

Piloting the Measurement of SDG Indicator 5.4.1 in Grenada Using the Labour Force Survey



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Acknowledgements

This report was made possible by the contributions of many and with funding from UN Women and the Joint UN SDG Fund. Special thanks to Isiuwa Iyehen Deputy Representative, UN Women Multi-Country Office – Caribbean for her support and review of every draft throughout the process. This report also benefited from comments from Cecilia Tinonin, Statistics Specialist, UN Women Regional Office – Asia & the Pacific, Samantha Watson, Labour Statistician, and Elisa Benes, Senior Statistician, at the International Labour Organization (ILO). Special thanks are also extended to our colleagues – Lebrechtta Nana Oye Hesse-Bayne and Jacqueline Yiptong Avila – for their contributions to this project and this report. Finally, we would like to thank Halim Brizan, Director of the Central Statistical Office, and his team at Grenada’s Central Statistical Office, especially Rachel Jacob and Andre Maynard. Their help was instrumental in training interviewers and compiling the data.

Acronyms

CAPI	Computer Assisted Personal Interview
CARICOM	Caribbean Community
CATI	Computer Assisted Telephone Interview
CSO	Central Statistical Office
GDP	Gross Domestic Product
HPC	Housing and Population Census
ICATUS	International Classification of Activities for Time Use Surveys
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
LFS	Labour Force Survey
OECS	Organisation of Eastern Caribbean States
OLS	Ordinary Least Squares
PSM	Propensity Score Matching
SDG	Sustainable Development Goals
SNA	System of National Accounts
UN	United Nations

Background

This report documents the experience of piloting three stylized retrospective questions on unpaid domestic and care work in the Grenada Labour Force Survey (LFS) to generate Sustainable Development Goal (SDG) Indicator 5.4.1, i.e., proportion of time spent on unpaid domestic and care work, by sex, age and location. The approach for the collection of data is based on the proposal set forward in *Producing SDG Indicator 5.4.1: Guidance for Caribbean Countries*¹, which recommends integrating a small set of stylized retrospective questions into the Household and Population Census (HPC). Subsequently, the Grenada Central Statistical Office (CSO) recommended that such questions also be piloted in the quarterly LFS.

This document describes the process undertaken to test the feasibility of integrating a small set of stylized retrospective questions into the Grenada LFS. More specifically, it describes the training of interviewers and pretesting of the questions, as well as piloting of the questions and results of an assessment of pilot data. It also identifies recommendations for the administration of stylized retrospective questions on unpaid domestic and care work in the Grenada LFS.

The UN Women Multi-Country Office – Caribbean (MCO Caribbean) supported the development of this census-based approach to the measurement of SDG Indicator 5.4.1 in the Caribbean. As a first step, the UN Women MCO Caribbean completed a desk review of the Caribbean Community's (CARICOM's) practices on measuring unpaid domestic and care work. Based upon the desk review, a census-based approach, using a few stylized questions in the 2020 HPC was recommended as a feasible and cost-effective approach to measuring unpaid care and domestic work. This is because, with few exceptions, household surveys are not regularly administered in the region.

Details on UN Women's review and technical guidance are provided in *Producing SDG Indicator 5.4.1: Guidance for Caribbean Countries*. Available at: [Producing SDG Indicator 5.4.1: Guidance For Caribbean Countries | UN Women – Multi-Country Office – Caribbean](#).

¹ Budlender, D (2019). *Producing SDG Indicator 5.4.1: Guidance for Caribbean Countries*. UN Women: New York, NY, USA. Retrieved from: [producing sdg indicator 54 guidance for caribbean countries web.pdf \(unwomen.org\)](#)

Development of Questions for the Pilot

Recommendations include the following:

- Questions should ask about unpaid domestic (household maintenance and administration) work, care work (care of persons) work, and collection of fuel and water for household use.
- Each question should include examples of three activities relevant to the Caribbean situation and should clearly indicate that travel related to any activity should be considered as part of the activity.
- Questions should ask about the time spent on each activity in the previous seven days.
- Number of hours for each of the three activities should be reported in full or half hours, rather than in brackets of time used in previous Canadian censuses.
- Interviews should take place with all household members ages 15 years and above.

Based on pre-pilot discussions with the Grenada CSO, UN Women and consultants, three stylized questions recommended in *Producing SDG Indicator 5.4.1: Guidance for Caribbean Countries* were further adapted as follows:

- The question asking about the collection of fuel and water was dropped because recent data for Grenada showed that a very small proportion of the population were engaged in these activities and, as discussed in *Producing SDG Indicator 5.4.1: Guidance for Caribbean Countries*, it is not included in the calculation of SDG Indicator 5.4.1.
- The reference period was changed from the *previous seven days* (i.e., last week) to *yesterday*, after learning of recent regional experiences in Jamaica as it relates to the administration of unpaid work questions. Jamaica's researchers indicated that asking respondents about a full week led to substantial recall error; thus, they recommended using the past 24 hours or yesterday as the reference period.
- The sub-group of activities included in the questions was edited to reflect more than just three activities that are common among Grenadian residents. An expanded list of activities was also included in the interviewer's manual to contextualize the concepts.

Box 1 highlights the three stylized questions that were used in the piloting.

Box 1. Piloted Questions on Unpaid Domestic and Care Work

- a. Yesterday, how much time did you/he/she spend on housework for which you/they were not paid? Housework includes activities such as cleaning the house, doing laundry, ironing, preparing and serving food, washing the car, cleaning the yard, cutting the grass, tending to your flower garden, shopping for groceries, cooking gas or other household items, paying bills and minor home repairs. Travelling or waiting time should be included in your answer.
- Zero/none
 - Hours |__|__| Minutes |__|__|
 - Don't Know
 - Refused/not stated
- b. Yesterday, how much time did you/he/she spend looking after children who are members of your household or family, without receiving any pay? Looking after children includes playing, bathing, helping with homework, reading, and taking to the doctor or activities. Travelling or waiting time should be included in your answer.
- Zero/none
 - Hours |__|__| Minutes |__|__|
 - Don't Know
 - Refused/not stated
- c. Yesterday, how much time did you/he/she spend caring for adults who are members of your household or family, including elderly, sick or disabled, without receiving pay? Caring for includes feeding, personal and physical care, talking with, helping with shopping or paying bills, providing help with taking medication, and so on. Travelling or waiting time should be included in your answer.
- Zero/none
 - Hours |__|__| Minutes |__|__|
 - Don't Know
 - Refused/not stated

Training

The training of 16 LFS interviewers and Grenada CSO field staff about unpaid care work was conducted virtually over two consecutive half days. During the first day, the interviewers were introduced to concepts and definitions of work, care work and unpaid care work, and offered a theoretical understanding of the link between unpaid care work and gender inequality. They were also introduced to the policy relevance of measuring unpaid domestic and care work. Small group discussions were held on the type of unpaid care activities that happened in their own household or a typical Grenadian household/family, including which family member is typically responsible for these tasks and why.

