value unpaid care work using national time-use surveys and/or household satellite accounts;

> Enact legislation to recognise that women's disproportionate responsibility for unpaid care is a barrier to the full realization of women's human rights, and identifies the state as the principal duty-bearer;

> Ensure women have more secure employment opportunities;

> Ensure social protection policies address women's disproportionate burden of unpaid care work;

> Improve infrastructure in communities that makes it easier for women to get involved in paid work and makes unpaid care work less onerous and dangerous to undertake, e.g. water points closer to homes;

> Increase investment in free, universal, quality public services such as childcare services and healthcare to reduce women's unpaid care work;

> Not add to women's unpaid care work by giving them more responsibilities through state funded projects or programmes, such as in road construction

Private sector actors could:

> Understand how addressing unpaid care work is in their business interest

> Comply with state regulations related to unpaid care work, including parental leave

> Act responsibly as service providers in the care sector

> Consider the unpaid care responsibility of employees and provide support, including day care, leave for attending to marriage and funeral rites, flexible working hours, social protection (pension) etc.

> Look into the issue of equal wages and other facilities to encourage women labour into their business, like loan facilities to buy amenities, transport and such.

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8 This list is partially based on the ActionAid Unpaid Care Work Resource Guide.

3.4 ADVOCACY AND POLICY DIALOGUE

Longer term and more systemic responses to unpaid care work, particularly issues of redistribution and representation, often imply changes at the policy level. A report on unpaid work within OECD countries noted that public policies have a significant impact on the gendered distribution of unpaid work. Advocacy and policy dialogue agendas will differ between contexts, but some general elements could include:

> Adapting social security policies realising the investment of women for unpaid care work sustaining the household and national economy. For example, recognise unpaid care work in the context of pension calculations.

> Ensuring accessible, affordable and quality public services, particularly in the care sector and related sectors, including regulating the delivery through different mixes of public and private modalities

> Consider public financing to invest on different technologies and infrastructure to reduce the unpaid care work load on women

> Public information campaigns on aiming to both recognise unpaid care work and also challenge prevailing social norms about "women's work" and "men's work".

4 LESSONS LEARNED FROM ACTION RESEARCH IN NEPAL AND KYRGYZSTAN

4.1 ABOUT THE CASE STUDY SITES AND CONTEXT

This chapter shares findings from **two action research pilots** on unpaid care work. We also provide a series of recommendations based on the experiences generated through the process. Both pilots were implemented by HELVETAS Swiss Intercooperation, one in Nepal and one in Kyrgyzstan, the latter enabled through a backstopping mandate to SDC's Gendernet.

- The first case study site is **Belpata VDC in the district of Dailekh in Nepal's mid-Western hills**. The pilot activity was initiated by HELVETAS Nepal and aims to integrate an unpaid care work analysis in a holistic way into several HELVETAS projects in the region, in particular "Community Practice in Schools for Learning Climate Change Adaptation" (COPILA) in coordination with "Linking small holders with local institutions and markets" (LINK). The case study took place over one year, from September 2015, and this report thus documents the learnings and outcomes from this longer term intervention. In Belpata VDC, the action research was conducted with members of three already existing community groups in order to facilitate mobilisation: a mother's group, a citizen awareness centre and a community forest users' group. Belpata has a socially and ethnically mixed population, including Chhetris, indigenous groups, Brahmins and Dalits. Most of the population are active in agriculture.

- The second case study site is **Aravan, in Osh region in the south of Kyrgyzstan**. This second pilot was initiated with the aim to test the method that had been developed in Nepal (itself based on work conducted by other organisations, principally Action Aid) in a very different context, to understand what different issues may arise and how it may need to be adapted for different contexts. The pilot took place over a short period, from September-November 2016. Rather than going through an existing project, community access and mobilisation was facilitated through a local NGO partner with experience working on gender issues – Mehr Savkhkat. The NGO provided a facilitator/translator and was also, through the process, exposed to the method. Unlike in Nepal, the pilot had a pure learning objective and was not tied to a particular project that would be in a position to fund certain initiatives that may arise from the participatory discussion groups. Aravan is an ethnically mixed locality and participants included women and men from both Kyrgyz and Uzbek ethnic groups. The pilot in Osh was made possible through financial support in the frame of a backstopping mandate from SDC's Gendernet.

4.2   FINDINGS

Overall, and consistent with other international studies, our findings show that in both contexts **women invest significantly more in unpaid care work than men**. These findings, it should be noted, are based on a very small sample and cannot be considered representative or comparable (as the Nepal pilot was for 12 months and the Kyrgyzstan pilot was only for two). The following are some initial observations from the data.

In Nepal, the data shows that women spend approximately 5 hours more than men in unpaid care work, while they spend approximately 3 hours less than men in GDP activities (income or revenue generating activities) that are both paid and unpaid. Women spend almost 1.5 hours less than men in paid GDP activities but spend only a half an hour less in unpaid GDP activities. In both contexts women and men both work in agriculture, in their own subsistence agriculture or as paid agricultural labourers or through labour exchange with other households. Although men and women spend almost the same amount of time awake, they use their time differently, and in different places. Men tend to engage in activities in the public sphere and in direct income earning activities giving them enough time to socialise, have access to information and networks and be politically active. Women, on the other hand, tend to be confined to the private and family space by the significant care work requirements, the time and energy demands of which leave little capacities for outside engagement (including in development interventions), even if opportunities should be available.

As in many contexts, women and men in both Nepal and Kyrgyzstan have different socially defined roles in agricultural processes. For example, in Nepal ploughing is considered to be men's work, and in Kyrgyzstan irrigation water management is considered to be men's work. As both contexts experience high male out-migration, the fixedness of these roles presents an additional challenge for women-headed households.

We can also observe a significant difference in women's time use in paid GDP and social and cultural activities during different months/seasons. In Nepal, women tend to spend a lot of time in income generating activities such as working in others' farms, stone crushing, working as porters and other informal work before festivals such as Dashain and Tihar. Similarly, when there is a marriage or death in families of the community members, the neighbouring communities attend the ceremonies and help the bereaved or rejoicing families. This is the case also in Kyrgyzstan, and results in a **higher investment by women in social and cultural activities** as they are more engaged in the preparation for and celebration of such social rituals.

