



CAPTURING WOMEN'S WORK THROUGH TIME USE SURVEYS: IMPLICATIONS FOR POLICY

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Lecture Outline

- **The invisibility of women's work in statistical sources and understanding gender dimensions in labour statistics**
- **Feminist perspectives on unpaid work**
- **Capturing Unpaid Work through Time Use Surveys(TUS):
What are Time use methods/Time use surveys?**
- **Time use survey: Challenges**
- **The impact that the statistics generated from such surveys can have on the advancement of gender equality around the world.**
- **Time use and Policy**

Gender Differentials in Employment Trends :Global scenario

The Report of World Employment and Social Outlook: Trends for Women ILO, 2024 reported that **gender gaps between men and women in the world of work and low participation of women** in certain regions remain as one of the most pressing labour market challenges facing the global community with women's limited access to the labour market.

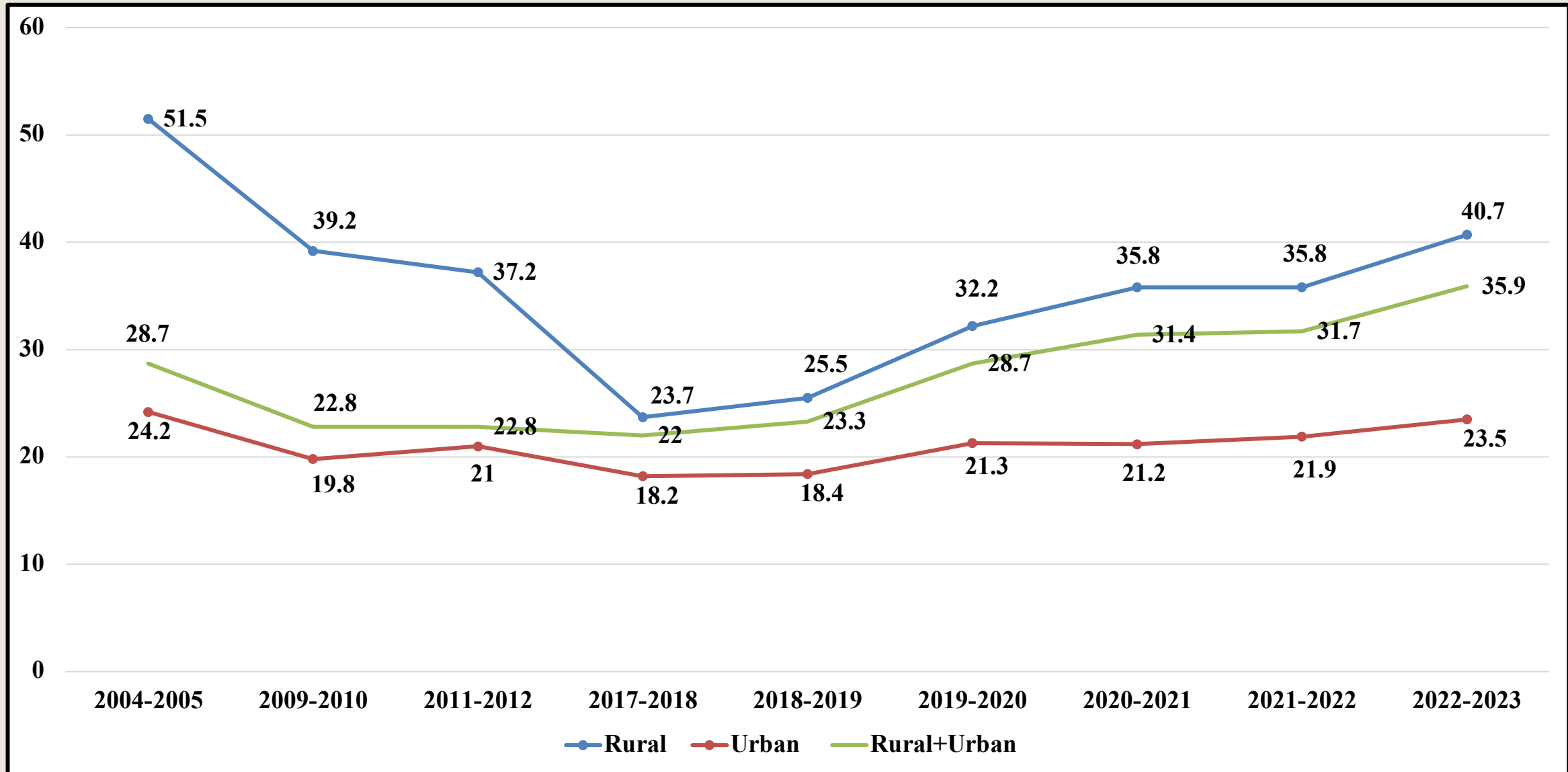
48.7 percent women participate in the labour market in comparison and **73.0 percent men in 2023**.

The gaps were widest in the Arab States, Northern Africa and Southern Asia where they exceed 50 percentage points and had the lowest levels of female labour force participation rates i.e less than 30 percent as compared to the global average of 49 percent.

South Asia :30.8 percent in 2023

Employment Trends in India and low work force participation of women

Women's Work participation in India



Source: Periodic Labour Force Survey of India

Employment Data: what does it reveal?

- Women and men continue to have different roles in society, different access to and control over resources and different skills and interests. Unless these differences are reflected in official statistics, statisticians will not fulfil adequately their mandate.
- The statistics available are partial and contribute to maintaining a distorted perception of the nature of a country's economy and its human resources, and to perpetrating a vicious circle of inequality between men and women caused by inappropriate perceptions, policies and programmes.
- This may have an important consequence on the validity of the statements usually made on the basis of conventional labour statistics (Greenwood, 2008).

The Challenge of Unpaid Care work : Invisible barriers

Unpaid work-paid work linkage

- Across the world, women spend a considerable amount of time in unpaid and care work that impedes their continuance in paid employment.
- In the Asia Pacific Region, the female labour force participation had decreased by nearly 10 percent between 1990 and 2021(UNESCAP, 2022).
- Women's time spent in unpaid care and domestic work is highest in the Asia Pacific region. In contrast to men, women spend four times more time on unpaid care and domestic work (UNESCAP,2022)
- Their higher prevalence in part-time arrangements often lead to gender wage gaps, occupational downgrading as women choose low skilled jobs in order to balance paid work and unpaid care (Alonso et al,2019).