Each of the three stylized questions were discussed in detail. An extensive list of their associated activities, both contextualized and as listed in the *International Classification of Activities for Time-Use Surveys 2016 (ICATUS 2016)*² under major division 3 (unpaid domestic services for household and family members) and major division 4 (unpaid caregiving services for household and family members) were discussed.

Importantly, to help minimize potential mis-recording of out-of-scope activities, common unpaid work activities that were not to be included (e.g., taking care of farm animals, vegetable gardening, helping neighbours and other volunteer activities) were discussed. A copy of the training slides is provided in Annex B.

Mock interviews were also conducted on day one of the training.

² UN Statistics Division (2016). *International Classification of Activities for Time-Use Statistics 2016 (ICATUS 2016)*. UN Statistics Division: New York, NY, USA.

Pretest

The pretest followed the process described in the Statistics Canada publication entitled, *Survey Methods and Practices*³, for informal testing/pretesting. In particular, on the afternoon of day one, each interviewer was required to conduct two full LFS interviews, either using a computer-assisted personal interview (CAPI) or a computer-assisted telephone interview (CATI)⁴, with two households (e.g., neighbours and or friends) in the same manner in which such interviews would be conducted during fielding of the LFS.

On day two, each interviewer reported back on their experiences conducting the two interviews. This debriefing exercise was guided by a series of questions that each interviewer addressed in their reporting. The debriefing questions are provided in Annex B. The goal of the debriefing was to ascertain whether the questions were clear to respondents or poorly worded, and to determine respondent's (in)ability or (un)willingness to answer the questions. The enumerators reported that the training helped to provide a broader view of related activities than what they had imagined, which they could now list for respondents. Others reported that they were now better equipped to explain why these questions were being asked; this is something that occasionally came up. In terms of clarity, enumerators reported that the questions were easy to read, and their perception was that respondents also found them to be clear and easy to understand, since enumerators were not asked to repeat the questions or were not questioned as to what any of the wording or concepts meant.

3 *Survey Methods and Practices* (Catalogue no. 12-587-X). Statistics Canada, 2003. Retrieved from: [Survey Methods and Practices \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/12-587-x/2003001/article/00001-eng.htm)

4 Because of the coronavirus disease 2019 (COVID-19) pandemic, in Grenada, LFS interviews were conducted using mixed mode methods – CAPI and CATI. The LFS was programmed to accommodate either mode of administration.

Pilot

The piloting of the three questions took place during quarter one of the 2021 LFS. Quarter one data covers the period of January to March 2021. The month refers to the period for which labour force-related activity is reported. Normally, the Grenada CSO uses a rolling sample with interviews for the January sample taking place in February, while the February sample is interviewed in March, and the March sample is interviewed in April. Among the 2,030 residents of Grenada for whom labour force-related responses to the LFS were recorded in quarter one (equivalent to a response rate of 72 per cent), 51 or 2.5 per cent did not have a response to the unpaid domestic and care questions.

Typically, when administering the LFS, the CSO collects proxy responses from a responsible adult when eligible members of the household are not all present or available at the time of the interview. In general, however, proxy responses are not recommended for time-use measurement given that one person is unlikely to know the full details of what another person did across the period of a full day. Proxy responses are also considered sub-optimal by the CSO for a few key labour force questions as the other person may not know specific details of the workplace and job.

Grenada's CSO recognized the value of providing time for interviewers to do additional follow-up by telephone with those who were absent at the time of the home visit for these key questions. Pre-pilot discussions included the desirability of doing the same for the three unpaid care questions; however, given resource constraints, it was decided to test whether allowing proxy responses for the three stylized unpaid domestic and care questions would still provide credible and reliable data. It was agreed, that the pilot would serve as the test. In other words, proxy and self-reported responses would be analysed and compared after the pilot to determine the credibility of the proxy responses and whether to use proxy responses going forward. In order to do this, in addition to the three stylized questions, a question was added to specifically capture whether the responses for unpaid domestic and care work questions were self-reported or proxy.

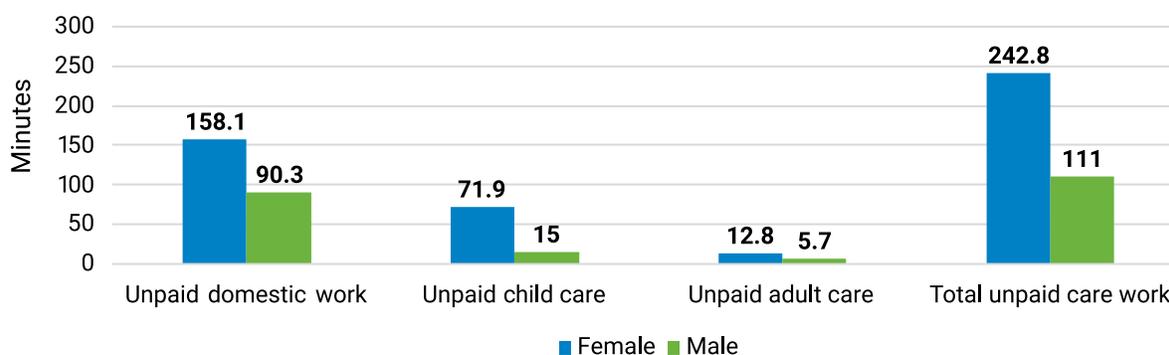
Results of the Pilot

Quality checks of unweighted pilot data were undertaken to test the credibility of the data and the effect of using proxy data, and to identify strengths and weaknesses in the data collection process. To do so, first the data was checked for outliers, that is data that are not within the normal or expected range. There were few outliers since real-time editing was performed during the interview, allowing the interviewer to review if the correct answer was entered and to probe further if the information appeared to be out of line. In addition, bivariate and multivariate relationships of time spent on unpaid domestic and care work to other variables (e.g., employment status, household size, presence of a partner and young children, reference day and others) were examined.