Over the year different patterns can also be observed, such as that time spent on housework increases during seasons when there is relatively less agricultural work to be done. In Kyrgyzstan the situation is similar, although mediated somewhat by the season in which the analysis was conducted: during the fall many women are seasonally employed picking cotton. They may thus postpone some care work tasks at home for the winter, when daylight hours are shorter and when work outside will diminish. Throughout the year, it is evident that women spend most of their time doing unpaid care work, especially housework and then in agricultural activities.

4.2.1   How do women and men in the two pilot locations spend their time?

The table below highlights a selection of the main activities undertaken during the pilot unpaid care work analysis in Nepal (Belpata VDC, Dailekh district) and Kyrgyzstan (Aravan, Osh region). The list from Nepal reflects one full year of time diary collection and analysis, whereas the list from Kyrgyzstan includes only two months (October-November).

		Nepal (Dailekh)		Kyrgyzstan (Osh)	
		Women	**Men**	**Women**	**Men**
Work included in the GDP	**PAID GDP WORK**	Teaching in a government school Weaving cloth Agricultural labour Managing a shop Crushing stones Portering	Teaching in a government school Service Agricultural labour	Agricultural labour: harvest Sewing Work on the bazaar	Government jobs Security guard Work in a factory Work at the bazaar
	UNPAID GDP WORK	Carrying manure for the field Cleaning the cattle shed Feeding and caring for livestock Cattle grazing Working on maize Sowing wheat Rice planting and harvesting	Ploughing fields Carrying manure Threshing harvested rice	Feeding and caring for livestock Work in the garden Clean fallen leaves	Repair the house Look after the livestock
	FETCHING WATER	Fetching water, whether the source is near or far	Fetching water when the source is near	Fetching water, whether the source is near or far	
	COLLECTING FIREWOOD AND FUEL	Collecting firewood from the forest Making cattle-dung cake (fuel source)	Collecting firewood from the forest	Collecting firewood	
Unpaid care work	**HOUSEWORK**	Making a fire to cook food Cooking food (three to four meals a day) Sweeping and cleaning the house Washing dishes, washing clothes	Collecting firewood from the forest	Collecting firewood from the forest	Collecting firewood from the forest
	CARE OF CHILDREN	Feeding meals to children and clothing them Taking children to school and back home Taking children to hospitals	Taking children to school Looking after children/ playing with them	Feeding meals to children and clothing them Taking them to school and back home Doing homework with children	Taking children to school

		Nepal (Dailekh)		Kyrgyzstan (Osh)	
		Women	**Men**	**Women**	**Men**
Unpaid care work	**CARE OF ADULTS**	Taking care of ill adults, particularly the elderly, and taking them to the health post Serving meals to family members Supporting elderly in daily activities	Supporting adults, including the elderly, in daily activities	Taking care of ill adults Serving meals to the adult family members Supporting elderly in daily activities	Supporting adults in daily activities
Rest and recreation	**LEARNING**	Discussion and learning during the care work analysis	Reading books Learning through radio and news-papers	Learning Arabic Religious classes	Learning Arabic Religious classes
	SOCIAL AND CULTURAL	Participating in the care work analysis Conducting religious rituals every morn-ing and evening Helping community members during ritu-als and ceremonies	Meetings at the tea shop Meetings in the local government office Talking about coun-try and politics with neighbours and friends	Conducting reli-gious rituals Attending weddings and funerals, helping a community mem-ber to prepare for these ceremonies	Meet with friends, eat out and drink
	MASS MEDIA USE	Watching TV after dinner Listening to radio and FM programs in mobile phone while doing house-work	Listening to the radio, watching TV Reading news-papers & magazines Reading notices in various offices	Watching TV Phone: WhatsApp and SMS	TV, radio, news-paper, phone
	SLEEP AND REST	Resting at home after cattle grazing Sleeping in bed	Resting while drinking tea with friends Sleeping in bed	Resting at home Sleeping in bed	Resting at home Sleeping in bed
	SELF CARE	Doing morning duties such as going to the toilet, washing face, brushing teeth Taking a bath Washing hands and legs after work	Doing morning duties such as going to the toilet, washing face, brushing teeth Taking a bath Washing hands and legs after work Going for a walk	Washing oneself Eating Putting on cream, taking care of the body	Washing oneself Eating Shaving

4.2.2 How do women and men perceive the distribution of unpaid care work and work in general in their households and communities?

The following selection of quotes gives an indication of the variety of perceptions (and implications) of the distribution of unpaid care work in the two locations we analysed:

In our culture it is men's duty to make a living and women's role is inside the house. Women can work outside of the house only with permission, we came to the conclusion that it is fine like this.

We do appreciate the work of women. If they don't do the work in inside the home we will not be able to do our paid work outside of the home.

Unfortunately we have to confess that women's work is harder, is partially our fault and of the society but we cannot change it.

Men spend much more time on learning because men have more time for education.

Women do their job, we do our job

**QUOTES MEN
KYRGYZSTAN**

Men also do a great job in taking care of children, they take them to kindergarten or to school. But we cannot give them clothes to wash, because they will not wash them clean enough.

When the season for working in the field comes to an end, our unpaid work increases. The night is longer and day is shorter.

The mother-in-law plays an important role. She should help the daughter in-law to do this work, so that she does not have so much.

When the husband migrates, all the hard work needs to be done by wife. So the work doubles – we have to do the work in the house and outside.

My girl gets an education, she doesn't work, and I already think 'who will she marry?'

We eat very quickly when we work in the fields, so we don't mark it in our time diary.

**QUOTES WOMEN
KYRGYZSTAN**

Figure 3: Perceptions on unpaid care from Kyrgyzstan

Women are engaged in so many groups but the outcome is not so much. If they go to so many groups, who is going to do the household chores?

If we want the family and society to be educated, we need to educate the women and girls.

We earn money and bring it for you, what else do you need?

Women have their own work and men have their own work. We must each do our own work.

Now that your wife has grabbed a notebook and gone out, now it is your turn to cook the food at home!

Most of the time, we are limited to housework. The reason why we, women, are not able to lead social development is our load of daily chores. We need to discuss about reducing this load.

After a whole day's work, my body aches, I get tired and I don't feel like eating anything. So, I just go to sleep without eating.

Through our discussion group we also learned how much budget is allocated to women in our local government – 15%. I did not know that before.