Unpaid Work an integral aspect of household division of labour

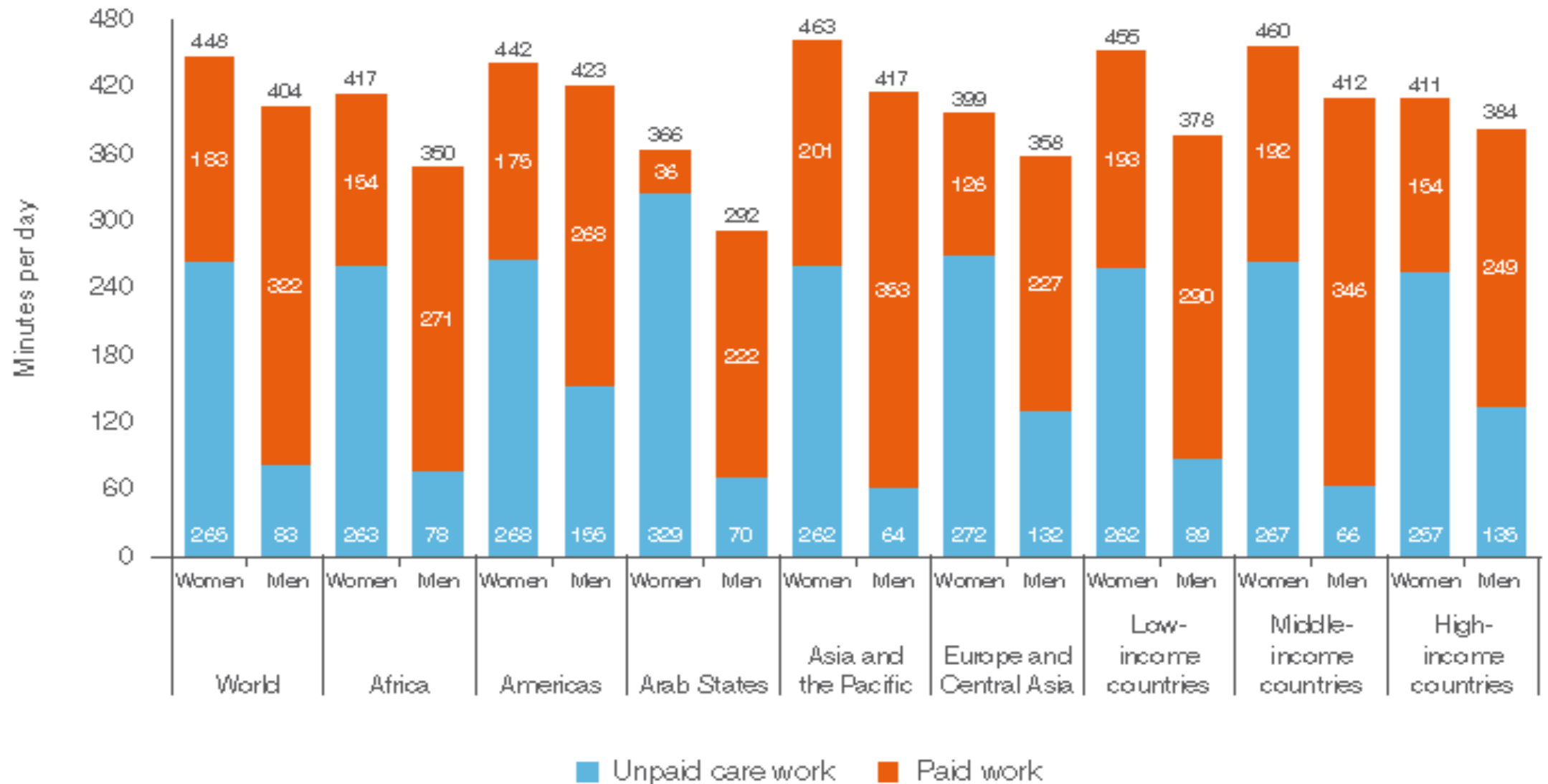
- Unpaid work includes all non-remunerated work activities and its allocation depends upon various factors like age, social class, presence of children, type of household structure etc (Antonopoulos and Hirway, 2010).
- Feminist economists have led the call for unpaid care work to be “counted” in statistics, “accounted for” in representations of the economy, and “taken into account” in policy making (Elson 2000).
- Unpaid household work includes all forms of household activities done in the home for the members of the household such as; preparation of food, shopping food and other items, collecting fuel and water etc and also all types of care work including child care and elderly care.

Why should we care about unpaid care work?

- Budlender (2007) defines unpaid work as tasks such as housework, cooking, and caring for children, old people and sick people where the person doing this work does not get paid.
- “Unpaid” means for no pay, “care” means that the activity serves people and their well-being.
- It does not mean that the work is always done willingly, or with love. That depends on the relationship between the caregiver and the care receiver.

Burden of Unpaid and Care work(ILO,2018)

Figure 2. Time spent daily in unpaid care work, paid work and total work, by sex, region and income group, latest year



Time use data : Evidence based policy and achieving SDG



SPOTLIGHT ON

UNPAID CARE & DOMESTIC WORK

Women and girls perform the bulk of unpaid care and domestic work. Combined with paid work, this leaves women and girls working longer hours with less time for rest, self-care, learning, and other activities, such as political participation.

3x On average, women do three times as much unpaid care and domestic work as men.

What share of unpaid work do you do?



Unpaid care work benefits all of us, but women and girls carry the disproportionate share, curbing their economic potential.

UN SDG s Target 5.4 Goal Gender Equality

- Aims at recognizing and valuing care and domestic work and the public provisioning of care services.
- One of the indicators is understanding percentage of time spent on unpaid domestic and care work by sex, age group and location.

Feminist Perspectives on Unpaid Work

- The conflict perspective is evident in research demonstrating that household responsibilities have an effect on occupational location, work experience, and number of hours worked per week, all of which are linked to the gender gap in earnings.
- Because household labour is unpaid and associated with lack of power, the homemaker (wife) takes on virtually all domestic chores (Lindsey, 1996a; Riley and Kiger, 1999). The more powerful spouse performs the least amount of household work.
- ***Housewifisation*** (Maria Mies, 1986), “Patriarchy and Accumulation on a World Scale”
- ***Reserve army of labour*** (Michelle Barrett, 1980) “ Women’s Oppression Today”

CAPTURING UNPAID WORK: THE SIGNIFICANCE OF TIME-USE SURVEYS

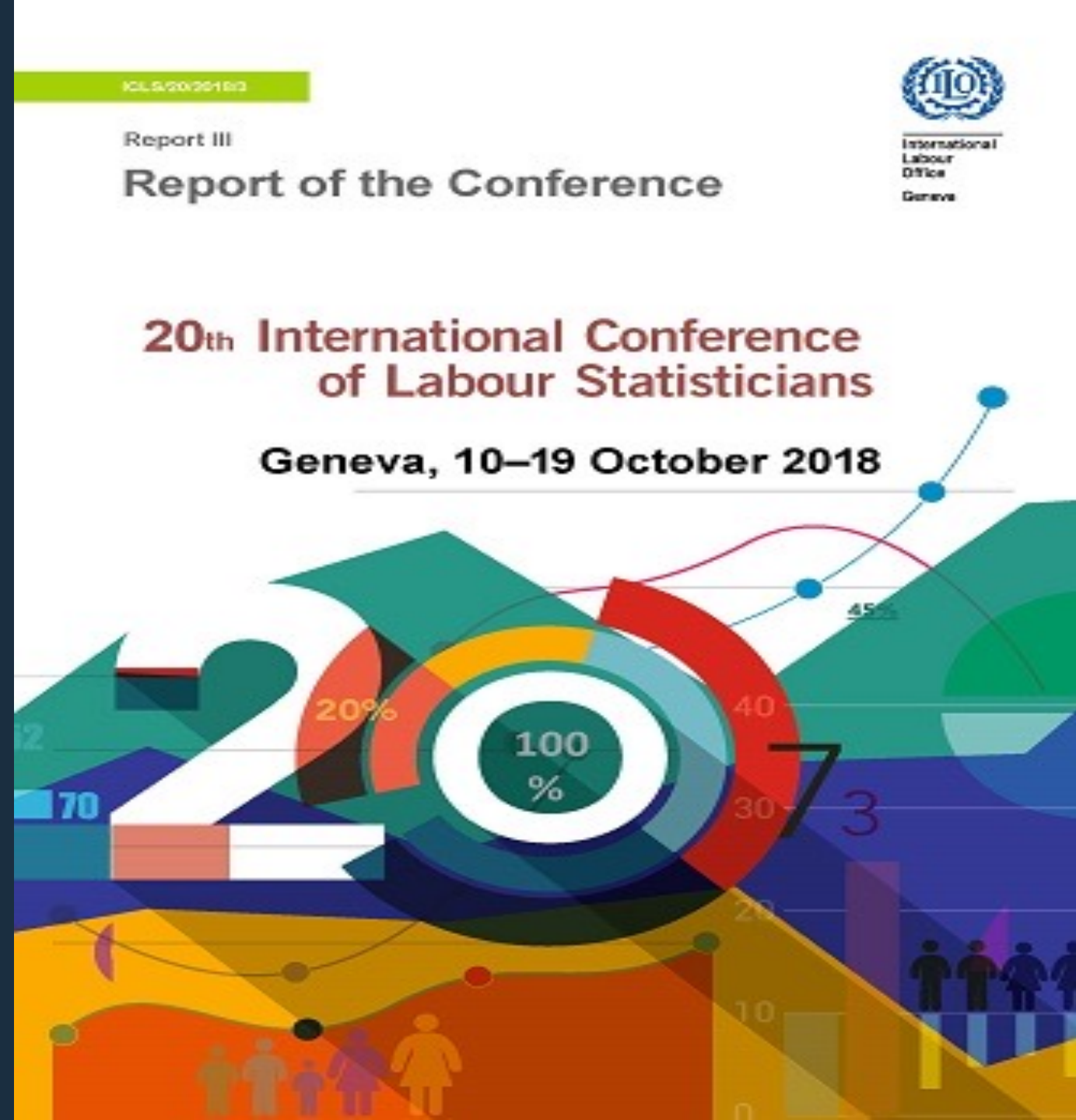
Key international references for Time use data collection

1. Resolution 1 Statistics of Work ,employment and labour under utilization
19th International Conference of Labour Statisticians (ICLS) 2013
(capturing market and non market activities)
2. The International Classification of Activities for Time Use Statistics
(ICATUS) 2016

It covers all activities a person may spend time on during the 24 hour day .It is an important framework for using time-use data to monitor the progress made towards achievement of SDG targets .