Data Validation

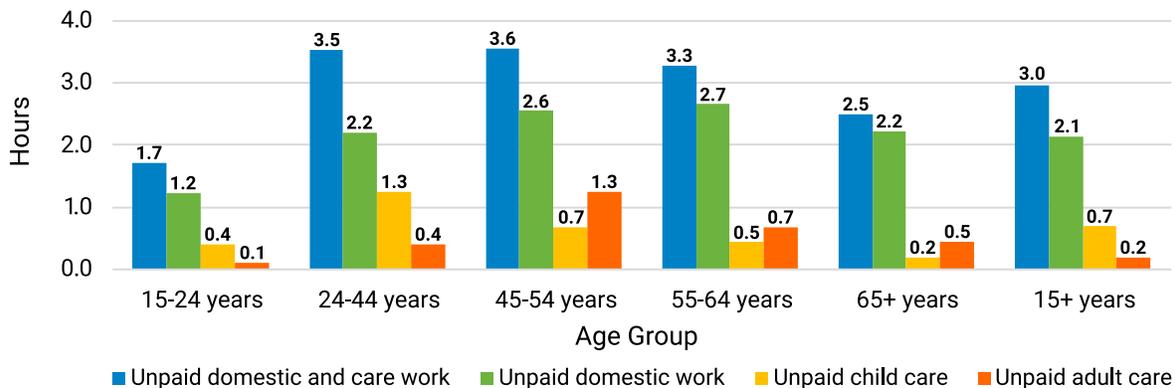
Quality checks confirmed that the data produced statistics that were credible in many respects. In particular, the findings showed the expected patterns of time-use by sex and age group (**Chart 1** and **Chart 2**).⁵ The checks, however, revealed two issues of concern, namely proxy responses and patterns in respect to the day of week on which the interview was conducted. These two concerns are addressed in more detail below.

Chart 1. Average minutes of unpaid domestic and care work by sex



⁵ The sampling strategy for Grenada LFS is intended to produce only national-level statistics; thus, disaggregation by location was not possible.

Chart 2. Average hours per day spent on unpaid domestic and care work by age group



Proxy Responses

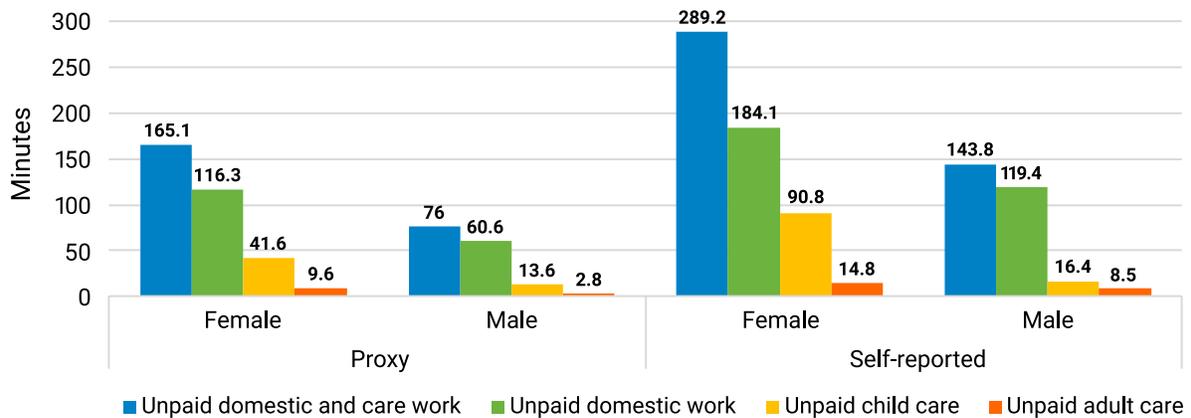
Proxy responses occur where the main respondent in the household answers the time-use questions in respect to another member. Typically, this would happen when the other member of the household is not present or available at the time of the main interview.

As noted earlier, internationally, proxy responses are seen as sub-optimal for time-use questions given that one person is unlikely to know the full details of what another person did all day; therefore, proxy responses run the risk of underestimation.⁶ Given resource constraints, however, the pilot was used to test whether proxy responses would still provide credible data; therefore, quality checks had this as one of the key foci.

Unfortunately, early examination of the data immediately revealed a likely problem; of the 1,979 responses to the unpaid domestic and care question, 893 or 45 per cent were from proxy respondents. As illustrated in **Chart 3**, the average time spent reported by proxy-respondents on each of the three unpaid care activities was only about half as long as the average time spent by those who reported on their own activities.

⁶ For example, initially both the United States of America (USA) and Canada accepted proxy respondents for their stylized retrospective unpaid care work questions. Analysis of these showed responses from husbands for their wives or wives for their husbands (i.e., proxy respondents) lacked consensus. See, Winkler, A.E. (2002). Measuring Time Use in Households with More than One Person. *Monthly Labour Review*, Vol. 125, No. 2, pp.45-52.

Chart 3. Average minutes of unpaid domestic and care work by sex and type of respondent



This does not immediately prove that the use of proxy responses was causing the problem. An alternative reason for the pattern could have been that proxy respondents and self-reports differed in one or more characteristics that were associated with greater or lesser unpaid care work. For example, if all the self-reports were female and all the proxies were male, then this might cause the relative pattern between them. Similarly, if all the self-reports were full-time homemakers and all the proxies were employed or in full-time studies, this might contribute to this pattern. Further examination of the data, however, revealed that these scenarios did not take place.

With proxy responses accounting for 45 per cent of all individuals with time use data, the proxy question clearly needed further investigation. Further analysis revealed that 51 per cent of male responses were proxy, compared to 39 per cent of female responses; this is a 12-percentage point difference between females and males.

First, simple cross-tabulations of key characteristics of proxies and self-reported against other characteristics that were likely to affect time-use were examined. Next, sex was added to these cross-tabulations so as to remove the confounding impact of the expected and confirmed substantial differences in women and men’s time-use patterns, as well as the skew towards male proxies and female self-reports.