Oh we have spent only 6 minutes in learning and only 15 minutes in paid work. How will our development happen if that's our situation?

Sometimes we get love and sometimes we also get a beating.

QUOTES MEN NEPAL

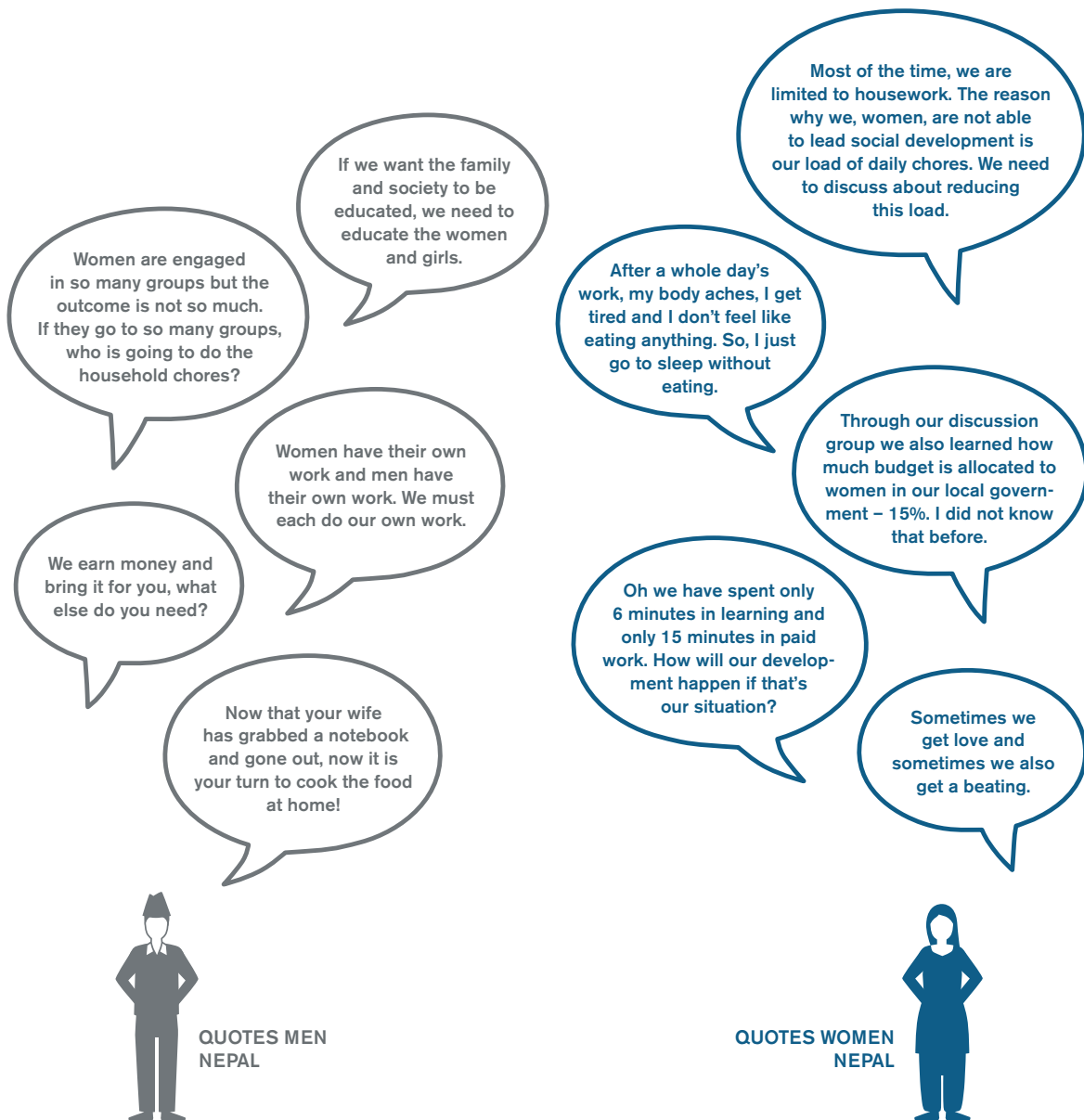**QUOTES WOMEN NEPAL**

Figure 4: Perceptions on unpaid care from Nepal

4.2.3   How does women and men's work distribution compare

On the basis of the data collected over one year in Nepal, and over two months in Kyrgyzstan, we can observe significant differences between the types of work women and men do. Note that this data is based on a very limited case study and is only indicative, not rigorously representative of the broader region, much less the country as a whole. The graphics below show a selection of data on time use collected through time diaries in Nepal and Kyrgyzstan in October and November 2016. Note that, like any season, this one has its specificities in the two countries: in the case of Kyrgyzstan and Nepal this is a season in which women participate in paid agricultural labour outside of the household (picking cotton in Kyrgyzstan and paddy harvesting

in Nepal), activities that affect the overall distribution of time but that are season-specific. In addition, in the time diaries collected during that time, it can be observed that men have spent comparatively more time in the collection of water than during other months. This is due to the high amount of time spent by women in agricultural activities during the harvesting season and men being compelled to share some of the household activities relating to basic necessities i.e., collection of water. In the case of Nepal, the two months also cover the main holiday season in the Hindu calendar (Dashain and Tihar), which also affects time use. The diagrams below are thus meant simply to serve as a basis for discussion, and should not be taken as representative or comparable. In general, it is not recommended to conduct unpaid care work analysis only during such relatively exceptional times of year as harvest and holidays.