International Conference on Labour Statisticians (ICLS 2018)

- The ICLS is a vehicle for standard-setting in labour statistics, hosted by the ILO every five years.
- The measurement of unpaid work is critical to enable the accurate measurement and understanding of the contributions of women and men to household well-being.
- New standards for measuring invisible forms of work.



Recommendations of 20th ICLS 2018 : On Methodology

Statistics on the reasons for preferring a non-permanent job refer to the situation of the person which may have resulted in the preference for taking a non-permanent job.

- combining employment with education;
- combining employment with a pension
- combining employment with unpaid care for children;
- combining employment with other family responsibilities

What are Time Use Surveys ?

- Time use surveys - sometimes called time budget surveys - aim to provide information on the activities people perform during a given period of time (usually a day or a week). They show how much time people spend on each of the different specified activities.
- The most common aim of time use surveys in developing countries is to provide better information about the work performed by men and women.
- Time use surveys are a tool that can reveal clearly the extent of such unpaid care work and possible time poverty.
- Time use surveys can show who carries out the unpaid care work, when they do so, and how many other things the person might have to do at the same time.

Time use statistics

- *Time use statistics* are quantitative summaries of how individuals allocate their time over a specified time period – typically over 24 hours of a day or over the seven days of a week on different activities and how much time they spend on each of these activities.
- **SNA activities** are those activities that fall within the Production Boundary of the UN System of National Accounts. These activities constitute the activities which are included in national income accounts.
- **Non-SNA activities** are not included in national accounts but are covered under the General Production Boundary. They include all delegable production of services not covered under the national income accounts.
- **Personal services** are non-delegable services, i.e. the services that cannot be delegated to others: e.g. sleeping, watching TV etc.

The focus of TUS

- The emphasis of most time-use surveys, however, has conventionally been mainly on **unpaid domestic activities** and **other non-market activities**. These activities are measured with great detail: respondents are requested to provide information separately for each type of activity and to be extensive in its description; activities are then coded using a wide range of categories.

Early Developments: Time use surveys

- According to Finnish time use expert Iiris Niemi, time use surveys have their origins in studies of family budgets in early decades of the 1900s (short leisure hours of industrial workers)
- **The accounting method** used for research on living conditions among working class families in England and France at the **end of the nineteenth century** developed into a time budget or time use research tradition in which people's behaviour is measured in terms of their use of time in hours and minutes.

- The countries with the longest traditions of time use studies are the countries of the former **Soviet Union, the United Kingdom and the USA** where some time use surveys were carried out before World War II (Niemi, 1995: 2).
- For example, in the **USA during the 1920s and 1930s**, diaries were used to **investigate the non-market activities of farm families, urban living patterns, and the lifestyles of the unemployed** (Gershuny, 1995: 530).
- Time use surveys were undertaken sporadically until the late **1960s**, when a **comparative time use study involving 12 countries was initiated**. This was the Multinational Comparative Time-Budget Research Project, undertaken under the direction of **Alexander Szalai**, the Hungarian sociologist (Szalai, 1972).

- With the emerging in women's unpaid work and gender inequalities in the 1970s and the world conferences on women thereafter time use data were seen as major inputs in estimating and valuing women's unpaid work.
- More than 100 surveys for 65 countries are available.

Status of Time Use Surveys in selected countries(ILO,2018)

Status	Countries
Developed countries where Time Use Surveys is mainstreamed	Australia, Japan, Republic of Korea ,New Zealand
No time use survey conducted	Afghanistan, Maldives, Myanmar, Singapore
Small Time use surveys	Indonesia, Fiji, Papua New Guinea, Solomon Islands, Sri Lanka
Pilot Time use survey	Philippines
Only rural or urban time use survey	Islamic Republic of IRAN (only urban time use survey)
National Modular Time use survey	Bhutan, Cambodia, Krygystan, Malaysia, Nepal, Lao People's Democratic Republic ,Timor-Leste,Vietnam
National and large time use survey using diary	India, Bangladesh, China,Mongolia ,Pakistan, Thailand

Time use statistics shed on:

- What individuals in the reference population do or the *activities they* engage in?
- How much *time is spent doing each of* these activities?

Examples of time-use statistics are:

- Average number of hours in a day spent travelling.
- Total number of hours in a week spent working in a paid job.
- Average number of hours in a day working in unpaid domestic work.

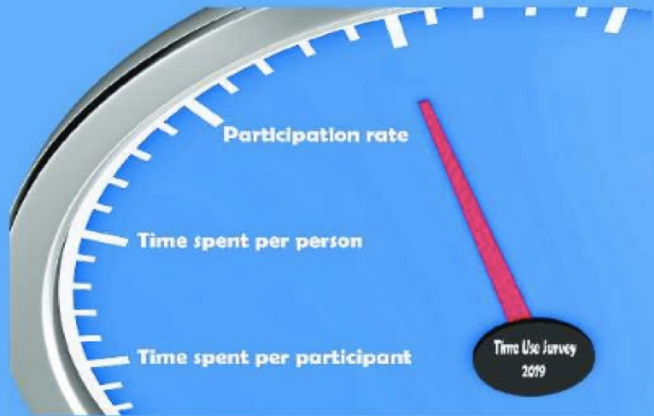
Capturing Unpaid Work: Time Use Surveys(India)

- The best tool for collecting information on unpaid work is Time Use Survey.
- In India, the Department of Statistics launched a pilot survey (1998-99) in six selected States, (Haryana, M.P, Gujarat, Orissa, Tamil Nadu, Meghalaya)which are representative of different geographical regions, with a total sample size of 18628 households.
- In 2012 a pilot survey was done in Bihar and Gujarat but the survey was not successful
- In 2019 MoSPI carried out the national TUS and the report was released in 2020. The survey is an important source of information on the time spent in *unpaid care giving activities, unpaid volunteer work, unpaid domestic service producing activities* of the household members.
- It also provides information on time spent on *learning, socializing, leisure activities, self-care activities*, etc. by the household members



भारत में समय का उपयोग-2019/TIME USE IN INDIA-2019

भारत में समय का उपयोग-2019 Time Use in India-2019



समय के उपयोग का सर्वेक्षण
Time Use Survey (TUS)



(जनवरी- दिसम्बर 2019)
(January - December 2019)