These cross-tabulations revealed that:

- Responses for employed people were more likely to be provided by proxy respondents, as expected, because employed people were less likely to be at home, but the difference was only six-percentage points.
- Responses for those outside the labour force were least likely to come from proxy-respondents (eight-percentage points less than employed respondents), probably because they are more likely to be at home.
- The likelihood of proxy responses increased with the number of eligible people in the household, as expected, because there was more people who had a probability of not being present at the time of the survey. This ranged from 5 per cent among one-eligible-person households to 39 per cent among two-person eligible households, and 51 per cent among three-person-eligible households.

- d. With disaggregation by each of the tested variables, proxy male and female respondents had noticeably lower reported time on unpaid care work than self-reported male and female respondents.
- e. Proxy reporting was substantially less likely for men who were employed part-time, than for those employed full-time, but the sample of part-time male workers was small, and the same pattern was much weaker for women.
- f. Men with young children (under six years of age) living in the same household were far more likely to be proxy respondents than those with no young children; there was minimal difference in this respect for women. Meanwhile, for both women and men, the average time spent on unpaid care work, among those with young children in the same household, was higher than that of their peers with no young children in the household.

In general, the patterns were as expected, however, the fact that male and female proxies were not similarly distributed across the disaggregation by other factors implied that a simple adjustment of proxy times would not be possible. A simple regression on the daily minutes spent on unpaid care work confirmed which of the patterns shown above was statistically significant with a 95 per cent confidence level.⁷ Unweighted data was used for the regression, as the aim was to examine the patterns in the collected data, rather than in the full population. Furthermore, factors such as age and sex, which were already included in the regression, were used in deriving the weights.⁸

Table 1 displays the results of the regression model, with the double asterisks indicating variables shown to have a significant impact on time-use, independent of the impact of all other tested variables. The regression confirms:

- Sex is a strongly significant determinant with a large impact, as expected.
- Work status is a significant determinant with relatively large impact.
- Where at least one male adult and one female adult are members of the household, time spent on unpaid care work is significantly higher than when there are only female adults.
- The number of children under 6 years of age in the household has a significant and large impact on unpaid care work, but the total number of household members does not have significant impact.
- Both age and age-squared have significant impacts, implying that the relationship with age is non-linear.
- The reference day is *not* significant; this is surprising, as one expects a difference between weekend days and week days. It is, however, reassuring in respect to the unexpectedly large average time spent on unpaid care work for those with Thursday as their reference day (see below). Importantly, and as discussed later, this does not mean that representativeness across the days of the week is not important when using the unpaid domestic and care work questions in the LFS in the future.
- Proxy status is a strongly significant determinant with large impact even after controlling for all the other factors.

⁷ As suggested by reviewers, a propensity score matching (PSM) regression analysis was explored, but it was decided that this was not a good fit. First, the sample size is not large enough. Second, the flexibility of PSM compared to the linear parametric assumption of a simple ordinary least squares (OLS) regression does not automatically make the estimated difference true. Flexible methods, such as PSM, tend to have an advantage if the sample is very large and there are numerous characteristics to work with. Given our modest sample size and a limited number of characteristics, it means that any differences in results, because of specification differences, are not likely to matter.

⁸ If the person weight is included in the regression, additional factors become statistically significant.

These factors account for about a quarter of the variation in time spent on unpaid care work.

As noted above, it was agreed that the pilot would test whether allowing proxy responses would substantially lower the quality and reliability of the data; the regression sends a strong signal that this is the case.

Table 1. Regression results

Minutes per day of unpaid domestic and care work	Coefficient	Standard Error	T-value	Probability > T-value	95% Confidence Interval	
Constant	-155.7461	32.0754	-4.8600	0.0000	-218.6534	-92.8388
Female**	122.0891	10.1840	11.9900	0.0000	102.1159	142.0622
Proxy**	-90.6508	9.4279	-9.6200	0.0000	-109.1411	-72.1605
Unemployed**	69.7354	12.5929	5.5400	0.0000	45.0379	94.4329
Outside the labour force**	31.9710	10.9443	2.9200	0.0040	10.5067	53.4354
Male adult only household	23.6485	17.7006	1.3400	0.1820	-11.0666	58.3635
Male and female adults present in the household**	30.7071	13.4063	2.2900	0.0220	4.4143	56.9999
Reference day:						
Monday	-16.1792	12.7897	-1.2700	0.2060	-41.2628	8.9045
Tuesday	12.2164	13.1189	0.9300	0.3520	-13.5128	37.9455
Wednesday	12.5260	14.5769	0.8600	0.3900	-16.0626	41.1146
Thursday	28.4984	16.5507	1.7200	0.0850	-3.9614	60.9581
Friday	7.5740	20.5780	0.3700	0.7130	-32.7843	47.9322
Saturday	8.9760	16.1178	0.5600	0.5780	-22.6347	40.5868
Children under six are present in the household**	51.9062	7.9401	6.5400	0.0000	36.3339	67.4785
No. of people in the household	2.3614	2.7178	0.8700	0.3850	-2.9688	7.6917
Age**	11.9148	1.1589	10.2800	0.0000	9.6418	14.1877
Age squared**	-0.1227	0.0120	-10.1900	0.0000	-0.1463	-0.0991

** Variables shown to have a significant impact on time-use, independent of the impact of all other tested variables.

Day of the Week of the Interview

In Grenada, the LFS is conducted on all seven days of the week. Grenada CSO noted that historically there tends to be clustering of responses around weekend days. This is not surprising, since it is when survey respondents, especially those with a Monday to Friday paid work schedule, are most likely to be

at home. With the reference period for the unpaid domestic and care work questions being the last 24 hours (i.e., yesterday) it became important to manage the field work to avoid such clustering.

While a retrospective 24-hour period (i.e., yesterday), is the ideal for minimizing recall error, there are methodological complications in its administration. Ideally, there would be an even distribution across the days of the week to ensure representation of each reference day; thus, avoiding bias in estimating the average daily time spent on unpaid domestic and care work. One way to achieve this would be to randomly assign the days of field work. This method, however, is not practical in Grenada in the context of administering the LFS; instead, real-time adjustment was recommended. Grenada CSO was expected to monitor completed surveys and to adjust the field work, as necessary, to achieve a fairly even distribution across the seven days of the week. Examination of the data, however, showed that this did not happen (**Chart 4**).