Time use in Nepal

Figure 5: Women's average time use over two months in Belpata VDC, Dailekh, Nepal (data from one season and cannot be considered to be representative for the whole year)
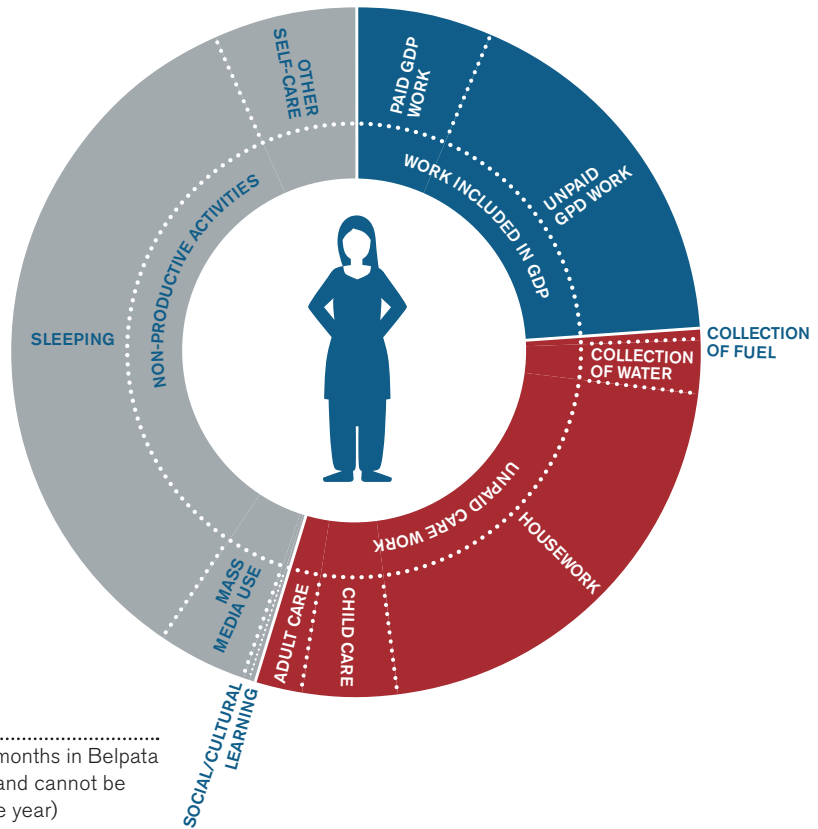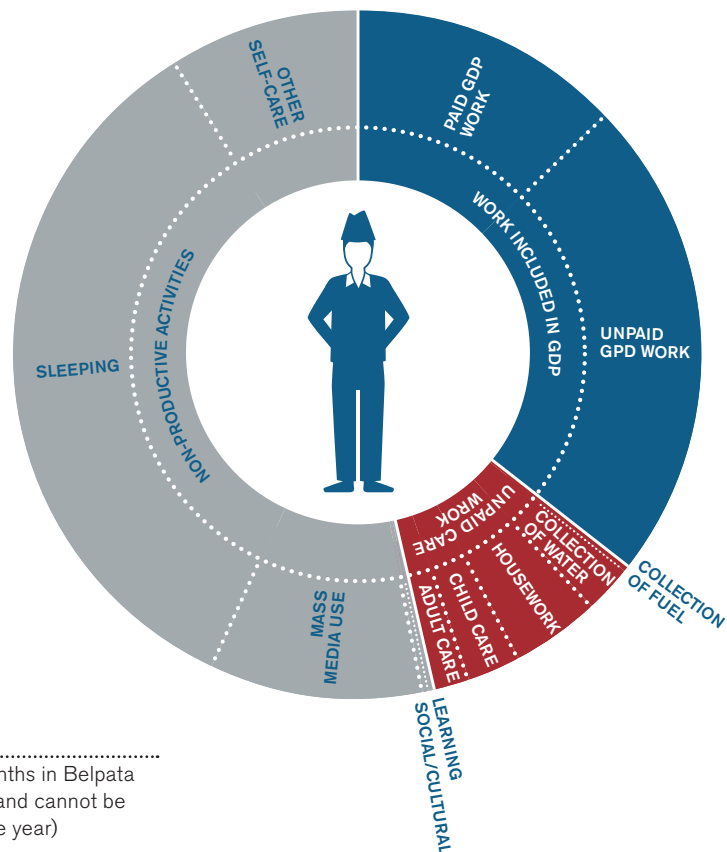

Figure 6: Men's average time use over two months in Belpata VDC, Dailekh, Nepal (data from one season and cannot be considered to be representative for the whole year)

Time use in Kyrgyzstan

Figure 7: Women's time use averaged over two months in Aravan, Osh region, Kyrgyzstan (data from one season and cannot be considered to be representative for the whole year)

Figure 8: Men's time use averaged over two months in Aravan, Osh region, Kyrgyzstan (data from one season and cannot be considered to be representative for the whole year)