Data for Development

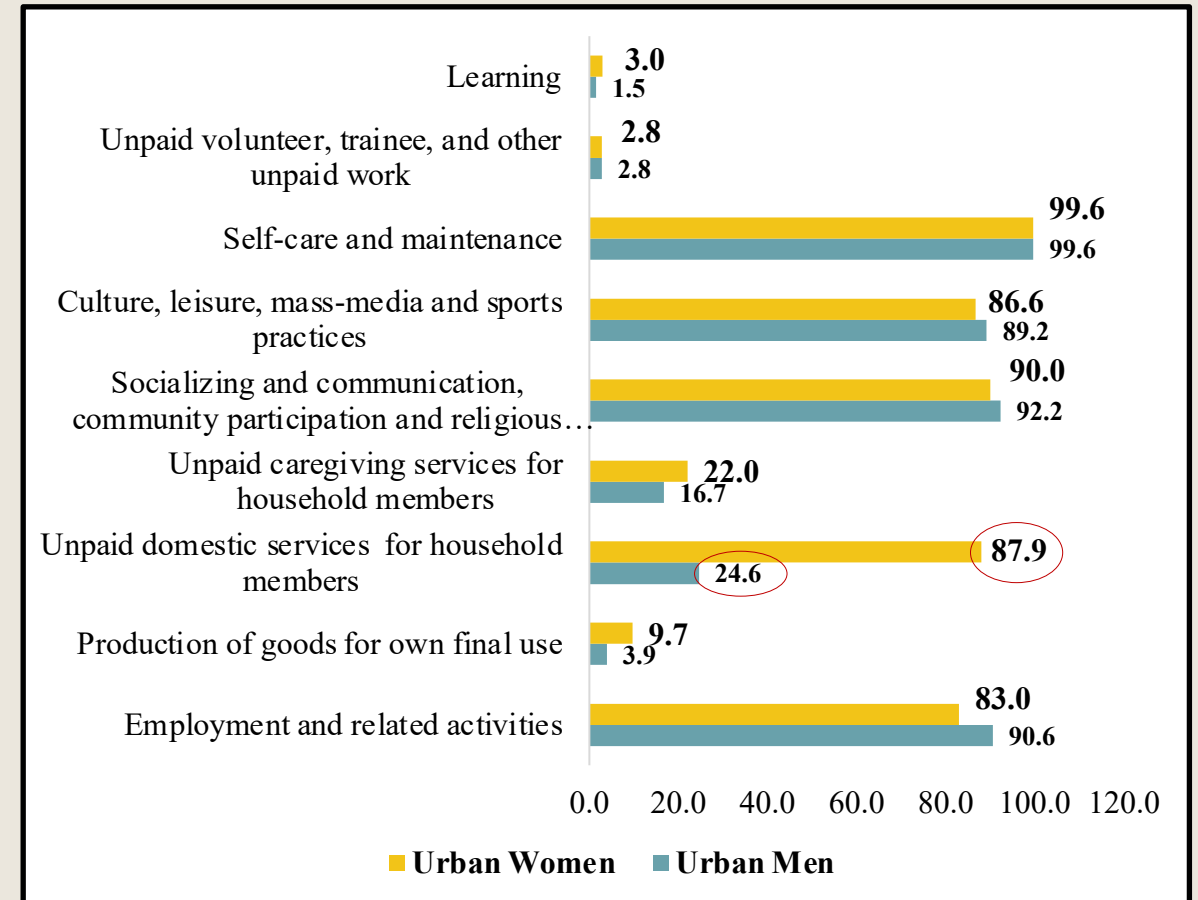
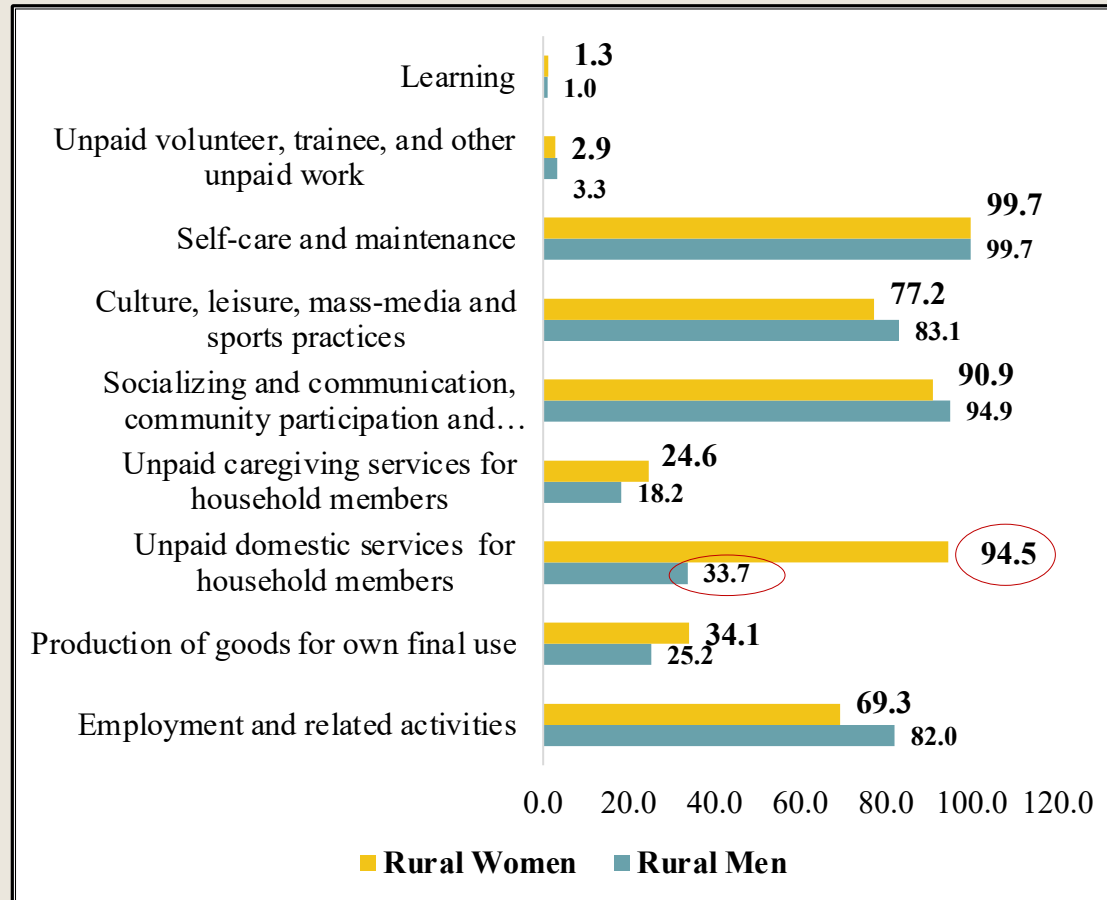
भारत सरकार
Government of India
सांख्यिकी और कार्यक्रम कार्यान्वयन मंत्रालय
Ministry of Statistics & Programme Implementation
राष्ट्रीय सांख्यिकीय कार्यालय
National Statistical Office

www.mospi.gov.in [GoStats](#) [GoStats](#) [goistats](#)

- ❖ 1st National Time Use Survey in India 2019 conducted by the National Statistical Office.
- ❖ It covered 1,38,799 households (rural: 82,897 and urban: 55,902)
- ❖ Information on time use was collected covering a period of 24 hours starting from 4:00 A.M. on the day before the date of interview to 4:00 A.M. on the day of interview.

Insights from National Time Use Survey 2019

Participation Rates of Men and Women Workers in Nine Major Divisions of Activities (Age: 15 + years) – Rural and Urban