Chart 4. Distribution of interviews by day of the week interviews were conducted

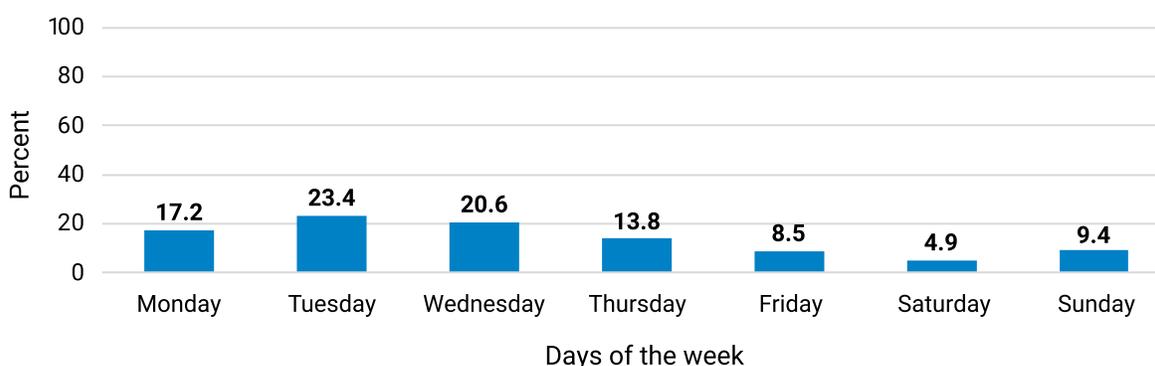
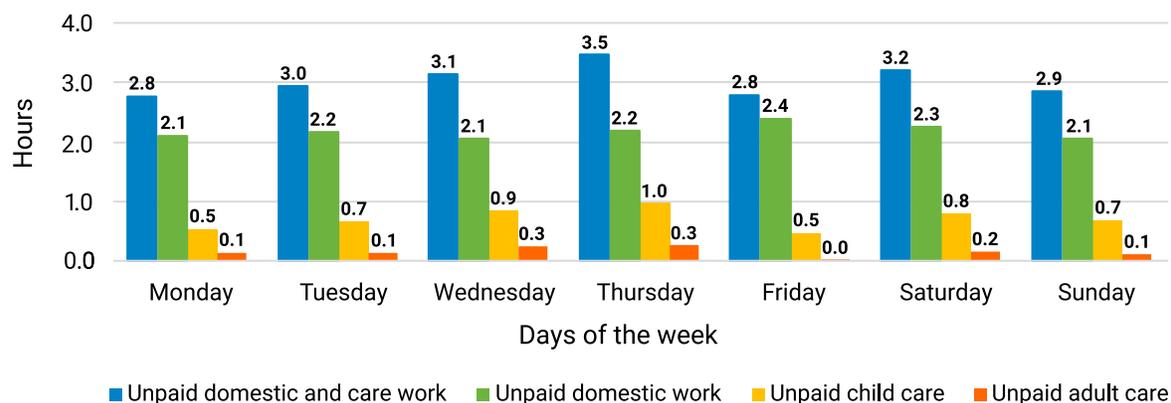


Chart 5 shows averages for the disaggregated components of unpaid care work and for the total by day of the week. As shown, respondents recorded a longer average time spent on unpaid care work on Thursday than on any other day of the week. This pattern is unusual when compared with results in other countries, and is difficult to explain. It is notable, however, that regression results found that Thursday was not statistically significant at a confidence level of 95 per cent, but was significant at the 90 per cent confidence level.

Chart 5. Average hours per day spent on unpaid domestic and care work by reference day



More detailed analysis of the profile of respondents with Thursday as their reference day suggests that a skewed and relatively small, sub-sample for that day would have contributed to the pattern. For example, among the women responding about Thursday, 45 per cent were outside the labour force, compared to an average of 36 per cent of those responding about other days. The 'outside the labour force' category includes full-time homemakers. Furthermore, women outside of the labour force were more likely to provide self-reported responses about Thursday, than about any other days of the week (67 per cent on Thursday versus 58 per cent on other days). As noted above, self-reporting tends to result in more hours of care work being reported, than by proxies. These patterns suggest that the unusual pattern for Thursday is primarily a result of a skewed sample, rather than another problem with the data. The skew caused by proxies can be addressed by changing the data collection methodology to provide for telephone follow-up on the time-use questions for individuals not available at the time of the main interview.

It is important to understand that although even distribution across the days of the week is not necessary for the standard LFS, whenever the unpaid domestic and care work stylized questions are included in the LFS, it is crucially important that the field work is planned and consistently monitored and adjusted to balance the field work across all seven days, since probability sampling of the days of the week is not practical.

Revised Training Material

The experience and lessons learned from the pretest and pilot led to subsequent changes to training materials that were prepared for the pilot. A copy of the updated interviewer's manual and training materials to be used going forward are provided in Annexes A and B. The changes include:

1. No longer using proxy respondents. Since Grenada CSO now uses a multi-mode survey – CAPI and CATI – and accepts only self-reports for a few key labour market indicators in the LFS, the same is recommended for the three questions on unpaid domestic and child care.
2. Much more attention is needed to ensure the LFS is more evenly spread over the seven days of the week to ensure representation of each reference day; thus avoiding bias in estimating the average daily time spent on unpaid domestic and care work.

When to Administer

Stark seasonal variations in employment are not common in Grenada and not expected for unpaid domestic and care work; this needs to be established. So, while employment may not reveal strong seasonal effects, the regression model did show that the influence of children in the household on time spent on unpaid domestic and care work does have 'seasonal effects' which may be apparent when the months of the academic school year are compared with school holiday time. Possible seasonal variation may also occur between quarter 4 and other times of the year. This is because the Christmas preparation period in Grenada usually starts around October, which is covered by quarter 4 of the LFS. Christmas

preparation time customarily triggers an island-wide increase in activities listed under ICATUS 2016 major division 3 (unpaid domestic services for household and family members). As such, it is recommended that the unpaid domestic and care work questions should at first be administered during each of the four quarters and examined for seasonal variations, both typical and atypical. If there is little seasonal variation in unpaid domestic and care work, then the questions could be administered less frequently. In this case, every three to five years is recommend, as only negligible change is expected in this statistic from year-to-year.