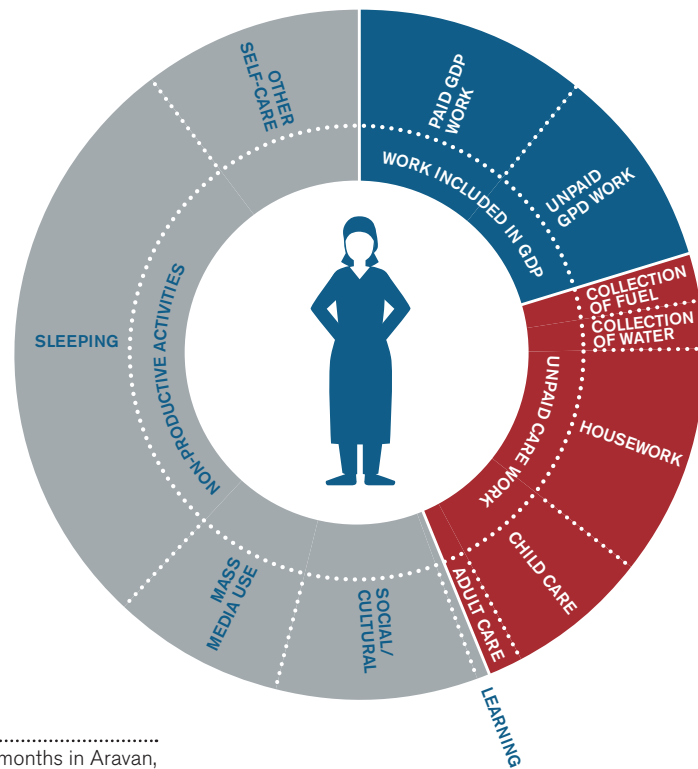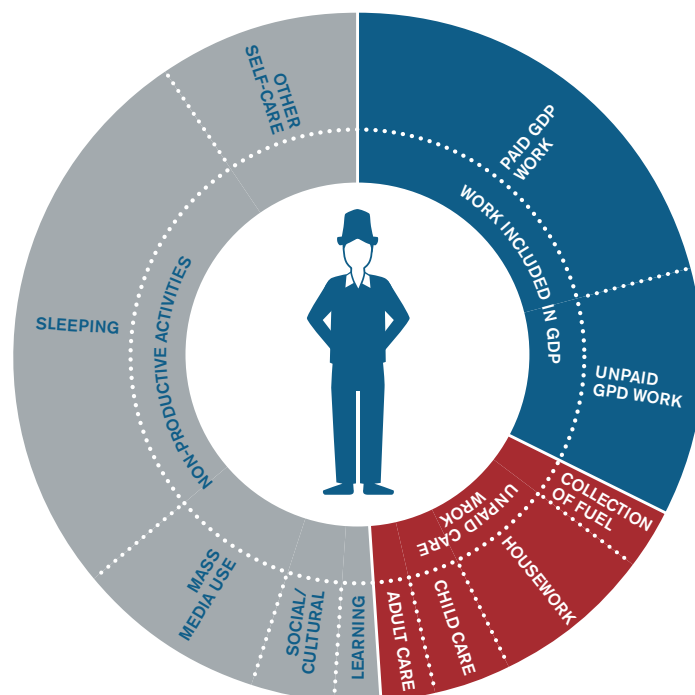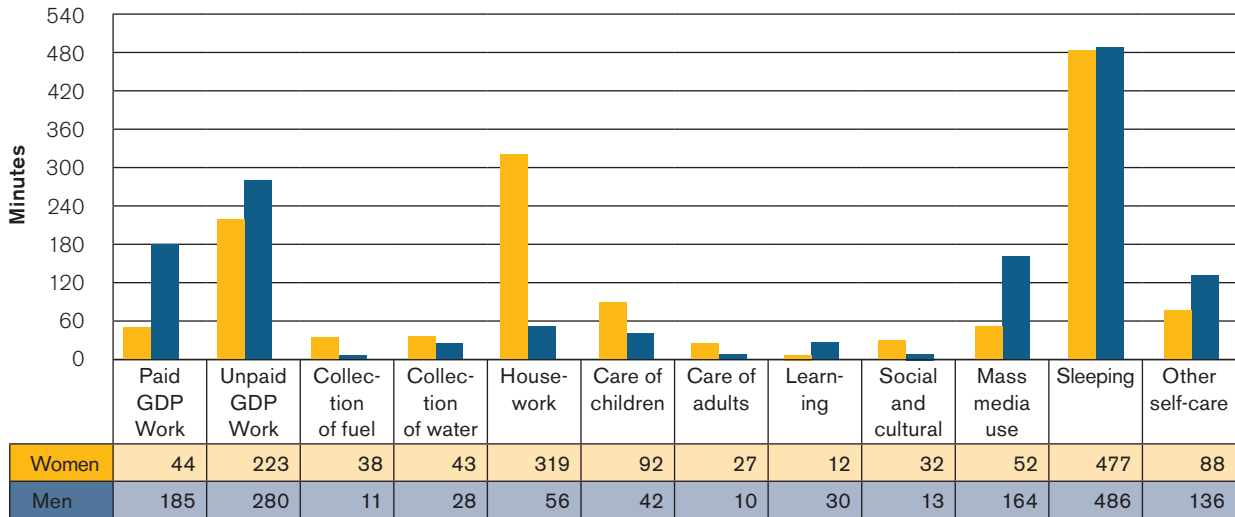In the case of Nepal, the action research took place over a one-year period. The table below shows the full data set over one year.

	Paid GDP Work	Unpaid GDP Work	Collection of fuel	Collection of water	House-work	Care of children	Care of adults	Learn-ing	Social and cultural	Mass media use	Sleeping	Other self-care
Women	44	223	38	43	319	92	27	12	32	52	477	88
Men	185	280	11	28	56	42	10	30	13	164	486	136

Graph 1: Average time-use of women and men in Belpata VDC, Dailekh Nepal (12 months)

The graph 1, is an average of 3 time diary collections in one year (baseline, mid-term and end) of women and men. In the graph, it can be clearly observed that men spend more time in paid work than women. In average, women spend comparatively less time in paid GDP work although the difference between time spent by both women and men in unpaid GDP work is not high. Similarly, the time spent by women in collecting fuel and water and unpaid care work is relatively higher than that of men. The time women spend for sleeping and resting is slightly lower than men. The graph also shows that women spend more time in social and cultural activities than men. This has happened due to women's participation in the death ceremonies for one of the participant's family members, as well as support in preparing this ceremony. The type of activities that women and men spend time on in the social cultural categories varies. Men are usually engaged in meetings at the tea shop, talking about the country and politics with neighbours and friends and participating in meetings in the local government office and other political meetings. However, women are mostly observed to be participating more on the regular meetings of savings and credit groups that they are engaged in and also conducting religious rituals every morning and evening. Additionally, women spend less time than men in learning, mass media use and self-care.

4.3   LESSONS LEARNED AND RECOMMENDATIONS

4.3.1   Key issues that arose during the discussions

The following are some of the key issues that came up repeatedly in the group discussions, issues that are of concern to the participants. This list is not exhaustive and focuses on issues that were raised in common in both cases.

Relationship between mothers in law and daughters in law – in both contexts a significant point of tension in relation to unpaid care work is the relationship between mothers-in-law and daughters-in-law. Discussions on this topic often became heated, and participants also advised each other on how to deal with it. In both contexts, when a woman marries she tends to move into the home of her husband's family and is expected to take on a significant care work responsibility, including some of the more physically burdensome tasks. Alleviating or re-allocating care work within such an extended family often depends on the decision of the mother-in-law. Indeed, some participants in our discussion group, who were mothers-in-law, indicated that they would not agree with their sons taking over some of their daughter-in-law's care work as this would not be honourable. Our participants reported that when a man earns an income, he gives the portion for the household to his mother, who then controls the distribution, leaving the wife/daughter-in-law with very little control over either her time or the financial resources that are brought into the household partially enabled by her care work contribution. Such a power dynamic within families that privileges male family members, particularly sons, and leads to conflict over resources among women family members (between mothers-in-law and daughters-in-law, among sisters-in-law) is a basic injustice highlighted through unpaid care work analysis. It indicates the importance of working with men and boys on this issue and understanding it in the context of broader and inter-generational household dynamics.