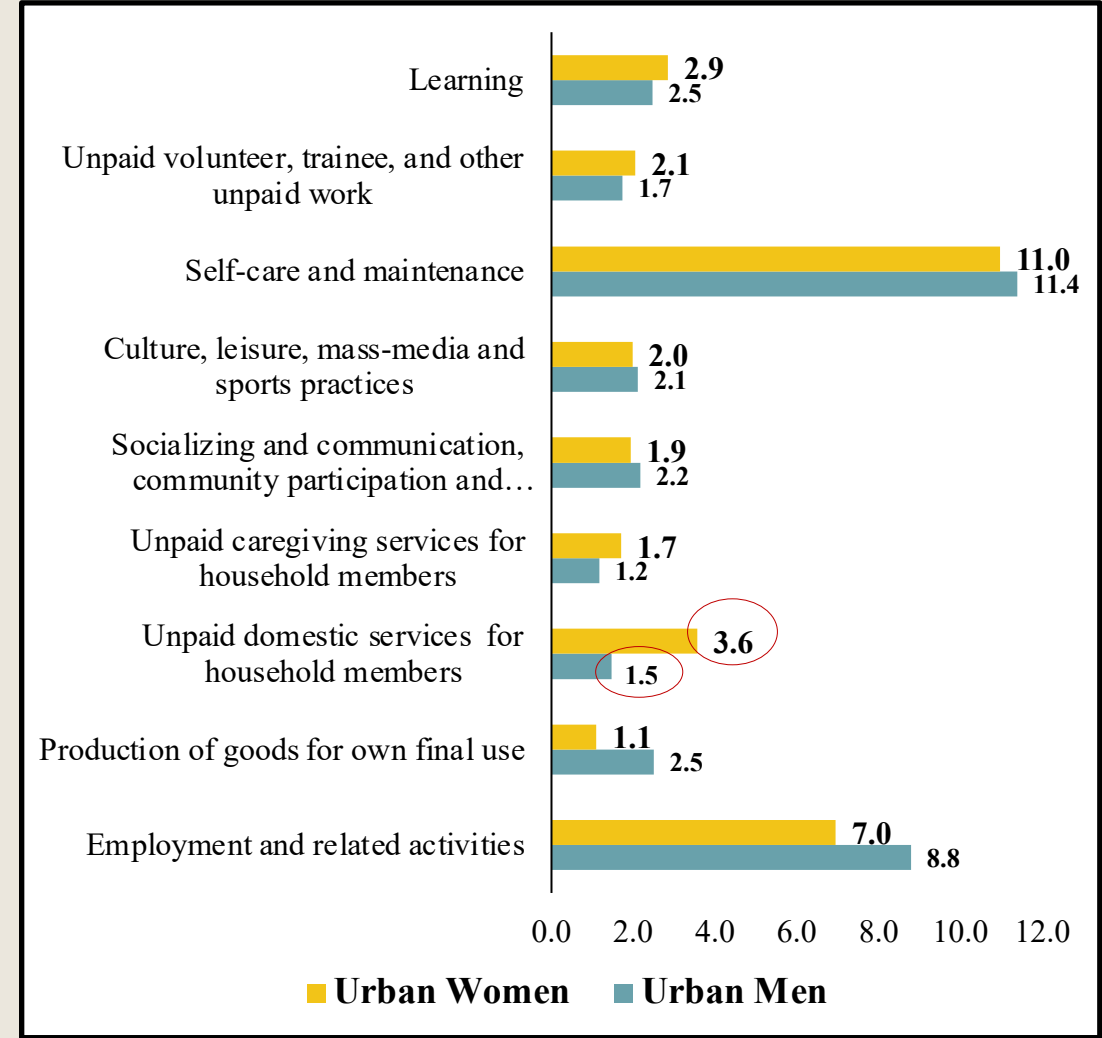
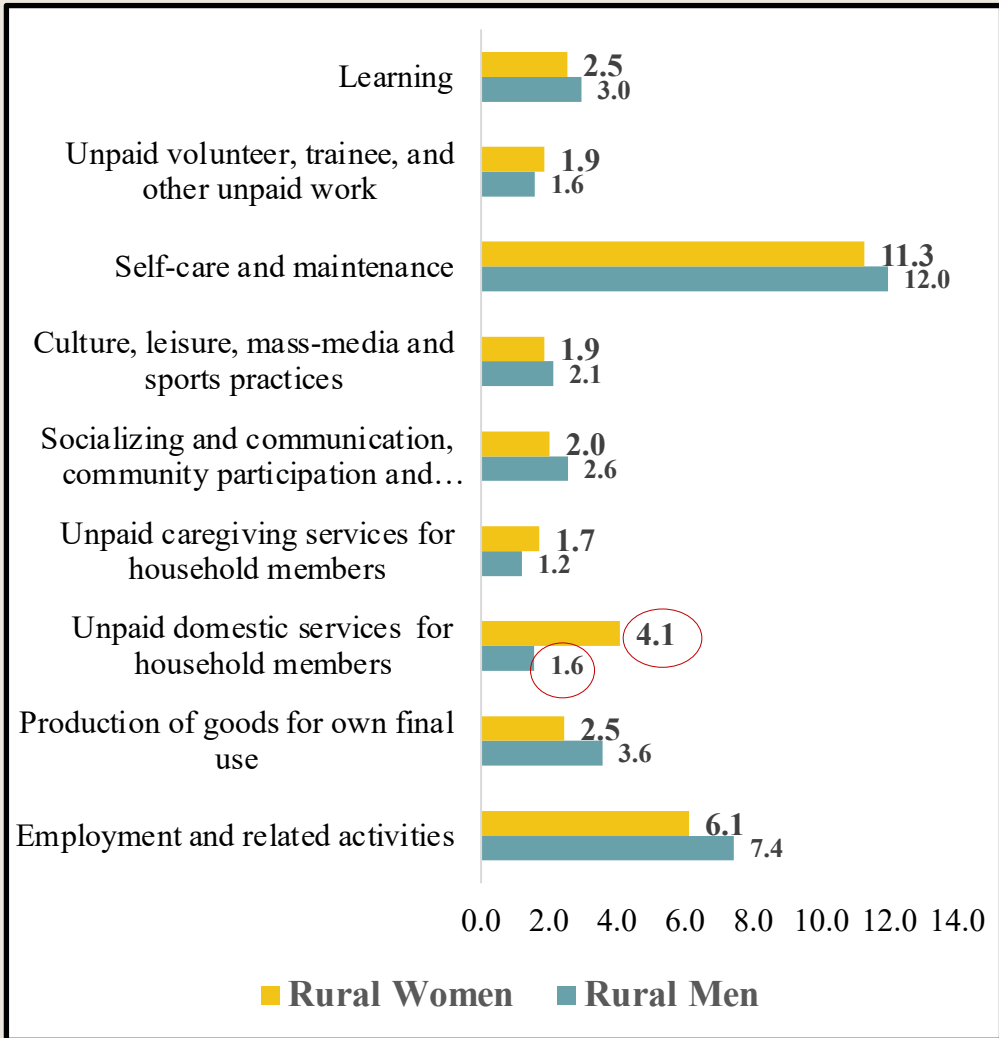


Source: Calculated from the Unit Level Data of Time Use Survey Data 2019

All India – Participation rates of women workers in unpaid domestic services – 92.8%
 Participation rates of women workers in unpaid domestic services – 31%