How to Analyse the Unpaid Domestic and Care Work Questions

Calculating SDG Indicator 5.4.1

SDG Indicator 5.4.1 is defined as the proportion of time spent in a day on unpaid domestic and care work by men and women. Unpaid domestic and care work refers to activities related to the provision of services for final use by household members or family members living in other households.

Metadata for SDG Indicator 5.4.1 provides the following measurement guidance:

- Indicator should be disaggregated by sex, age and location.
- Recommended age groups are 15+ years, 15–24 years, 25–44 years, 45–54 years, 55–64 years and 65+ years.
- Countries should use national definitions of urban/rural, as there is currently no international definition of urban/rural. The Grenada LFS sampling methodology, however, is used to produce only national level statistics and cannot be disaggregated by location.

SDG Indicator 5.4.1 is calculated as:

$$\frac{\text{Daily number of hours spent on unpaid domestic and care work}}{24} \times 100$$

$$\text{Daily number of hours spent on relevant activities} = \frac{\text{Total number of hours spent by the population on relevant activities}}{\text{Total population (regardless of whether they participated in activity)}}$$

Additional Data Usage

While the main purpose of the three questions is to measure SDG Indicator 5.4.1, beyond this it may be useful to examine and compare time spent on unpaid domestic and care work by men and women who are employed, unemployed and outside the labour force.⁹ Other factors to investigate include household composition (e.g., living with young children, number of people in the household), as well as marital status and income.

For example, policy makers, researchers and others (e.g., economists and development partners) can utilize these three questions along with other variables in the LFS database to examine the following research questions:

1. How does living with children (and/or elderly or disabled) in the household affect the number of hours of unpaid work done by employed men and women?
2. What is the association between time spent on unpaid domestic and care work and labour force status by sex?
3. How does time spent on housework differ between single (unmarried) young men and women (under 25 years of age)? And those living together with at least one of their parents (i.e., impact of gender socialization)?

From a policy perspective, this data will almost certainly provide evidence of the disproportionate share of unpaid child care work shouldered by women (question number 1), which can be used to support policy interventions that address gender equality in the home. One example is in the redistribution efforts, such as paid parental leave, so that both men and women are provided with time off to take care of infants and young children. Such a policy can act as a lever for gender equality in the home. Moreover, fathers' taking paternity leave to meet child care needs at home can result in a cultural shift in the perception of fathers' perceived roles in the home, as has been seen in Quebec, Canada.¹⁰

This data can also be used to support flexible working arrangements, including remote working arrangements, to address gender inequality in the labour market (question number 2). Flexible working arrangements can allow workers, especially women, who often have to make a trade-off between paid work and unpaid domestic and care work, to continue their paid work and or enter the labour market.

Redistribution of unpaid care work can also be achieved by initiatives that target early childhood education programmes, child care facilities (i.e., pre-primary school), and elder and disability care facilities. This can be investigated using question number 1.

⁹ These definitions relate to the 13th International Conference of Labour Statisticians (ICLS). The standards were updated in the 19th ICLS, but the Organisation of Eastern Caribbean States (OECS) has not yet transitioned to the newest standards.

¹⁰ Redesign parental leave system to enhance gender equality. Institute for Research on Public Policy, Policy Options Politiques, 27 October 2020. Retrieved from: [Redesign parental leave system to enhance gender equality \(irpp.org\)](https://www.irpp.org/)

Conclusions and Recommendations

While unpaid domestic and care work data collected during the LFS in quarter 1 of 2021 appear to be credible in many respects, the issue of the use of proxy respondents and field work allocation must be addressed going forward. The results presented above indicate that the use of proxy respondents may have lowered the quality of the data; as such, it is recommended that the Grenada CSO not accept proxy responses for unpaid domestic and care work questions in future administration of the LFS. Given that the CSO already uses a mix of CAPI and CATI to collect some LFS data, it is recommended that the same be done for unpaid domestic and care work questions.

The results also identified the need to more closely monitor completed surveys to determine whether real-time adjustment is needed to ensure a fairly even distribution across days of the week. This is to ensure that each day of the week is equally represented and minimise possible bias that can be caused by clustering surveys over one or more days.

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Annex A: Revised Interviewer's Manual

Interviewers are expected to read and study this manual before attending their training. This manual is to be primarily used by interviewers. This manual explains the concepts behind unpaid domestic and care work and their relationship to gender equality, and provides instructions to interviewers for administering unpaid care work questions.

Introduction

In 2015, the 2030 Agenda for Sustainable Development and SDGs were adopted by all United Nations (UN) Member States, including the Government of Grenada, as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. There are 17 SDGs, each recognizing an area where development must take place in order to balance social, economic and environmental sustainability. SDG 5 aims to achieve gender equality and empower all women and girls. SDG 5 has six targets, including:

- **Target 5.1** – End all forms of discrimination against all women and girls everywhere.
- **Target 5.2** – Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- **Target 5.3** – Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
- **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.
- **Target 5.5** – Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life.
- **Target 5.6** – Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

SDG Target 5.4 promotes valuing unpaid work and shared domestic responsibility. To determine if this target is being achieved, it must be measured on a regular basis. Currently, most Caribbean countries do not have an official data collection system in place that collects data for indicators related to SDG Target

5.4; therefore, UN Women has committed to supporting Caribbean countries to develop a data collection methodology adapted to the CARICOM context to measure unpaid domestic and care work in line with SDG Indicator 5.4.1, the proportion of time spent on unpaid domestic and care work by sex, age and location.

In all societies and households, unpaid domestic and care work is an everyday feature of almost everyone's life. In setting SDG Target 5.4, the 2030 Agenda aims to tackle persistent gender inequalities in paid and unpaid work which is a necessary foundation for inclusive growth and development.

Despite unpaid domestic and care work being essential to everyday life, it can remain invisible in some countries, both in policy and statistics. SDG 5 and SDG Target 5.4 have served to increase recognition of the importance and need to understand the nature and role of unpaid domestic and care work in women's empowerment.

As mentioned above, UN Women has committed to supporting Caribbean countries to develop and adapt questions to the CARICOM context to measure unpaid care work in line with SDG Indicator 5.4.1. Towards this end, the Grenada CSO agreed to test a set of stylized questions to measure SDG Indicator 5.4.1. This was done through LFS data collection in the third month of quarter 1 in 2021, and will also be done in the Population and Housing Census which will be fielded later in 2021.