Migration – Both contexts experience very high male-outmigration, which has a number of consequences for the distribution of unpaid care work. The first is that the agricultural or other work that the migrant may have done at home is taken over by other family members, which only adds to their work burden. This is particularly the case for those not living in extended families and thus unable to depend on a wider pool of support. The burden is also more for women who have very small children requiring intensive care and supervision. In some cases certain tasks are culturally restricted to men, such as ploughing, making women-headed households dependent on hiring labour from outside the family for these tasks. Male out-migration can also further weaken the migrant's wife's position in her in-law's household and she may not even have access to the financial returns from migration if these are rather given to the in-laws. In such cases women may have to ask their own parents for money. In both cases, men sometimes abandon or divorce their wife at home and start a new relationship in the place where they have migrated. Finally, in both cases migration is expensive and may not be a very profitable option – this can lead to feelings of failure if the migrant is still not in a position to support his family.

Child marriage – The issue of child marriage was raised in both cases. While it is illegal in both countries, there is often significant pressure to marry girls off at a young age. This means that they do not have an opportunity to finish their education and start hard labour in the fields, as well as having children, at a young age. As these wives are getting married at a young age, they often do not finish high school and do not learn any profession or study, even though they would like to. Therefore, it is much more difficult for them to find a paid job and the independence this could bring. Thus, they are more likely to remain poor and stay at home to work. Moreover, on the first day after being married, the wives start to work on the fields, in addition to housework. Many women said that the bodies of a 17-year old girl are not used to working so hard (field work and housework) and having to give birth to children at the same time. Even if giving birth, the next day they

are expected to work again. By consequence, these young women get sick more easily and it is hard to do all the work expected from them. This can lead to serious and long-term consequences, such as uterine prolapse.

Identity and civic registration – In both cases a significant concern arose around the issue of documenting identity and civic registration. The issue of civic registration refers mostly to registering marriages and was particularly emphasised in Kyrgyzstan. Women spoke of the importance of registering a marriage with the state and not only having it recognised by the imam. Registering the marriage is perceived to provide protection to the wife and children of that marriage (for example a right to alimony payments) but participants felt that men are reluctant to register marriages. The religion-based system, which also allows for multiple marriages and makes it relatively easy for a man to initiate a divorce, is perceived to be preferred by men. As you can only register one marriage at a time with the state, second and third wives are often only married according to religious customs not recognised by the state. In the case of Nepal, the issue of women's citizenship rights, and in particular their entitlement to get a citizenship certificate for their children without needing the father's approval, was an important topic of discussion. These examples (and those described in section 5.3.2 below) indicate that the unpaid care work analysis provided an important opening to discuss more general issues about women's role in society and women's rights more generally.

4.3.2 Issues that do not appear in the time diary

In conducting the analysis, we noticed that there are a number of issues that are not seen in the time diary (which use standard activity classifications from national accounts systems). These issues nevertheless lead to important discussions about women's role in society.

Time spent "pleasing husband" – Participants in Kyrgyzstan raised the question, initially jokingly, as to how to record the time they spend "pleasing their husband". As the discussion group was a women-only space and was facilitated by a trusted person, women spoke very openly about sexual relations. This was not the case in Nepal, where rural women do not talk about sex very openly as it is considered a somewhat taboo topic. Therefore, it is assumed that when women filled in the time diaries they included this activity under the resting and sleeping category. In Kyrgyzstan, upon discussion, the participants generally considered sex as having to please their husband, which they then suggested to count as unpaid care work (care of adults). If it was out of pleasure, they suggested to count it as sleeping or self-care. In a similar case of the time diary analysis provoking discussion to taboo topics, one participant in Nepal asked: "where shall I record the time when my husband is beating me?" These two examples show that the data collected according to the 12 categories outlined above is not always adequate for representing the challenges of women's lived experiences. However, with a skilful facilitator, the discussion groups can (and did, in both of our pilots) become safe spaces to discuss serious issues like domestic violence.

Community and environmental care work – Another issue that does not appear sufficiently clearly in the time use categories is women's investment in community and environmental care work. Many development interventions rely heavily on women's volunteer time contributions, in particular the many community-based organisations through which community contributions are organised and benefits of various kinds distributed: mothers' groups, community health volunteers, community forest users' groups, watershed management groups etc. When it comes to the environment, women in many contexts have played a longstanding care role performing a kind of ecosystem service, particularly but not only in regards to common lands. These two types of care work have important implications for the functioning of ecological and political systems even at a global level.

4.3.3 Reflections on the process

Learnings – participants in Kyrgyzstan listed the following learnings from the process

> To analyse ourselves (our work)

> To expand our worldview

> How to divide housework, to think about help

> To encourage ourselves, to respect ourselves, to defend our rights

> Improved practice: Some of us made some change in their lives

> To respect each other in the family; we got to know how important the woman is in a family

> We were open and sincere, were speaking from the bottom of our hearts and feel good

Time diary plus RELFECT methodology – the process of unpaid care work analysis in both cases included two elements. The first was a regular recording of time use in time diaries. This helped women and men to recognise the work burden and provided concrete quantitative data to compare and to be used as an input to stimulate discussions. The second element was participatory discussion groups facilitated with the REFLECT methodology, which integrates elements of reflection and action. This method helped the group to initiate discussions, plan out solutions to their identified problems and to act individually and collectively to implement them. In this way, the process linked the generation of data to empowerment and practical action, the two elements mutually reinforcing each other.

The space of the discussion group – In both cases, the particular kind of space created by the discussion group was noted by the participants. Thanks to excellent facilitation and the commitment of the participants, these spaces featured open and engaging conversation and sometimes even heated debate. As one participant in Kyrgyzstan noted: "I liked the discussions and the laughter, I have learned how to speak about how I feel, I tried my best to be more communicative and talk". The groups were also a space to talk about women's rights and to share information and advise each other. Finally, and significantly, it is relevant to note that for some women attending the discussion group was a chance to have a rest: "I love coming to the classes because at least I get some rest." However, other participants noted that at times it was difficult to participate in the groups because of demands due to child care and agriculture.

In Nepal, participants shared that in other groups they only save and give or take loans. However, in this group they get to discuss about their problems and also find solutions, which was one of the pull factors for them. One of the women also shared that they get to eat snacks after the discussions. This is very important because for a wider goal to be achieved and especially when it is a long term one (changing peoples' attitudes), small incentives along the way are helpful.