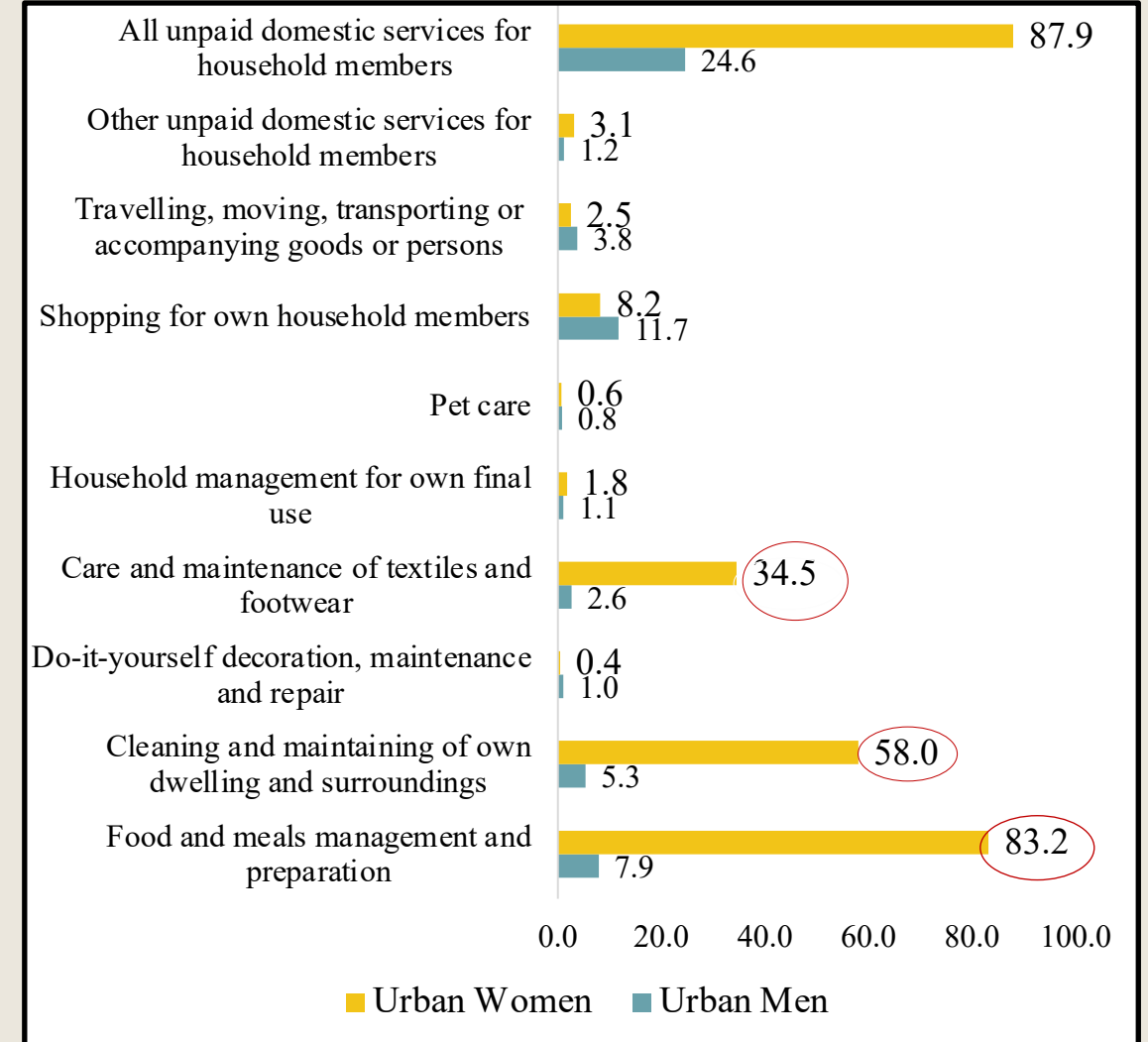
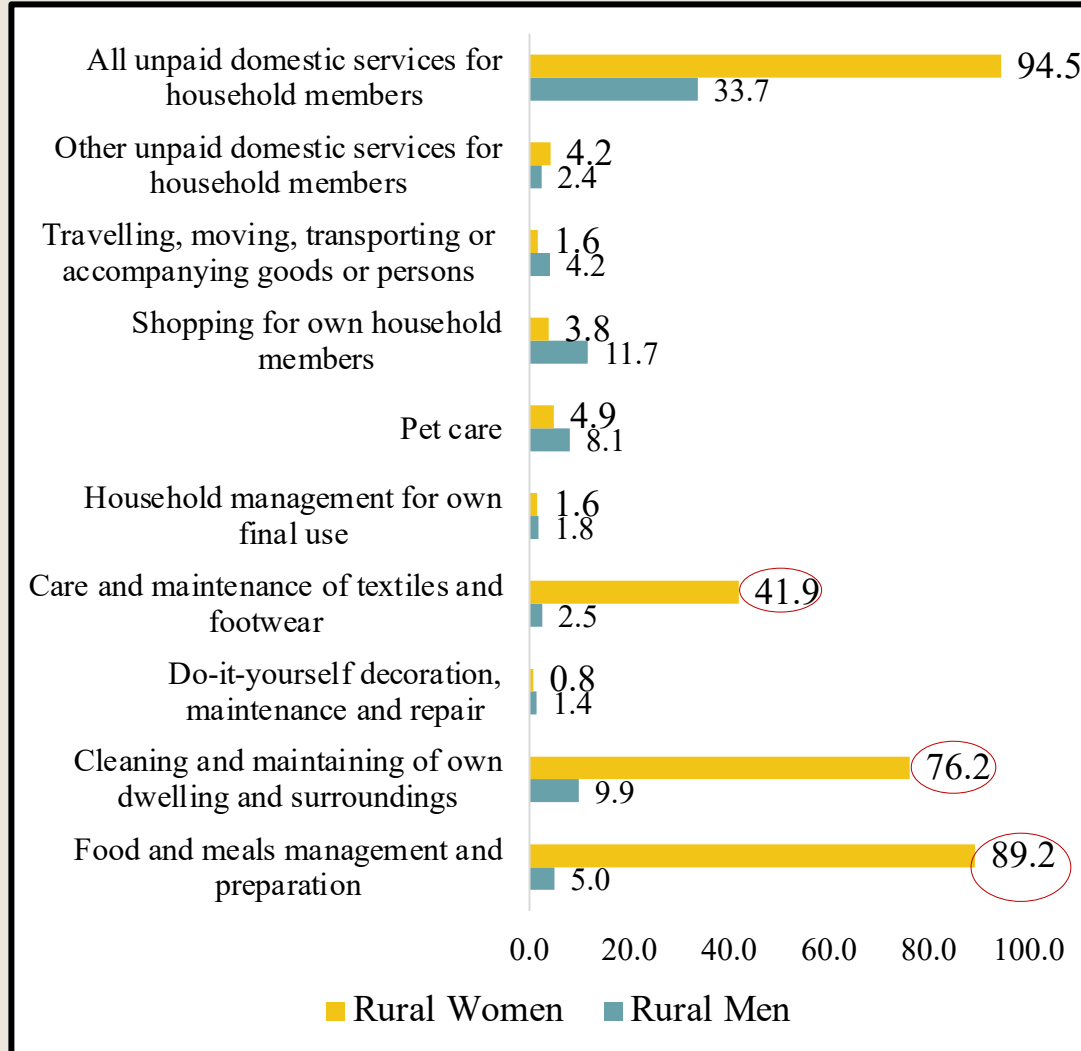
Average Time Spent (in hours) by Men and Women Workers in Nine Major Divisions of Activities - (Age 15+ Years) - Rural and Urban



Source: Calculated from the Unit Level Data of Time Use Survey Data 2019

Women's Time Spent in Unpaid Domestic Services

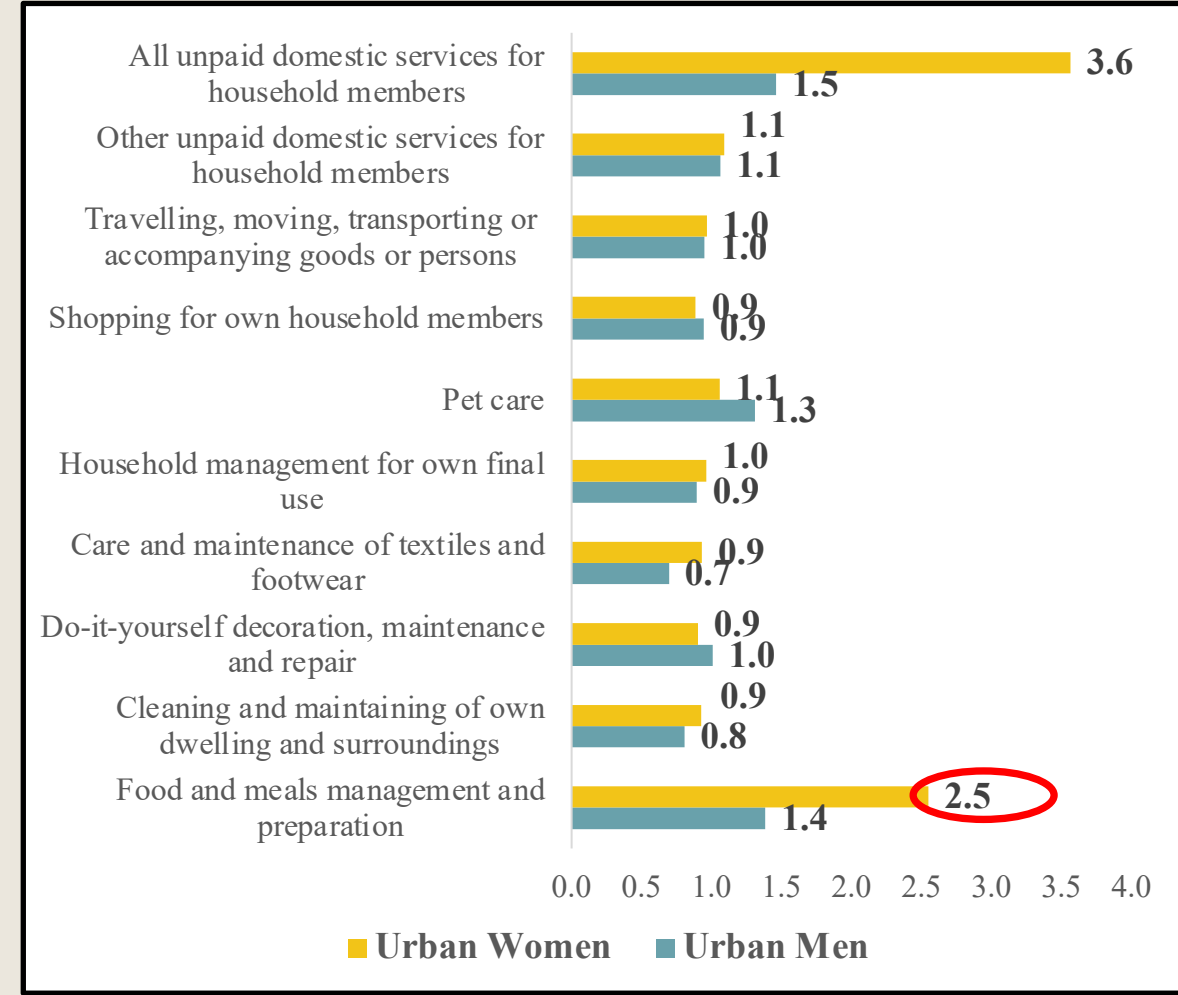
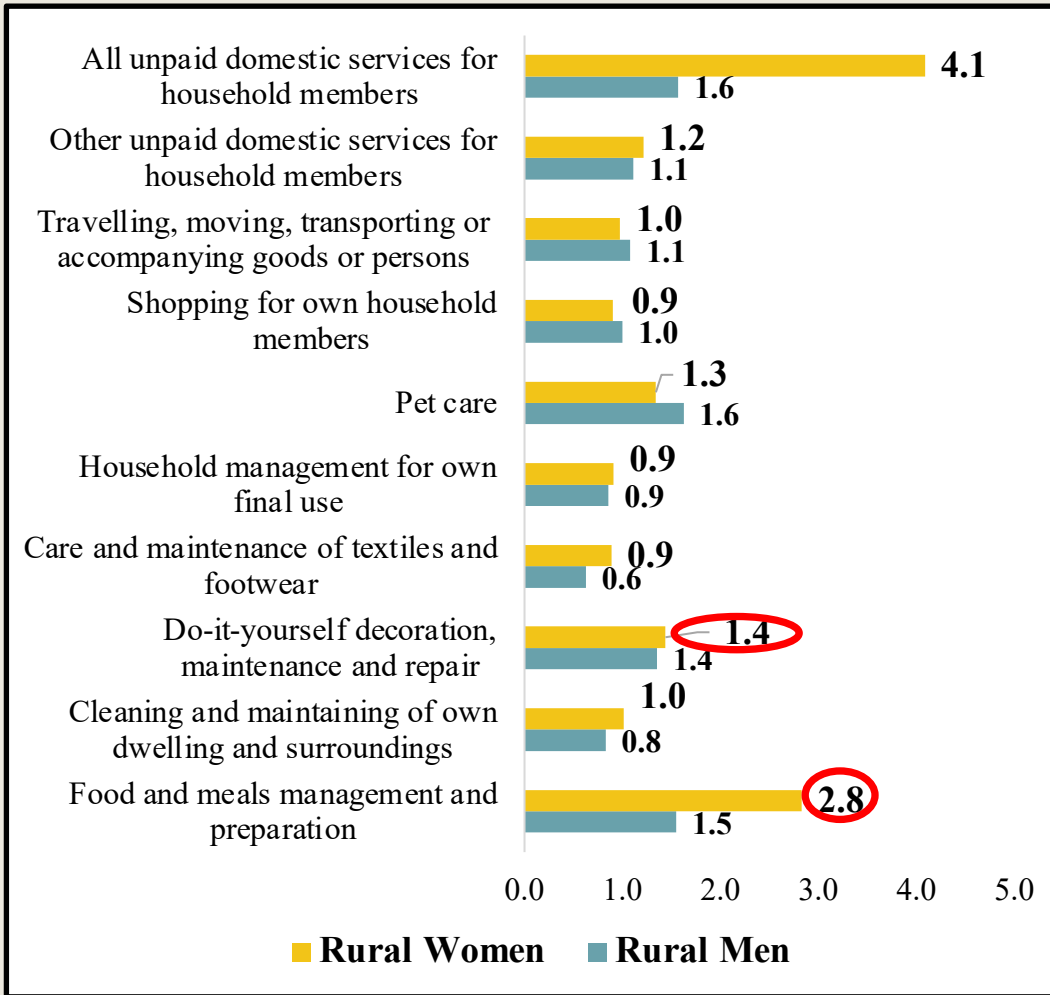
Participation Rates of Men and Women Workers in Unpaid Domestic Services (2-Digit) (Age: 15 + years) – Rural and Urban