Unpaid Care Work and Gender Equality

This section of the manual examines the definitions and concepts around work, care work and unpaid care work.

What is Work?

In general, work is any activity that someone can theoretically be hired to do for you, i.e., producing a good or as a service. Thus eating, sleeping and learning are *not* work, but caring for children and housework *are* work. Work as an economic activity is defined in the 2017 Organisation of Eastern Caribbean States (OECS) LFS manual as 'some activities that resulted in income in cash or kind'. Usually this means producing goods and services for sale on the 'market' resulting in income in wages or profits.¹¹

What is Care Work?

Care work can be paid and unpaid. For example, paid care work includes work done by domestic workers and paid workers at hospitals, long-term care facilities, homes for the elderly and so on. Unpaid care work is care work that is done without remuneration and is discussed in more detail below.

¹¹ Field Manual for the Grenada LFS 2017. The OECS LFS questionnaire and field manual are currently being updated to reflect definitions from the 2013 19th ICLS standards, which introduced the definition of work (i.e., "work comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use") alongside a forms of work framework to explicitly include measurement of unpaid provision of services for own use (i.e., self, household and/or family) in the LFS. Retrieved from: [International Conference of Labour Statisticians \(ICLS\) documents \(ilo.org\)](https://www.ilo.org/publications)

Care work consists of those activities that serve people and are necessary for the day-to-day physical and emotional well-being of people. The word ‘care’ does not imply it is done with love or willingly. Care work includes: hands-on, face-to-face engagement between people providing physical and emotional health needs (i.e., direct care); less personal engagement, which is sometimes referred to as indirect care (e.g., laundry); and supervisory care, which is often done simultaneously with other care and non-care activities. Care work is ever-present in all our lives with women performing the majority of care tasks.

What is Unpaid Care Work?

As mentioned above, unpaid care work is care work provided without receiving a wage or other payment; this can take place in the household or for family. Unpaid care work refers to indirect care activities (i.e., also called domestic work or housework), such as food preparation, dishwashing, cleaning and upkeep of the home, laundry, ironing, gardening, caring for pets, shopping, servicing and repair of personal and household goods. It also refers to direct care, which includes caring for children, the sick, disabled and elderly, and supervisory care. Unpaid care work is most often provided by household and family members for the direct benefit of other family and household members, and indirectly for the benefit of society, institutions and societal actors.

Figure 1. Types of Unpaid Care Work



Source: Folbre, N. (2018). *Developing Care: Recent Research on the Care Economy and Economic Development*. International Development Research Centre (IDRC): Ottawa, Canada.

In keeping with the System of National Accounts (SNA) rules, unpaid care work is not included when calculating a country’s Gross Domestic Product (GDP), even though it produces essential services; therefore, we can refer to unpaid care work as ‘non-SNA work’. The guide to measuring paid and unpaid work developed by the UN Statistical Division¹² notes that the ICATUS has three divisions within non-SNA work. These include:¹³

1. Providing unpaid domestic services for own final use within households;
2. Providing unpaid caregiving services to household members; and
3. Providing community services and help to other households.

¹² UN Statistics Division (2005). *Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work*. United Nations Statistics Division: New York, NY, USA. Retrieved from: [Microsoft Word – PART ONE5May.doc \(un.org\)](#)

¹³ Ibid, 2005.

While unpaid care work is not included in the GDP and generally lacks social recognition, it is a responsibility that requires specific skills and is essential for individuals' and societal well-being.

Relationship between Unpaid Care Work and Women's Empowerment

Across cultures and societies, both men and women, are socialized into roles and responsibilities which, within their specific context, align with what are considered masculine and feminine behaviours. These learnt behaviours, in turn, shape or are shaped by what is valued and who has access to and control over resources, as well as decision-making opportunities. Worldwide, traditional roles of men as providers for the family and women as caretakers of the home has led to limitations being placed on how men and women develop their abilities and make decisions regarding their professional, personal and communal lives.

Cultural and social norms are not static; however, as they change, some stereotypical gender roles continue to prevail. Gendered social norms which ascribe unpaid care work as women's responsibility still exists. Worldwide, women have increasingly entered the labour market, but while women have taken on more responsibilities outside of the home in paid work, traditional activities ascribed to women in their domestic and reproductive roles have not changed. Globally, research has shown that women spend, on average, three to six hours on unpaid care activities, whereas men spend between half an hour to two hours.¹⁴ The unequal distribution of unpaid care work has led to an increased workload for women, hence exacerbating gender inequalities that hinder women's development and the achievement of gender equality.

Unpaid care work sustains the paid economy, but has a negative impact when it is fueled by patriarchy and becomes invisible and unequally shared. The strain of unpaid care work has led to women deferring opportunities to take on additional responsibilities that would advance their lives economically, professionally and socially. When women's primary functions are viewed as reproductive and domestic, it results in less education and training, less productive assets and less time for paid productive work.

Women in the Caribbean do not enjoy the rights to decent work to the same extent as men. In fact, labour force statistics from the region show that women tend to be employed in lower wage jobs, often in paid care sectors (e.g., nurses, teachers, domestic workers, administrative assistants and so on), and are disproportionately burdened with unpaid domestic and care work.

Measuring SDG 5.4.1 – Unpaid Domestic and Care Work

Measuring how much unpaid domestic and care work is done, and then using that data to guide policy and investment decisions, has the potential to create new jobs, lift people out of poverty and contribute to economic growth. Worldwide, in every country, tasks such as caring for children, the elderly and sick, and household work (e.g., cooking, laundry, and cleaning) are disproportionately done by women. This

¹⁴ In 2015, the OECD conducted a study which was highlighted in Ferrant, G, L.M. Pesando & K. Nowacka (2014). *Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes*. OECD Development Centre: Paris, France. Retrieved from: https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

means that the amount of time that women have to spend on paid work, education and running for political office, or to simply relax, shrinks. Since unpaid labour is disproportionately carried out by women, failing to measure it introduces a gender bias in economic data.¹⁵

These sections that follow discuss each of the three questions on unpaid domestic and care work which were included in the LFS for quarter 1 of 2021 (**Box 2**) and offers instructions for administering the questions. These sections that follow also provide an expanded list of activities for reference.