Literacy – the discussion groups in Nepal contained a strong adult literacy and numeracy element, in keeping with the Freierian roots of the methodology informing them. This was not the case in Kyrgyzstan, where almost all women were already literate. From a practical point of view this affected the ease with which women in Kyrgyzstan completed the time diaries. But more importantly, it represents very different educational opportunities available to women in different contexts and, possibly, different times.

Sustainable interventions with short term results and continuous learning - Changing perceptions and mind-sets that are deeply rooted in patriarchal societies may take a long time. Hence, while aiming at the long term goal of a progressive change in gender relations, different interventions need to be planned realistically in particular for short term projects. Projects focusing on unpaid care work should incorporate additional activities such as including income generating activities. For change to happen, one programme alone will not be able to accomplish it and hence there is a dire need of concrete creation of synergies and link with other programmes and projects. There is a need to expand

and incorporate unpaid care work issues into other programmatic and geographical areas as well, for which knowledge sharing, collaboration meetings, idea incubation has to be done within and outside the organisation with multiple stakeholders.

Example of an initiative resulting from unpaid care work analysis: Samala Community Child Care Centre in Belpata VDC, Dailekh, Nepal

"I keep my daughter in the "Community Child Care Centre" and go to the fields to harvest paddy without feeling stressed. I am happy that my child is getting good care, and is being taken care of in a safe environment."

– Tulasi BK (24 yrs), mother of a 2 year old

Samala Community Child Care Centre in ward 5 of Belpata Village Development Committee has become a model initiative in Dailekh district. The Child Care Centre is operated by the women of Samala Community Awareness Centre, a group of Dalit women. Presently, accommodating 15 children of ages ranging from 1 to 5 years, it was recently established and has been running for three months. The Child Care Centre is a part of the pilot action research by HELVETAS Swiss Intercooperation that aims to plan and implement different programmatic interventions focusing to recognize, reduce and redistribute women's engagement in unpaid care work and to improve on women's representation at local level institutions. Although the Child Care Centre is in the early days of its existence, the short term advantages that the mothers of the children have expressed shows that it has become easier for them to go to do paid work (mostly crushing stones,

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working in others' farms) and to work in their own farms (subsistence agriculture) without worrying about their children.

As another parent using the Centre explained: "I used to carry my one and a half years old son with me everywhere, whether it was to do agricultural work or household chores or any meetings. Sometimes I even used to leave my son alone at my home. This used to make me anxious while at work and I kept worrying whether my child has fallen down and hurt himself or is eating mud and choking. I am feeling happy to leave my son in a child care centre now."

– Apsara BK (31 years)

When women left their children alone at home, concerns for the children's wellbeing made them very worried. This stressful situation made it difficult to participate effectively in activities outside of the house. When they analysed how much time they have to spend on childcare through time diary practices, they discussed the idea in their action-reflection group and came up with the idea to establish a child care centre in the community. After a lot of discussions at community, local government and district level, the determined women were able to establish the Centre, with an initial support from HELVETAS Swiss Intercooperation. The women have also been able to get budgetary support from the local government for running costs in 2017. The budget allocation from the local government can be taken as an acknowledgement of women's unpaid care work and child care. The women have become empowered enough to put their voices forward regarding their workload and rights.

4.3.4   Recommendations

From recognition to reduction, redistribution and representation – Ways of addressing an unequal care work distribution can be grouped according to the 4R's (recognition, reduction, redistribution, representation). Unpaid care work analysis that takes place only over a short period of time, like the two months' pilot in Kyrgyzstan, will likely only get to the point of recognition. As an input to program design, for example, this is useful information. But it does not go very far in achieving the empowerment objectives of this process. In the case of Kyrgyzstan, we only reached the level of recognition, even though some women tried to talk to their husbands and children and started to redistribute care work.

Effectively and sustainably reducing and redistributing care work, not to mention increasing women's representation, would take much more time and financial investment in the process. In many contexts, traditional and religious beliefs around women and men's role in society are not easy to change. Making a significant change will require involving men, young children and the community level also at different stages in the process. The will to change a way of thinking would need to happen on all levels as the women do not have a lot of power if the men do not agree. This was somewhat more successful in Nepal, where the analysis was invested in for one year and financial resources were also made available to implement solutions developed by the participants.

Target group – A recommendation emerging from the Kyrgyz case was to conduct such an analysis also with children and young adults, who may be more open to new ideas. As much of the difference between men and women's role is socially ascribed and depends on tradition, younger generations may

be more open to changes. Unpaid care work analysis could be conducted with youth groups and younger teenagers to sensitise them to such issues. At the very least, particularly for young women it would be important to raise awareness around several issues, such as the importance of registering their marriage.

The importance of context – While it is clear that context is important, our pilot in Kyrgyzstan revealed that it is very important that the facilitator is well versed in the particular cultural and religious traditions in which justifications for unequal care work distribution are rooted. As "it is our religion/culture/tradition" is often cited as justification, it is useful if the facilitator is prepared to deepen a reflection on this and possibly expose participants to different ways of perceiving or understanding the guidance or rules given by such frameworks. This could also imply reaching out to scholars or other authorities who are perceived as legitimate to provide different interpretations. However, different backgrounds can also contribute to broadening perspectives, as participants in Kyrgyzstan were interested in hearing about the lives of women and men in Nepal and Switzerland.

Embedding an analysis within the frame of a particular project – In the case of Nepal, our pilot care work analysis was embedded in an ongoing project and thus could benefit both from project infrastructure and relationships but also had finances available to invest in solutions. In Kyrgyzstan, the pilot was shorter in timeframe and more simply research oriented. When such activities are conducted by development organisations they inevitably raise expectations that need to be carefully managed. Women participants in Kyrgyzstan clearly communicated that they expected employment opportunities to result from the unpaid care analysis, which unfortunately was beyond the scope of the limited action research frame of the intervention.

The benefits of doing this analysis without being part of a project are that it allows the research to be more flexible. This means that the discussions can be more open and to not have to be restricted to a specific topic to contribute to the goal of the project (i.e. orienting solutions to a particular sector). The challenge however was that there was no specific goal the discussions could be narrowed down to, a specific topic to always get back to. Also, if it is not part of a project, the finances are limited and the organisation is more challenging (no project driver etc.). As the local NGO in the Kyrgyz case is good at mobilisation, it was not that much of a challenge to find people. However, if there had not been any reimbursement for transport costs and no coffee breaks, it would have been more difficult. Moreover, it was challenging to keep the participants attending. If the weather was good, many women had to work in the field. As they really need this money, they cannot afford missing out on a day of work. Thus also participating in the care work pilots is itself also subject to trade-offs with other time uses.