Source: Calculated from the Unit Level Data of Time Use Survey Data 2019

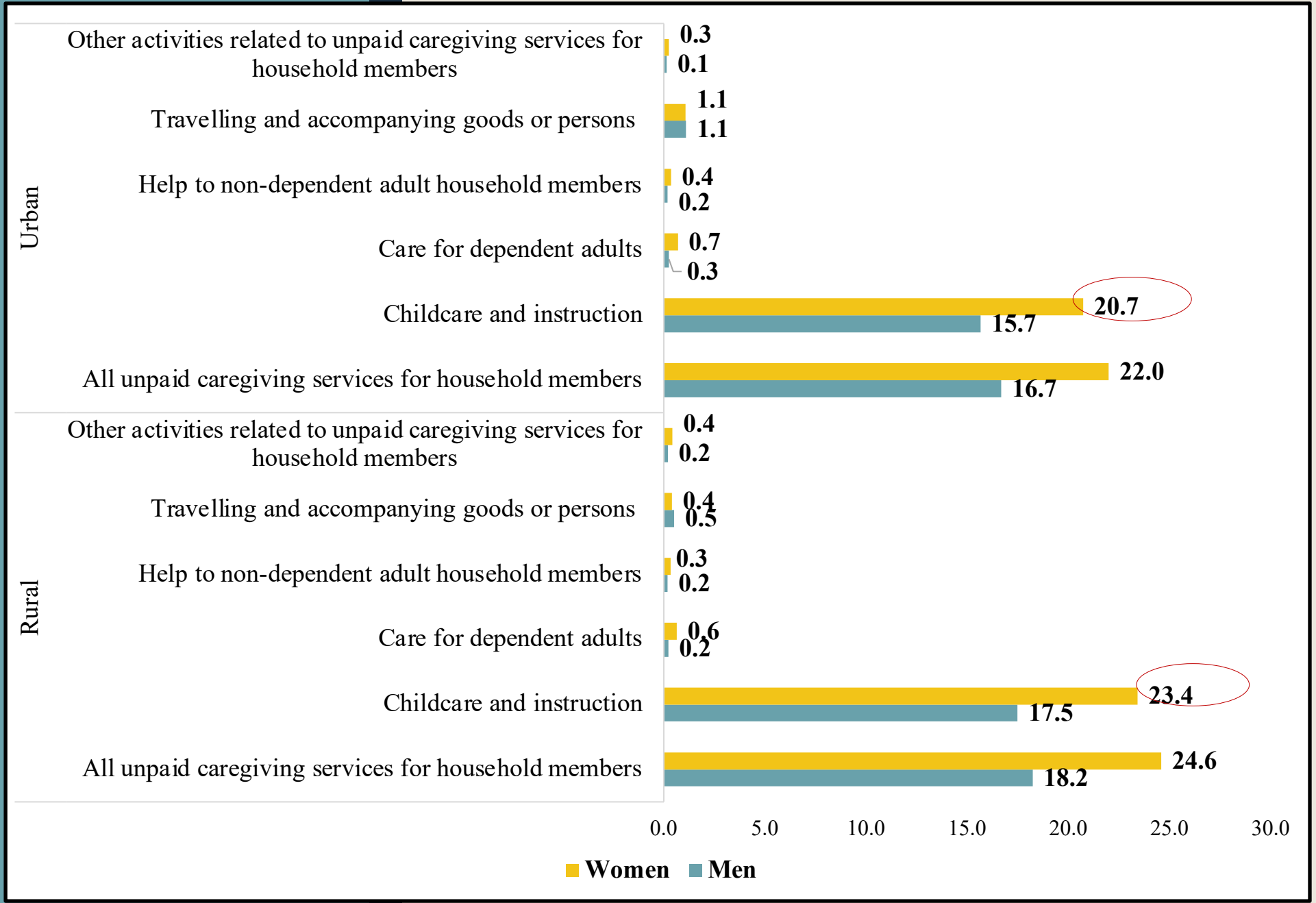


Average Time Spent (in Hours) by of Men and Women Workers in Unpaid Domestic Services 2 Digit (Age: 15 + years) – Rural and Urban