Network-building and advocacy – In the Kyrgyz case, due to the limited time, discussions about unpaid care work remained limited to the household level. In Nepal, with a longer time invested in the analysis, discussion and action could reach to the local government level. For example, participants were able to secure a local government investment in a new childcare centre designed to redistribute some of women's child care work.

In order to contribute to more systemic and structural change, conversations on unpaid care should not limit themselves to the very local level and the space of a particular development project or community initiative. While initiative at this level is important, it is also important to look more widely for strategic opportunities to contribute to policy dialogue on issues related to unpaid care work. Further, productive alliances can be a source of mutual inspiration between, for example, specific women's organisations that are specialists in gendered power relations and more generalist development organisations that work on issues of livelihoods and natural resource management. Both together have much to offer to develop an integrated approach to addressing women's unpaid care burden as a precondition for women's economic and political empowerment.

4.4   CONCLUDING REMARKS

Unpaid care work analysis can be a **starting point for women's empowerment and more gender balanced development in general** and a basis for identifying engagements towards sustainability and transformative change. As the UN High Level Panel on Women's Economic Empowerment (amongst others) has noted, to realize the Sustainable Development Agenda, there is a pressing need to step up actions to close gender gaps and ensure the full economic empowerment of women. Women's unequal unpaid care work burden is a significant factor to be addressed in this respect. Thus unpaid care work is not only a question of human rights, but also one of human and economic development. The aforementioned Panel's report notes that gender equality is: **the right thing to do and the smart thing to do**.

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5   INVENTORY OF PRA TOOLS

The following is a list of tools that may be useful in facilitating the participatory group discussions. The list is not exhaustive. These tools and others can be found in the practical guidance on UCW found in the list of references.

Name	What it is particularly useful for
Social map	To discuss the history and context of the community in relation to rights of marginalised community specially women (this can also be done using a river tool)
Resource map	To discuss changes in the availability and quality of natural resources to analyse how it affects women and their socially prescribed role
Seasonal map	To identify and discuss the various kinds of work load during various seasons, particularly agricultural season.
The care power line	To explore how people's multiple identities as a result of gender, age, class, race, ethnicity, sexual orientation and religion determine how much power people have to choose doing care work.
Story telling	To help visualise the various dimensions of gender division of labour
Political power scale	To identify differences in the ways in which men and women share and assume power at national, local and domestic levels. Women and men are placed on opposite ends of the scale.
Care body map	To discuss how women feel, both physically and emotionally, as a result of their responsibility for unpaid care work.
Activity mapping	To look at the different activities that women and men do each day and how this contributes to the local economy.
The Basket of care and rights	To explore Human Rights from a care perspective. To understand that an excessive amount of care work deprives the enjoyment of one's rights. To introduce the concept of 'sharing/redistributing' care.
Gender balance tree	To identify and analyse who does what, who owns what, who spends what and women and men's decision powers related to them
Cultural Onion	To find out more about what is perceived as culture(s), what a culture is composed of, to learn about the context and find the underlying roots of a certain thinking

6 REFERENCES

The following is a selection of references that may be useful resources on this topic:

Overviews

- Chopra, D. (2015). Balancing Paid Work and Unpaid Care Work to Achieve Women's Economic Empowerment. IDS Policy Briefing 83. Brighton: IDS

- Esplen, E. (2009). Gender and Care: Overview Report. Brighton, UK: IDS, BRIDGE Cutting Edge Pack.

- Klugman, Jeni and Tatiana Melnikova (2016). Unpaid Work and Care: A Policy Brief for the UN Secretary General's High Level Panel on Women's Economic Empowerment.

- Miranda, V. (2011), Cooking, Caring and Volunteering: Unpaid Work Around the World, OECD Social, Employment and Migration Working Papers, No. 116, OECD Publishing.

- Razavi, Shahra (2007). The political and social economy of care in a development context, United Nations Research Institute for Social Development (UNRISD), Gender and Development Programme Paper No. 3, June 2007.

High level reports

- UN Secretary General's High Level Panel on Women's Economic Empowerment (2016), Leave No One Behind: A Call to Action for Gender Equality and Women's Economic Empowerment, UNHLP.
  http://www.womenseconomicempowerment.org/reports/

- UNDP (2015), Human Development Report 2015: Work for Human Development, UNDP.
  hdr.undp.org/sites/default/files/2015_human_development_report.pdf

- Report of the UN Special Rapporteur on extreme poverty and human rights, Ms. Maria Magdalena Sepúlveda Carmona, on unpaid care work and women's human rights (2013).
  http://daccess-ods.un.org/access.nsf/Get?Open&DS=A/68/293&Lang=E

Websites with resources on unpaid care work

Eldis Interactions, Institute of Development Studies. "Making unpaid care work more visible in public policy" – website containing a series of resources about unpaid care work, particular on the question of advocacy.

- http://www.eldis.org/go/topics/resource-guides/gender/key-issues/unpaid-care

- http://interactions.eldis.org/unpaid-care-work

Practical Guides

- Action Aid (2013). Unpaid Care Work Resource Guide. Johannesburg: Action Aid. See more at:
  www.actionaid.org/unpaidcarework

- Oxfam (2013). Rapid Care Analysis: Guidance and Tool Box. Oxford: Oxfam (also available in ES and FR). See more at:
  http://policy-practice.oxfam.org.uk/publications/participatory-methodology-rapid-care-analysis-302415

- IFAD (2016) Toolkit and working iads on labour saving technologies:
  https://www.ifad.org/topic/gender/overview

Publications on related issues

- O'Neil, T. and Domingo, P (2015) Women and power: overcoming barriers to leadership and influence ODI Report.

- Domingo, P., et al (2016) Bridging Policy Insights: Care responsibilities and women's leadership ODI Insights Policy Brief December 2016

- Rowlands, J. (1997) Questioning Empowerment: Working with Women in Honduras, Oxford: Oxfam.