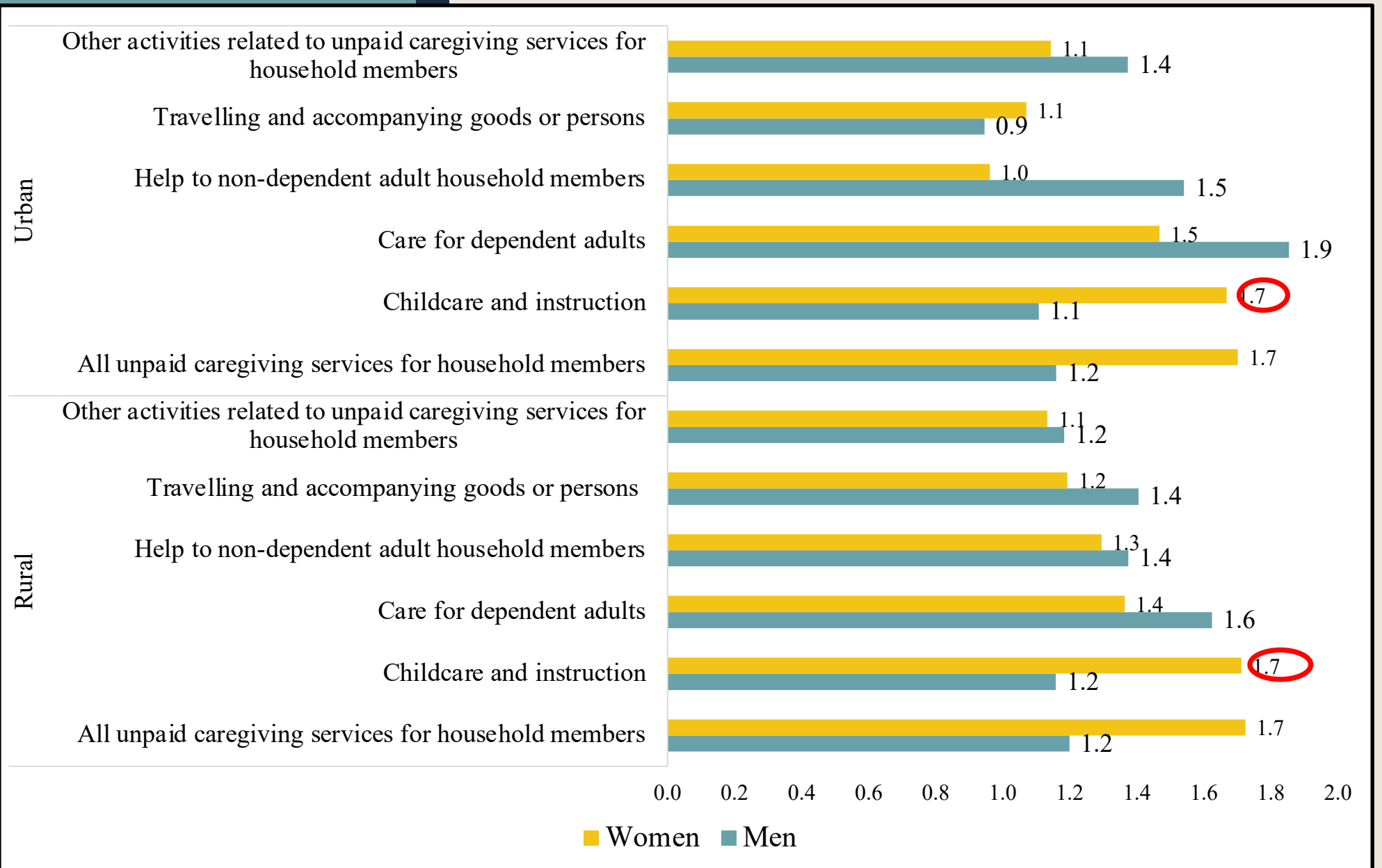
Source: Calculated from the Unit Level Data of Time Use Survey Data 2019

Participation Rates of Men and Women Workers in Unpaid Caregiving Services (Age: 15 + years) – Rural and Urban



Source: Calculated from the Unit Level Data of Time Use Surve Data 2019

*Average Time spent of
Men and Women
Workers in Unpaid
Caregiving Services in
hours (Age: 15 + years)
– Rural and Urban*



*Source: Calculated from the Unit Level Data of Time Use Survey Data
2019*

Additional information TUS provides

- Information on multiple and simultaneous activities
- Context variables

The Context Variables *contexts in which an activity takes place* include:

- Context variables are a unique feature of time-use surveys that provide physical, social, economic, cultural or temporal features of the environment in which the activity takes place. Context of activity is important .For example cooking can be unpaid domestic work or can be done voluntarily for community or if it is a cook 'hired' then for employment .
 - (a) The *location* (where the activity occurred).
 - (b) The *presence of other people when* the activity occurred (“with whom”).
 - (c) The *beneficiary* (person or institution) of the activity, in other words *for whom* the activity was carried out.
 - (d) The *motivation* (whether any remuneration was received for doing the activity, in other words, whether the work was *paid or unpaid*).

Time Diary (Michelson, 2005)

Time Slot	Activity	Location	Persons Present	Other Activity	Outcome Factor
4:00-4:15					
4:15-4:30					
4:30-4:45					
4:45-5:00					
5:00-5:15					
:					
12:00-12:15					
:					
23:45-24:00					
24:00-0:15					
:					
3:45-4:00					

Figure 2-2. The Basic Matrix Organized by 15-Minute Segments

Morning Time, am	What were you doing? <i>Please record your main activity for each 10-minute period.</i>	What else were you doing? <i>Write in the most important activity you were doing at the same time</i>	Where were you? <i>e.g. At home, at friends, in car, on bus, train, cycling, walking</i>	Were you with anybody? <i>Please mark the boxes. See example on page 3.</i>				
	<i>Enter one main activity on each line.</i>	<i>e.g. Looking after children, listening to the radio or having a drink</i>		None or with people you don't know	Children up to 9 living in your household	Children aged 10 to 14 living in your household	Other household members	Other persons that you know
7:00 - 7:10	Sleeping			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7:10 - 7:20	↓			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7:20 - 7:30	Had a shower		At home	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7:30 - 7:40	Made breakfast		↓	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7:40 - 7:50	Ate breakfast	Read newspaper	↓	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7:50 - 8:00	Did washing up		↓	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
8:00 - 8:10	Got my son dressed	Talked with my son	↓	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
8:10 - 8:20	Walked to school with son	↓	Walking	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8:20 - 8:30	Dropped son off at school		↓	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8:30 - 8:40	Walked to bus stop		↓	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8:40 - 8:50	Travel by bus to work	Read newspaper	On the bus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8:50 - 9:00	↓	↓	↓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9:00 - 9:10	↓	↓	↓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9:10 - 9:20	Walked from bus stop to main job		Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9:20 - 9:30	↓		↓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9:30 - 9:40	↓		↓	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9:40 - 9:50	Main job			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9:50 - 10:00	↓			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Multiple and Simultaneous Activities

- Women generally tend to get engaged in Multiple activities at the same time as a result of which they are under deep **Time Stress**.

For example, if a woman cooks and simultaneously attends to livestock it could lead to time stress (UNDP,2018)

- Most research suggests that it is women, more than men, who do simultaneous work. Ignoring simultaneous work results, once again, in an underestimation of women's work.

SCOPE OF TUS: Advantages

- Improving work force estimates : improve estimates of workforce, along with throwing light on scattered and sporadic nature of informal work
- Reconciliation of work and family: Value added of statistics
- Time use statistics are invaluable for research into the relationships between paid work, unpaid work and leisure, and for understanding these relationships from a gender perspective
- Visibility to care economy
- Captures Time Stress
- Provide a complete picture of the economy in terms of capturing paid and unpaid work and gives inputs for macroeconomic policy making and monitoring.

Time Use Surveys and Policy

- Complements the Labour force Survey : Provides additional information including household gender inequality .
(multiple activities, subsistence work)
- Uncovers the gender dimension of out of school children
- Understanding Time poverty to inform health related policy
- Capturing part time work and withdrawal from labour force
- Context variables (time spent 'with whom') help in assessing marital life, work-family balance, passive care etc)
- Transportation ,infrastructure etc
- Social protection policies

Limitations of Time Use Surveys

- **Inadequate Capturing of informal work** : Since this work is irregular ,it is difficult to provide a general estimate on workers based on time spent in a day .May not be adequate
- **Too expensive** : for developing countries financing may be a challenge
- **Issues of Harmonization** :standardized and harmonized concepts and methods including capturing multiple activities are not available. **Lack of harmonization with international classification (ICATUS 2016)**
- **Methodological limitations**
- **Context variables differ:** Different countries used different variables.

Future directions

■ **Addressing self employment through TUS**

Self-employment (vulnerable employment)among women

The insights from the TUS 2019 provide enough evidence to understand situational vulnerabilities of women with women reporting excessive participation in unpaid activities

■ **Addressing the Concerns of Marginalised communities across geographical regions**

Gender sensitive policies that recognise the specific challenges of women in these communities and addressing them through employment policies that aim at reducing discrimination and promoting greater equality.

■ **Capacity building of stakeholders (UNDP 2018)**

data producers and users (govt depts,ministries,researchers,policy makers)

■ **Mainstreaming Time Use Surveys**

regular surveys (periodicity)

use of better concepts

use of data in policy making

■ **Need for revisiting context variables .for ex- assistance received,(Samantroy ,2022)**

THANK YOU