Box 2. Questions on Unpaid Domestic and Care Work for the LFS

Question a. Yesterday, how much time did you spend on housework for which you were not paid? Housework includes activities such as cleaning the house, doing laundry, ironing, preparing and serving food, washing the car, cleaning the yard, cutting the grass, tending to your flower garden, shopping for groceries, cooking gas or other household items, paying bills and minor home repairs. Travelling or waiting time should be included in your answer.

- Zero/none
- Hours |__|__| Minutes |__|__|
- Don't Know
- Refused/not stated

Question b. Yesterday, how much time did you spend looking after children who are members of your household or family, without receiving any pay? Looking after children includes playing, bathing, helping with homework, reading, and taking to the doctor or activities. Travelling or waiting time should be included in your answer.

- Zero/none
- Hours |__|__| Minutes |__|__|
- Don't Know
- Refused/not stated

Question c. Yesterday, how much time did you spend caring for adults who are members of your household or family, including elderly, sick or disabled, without receiving pay? Caring for includes feeding, personal and physical care, talking with, helping with shopping or paying bills, providing help with taking medication, and so on. Travelling or waiting time should be included in your answer.

- Zero/none
- Hours |__|__| Minutes |__|__|
- Don't Know
- Refused/not stated

¹⁵ International Labour Organization (2016). Women at Work: Trends 2016. International Labour Organization: Geneva, Switzerland; Miranda, V. (2011). Cooking, Caring and Volunteering: Unpaid Work Around the World, *OECD Social, Employment and Migration Working Papers*, No. 116, OECD Publishing, p. 6.

General Instructions for Administering the Unpaid Domestic and Care Work Questions

The following are general instructions for administering the unpaid domestic and care work questions:

1. The questions must be asked of everyone 15 years of age and older in the household.
2. The person being asked about **must** answer these questions themselves, as they will have the best knowledge of what they did the previous day; in other words, **no proxy responses** are allowed. Follow-up is allowed by telephone for anyone not available during your home visit.
3. To avoid recall problems, the reference period being asked about is the day prior to being interviewed. Because of this, interviewers **must** spread their interviewing across the seven days of the week; this will be managed by the CSO. CSO field supervisors will continuously monitor the distribution of days on which interviews are occurring and adjust the field visits, as necessary.
4. If the person spent no time on any of the activities covered in a question, this must be recorded as zero (**DO NOT LEAVE BLANK**).
5. **Do not** include hours working for pay, in self-employment or doing unpaid volunteer work for a charity or community group, or helping non-family members in other households.
6. Record all time spent on each activity, even if two or more of the three activities (e.g., housework, child care and adult care) asked about took place at the same time. For example, a person may spend one-hour preparing a meal, while at the same time looking after a child. In this case the interviewer should record one-hour of housework in part (a) and one-hour of child care in part (b). It does not matter that these activities took place at the same time.
7. Include time spent traveling for an activity and waiting time. For example, time traveling both there and back when taking someone to see a health care provider or taking a child to a sporting activity, the movies, and so on.

Specific Instructions for Administering the Unpaid Domestic and Care Work Questions

Box 3. Question A – Time spent on unpaid housework/domestic services

Question A: Yesterday, how much time did you spend on housework for which you were not paid? Housework includes activities such as cleaning the house, doing laundry, ironing, preparing and serving food, washing the car, cleaning the yard, cutting the grass, tending to your flower garden, shopping for groceries, cooking gas or other household items, paying bills and minor home repairs. Travelling or waiting time should be included in your answer.

Question A collects information on how much time people in Grenada spend on **unpaid housework/domestic services for household and family members**. For this question, exclude any activities carried out in the household that produce goods or services that are intended for sale or for which money is received, such as preparing food for sale, washing and ironing other people's clothes, and making and sewing/mending clothing as a paid economic activity. The response to this question should **NOT** count time spent caring for children or sick and elderly people as these are covered in separate questions, specifically questions b and c. Other unpaid activities to exclude are listed at the end of this section.

A list of relevant activities compiled by the ICATUS 2016 is provided in Section IV of the manual and further expanded below.

Cleaning the home

This includes activities such as: vacuuming; sweeping; cobwebbing; dusting furniture; cleaning windows; hanging and taking down curtains; scrubbing or mopping any area of the home, either indoors or outdoors; cleaning bathrooms; and garbage disposal, whether it's for garbage pickup, burning or burying. In other words, as is commonly said, the 'general cleaning and putting away' of the house and its surroundings.

Preparation and serving of food

Preparation of food includes all activities related to preparing food and drinks that will be eaten and drunk by members of the household. For instance, it includes: time spent cutting, cleaning and seasoning meat; cutting and peeling fruits and vegetables; kneading flour for bread, bakes, dumplings and more; mixing cake batter or other confectioneries; time spent cooking, baking, or heating food; and cleaning of dishes, utensils and surroundings used in preparing serving and eating. This also means time spent setting and clearing the table, washing dishes, drying dishes and putting them away, cleaning the stove and countertops, and so on.

Laundry activities

Laundry activities include: sorting clothes for washing; putting clothes to soak; washing by hand or machine (loading and unloading a washing machine); hanging out on a clothes line, fence or river stone to dry or drying by machine; and collecting once dry, folding and putting away. The washing may be at home, a shared public washing place, river or paid laundry facility. Includes also time spent preparing clothes for ironing, folding and putting them away. Travel time involved in taking clothes to be washed, dry cleaned, ironed and/or repaired and/or picking them up is also included.

Minor home repairs (including motor vehicles)

This covers minor jobs on floors, walls and roof of the house, changing lights and light bulbs, and minor plumbing work, such as unblocking bathtubs and sinks, sanding, painting, varnishing or repairing furniture. This activity is for minor repairs only, not total or partial construction of walls, floors or roof or any other major construction.

The activity includes setting up small household appliances and repairing and maintaining them. It also includes travel and waiting time involved in taking household goods and personal effects to be repaired or maintained somewhere outside the home.

All activities involved in looking after vehicles belonging to the household, such as washing, changing oil and filters, and other maintenance or repair services are included. When these services are carried out by someone outside the home, travel time to and from the service/repair shop, and wait time must be included.

Household Administration

This group of activities includes paying utility and other household bills. It includes time spent travelling to and from, waiting and paying for services, such as water, electricity, taxes, telephone, cable, internet, mortgage/rent, home insurance and banking services. It also includes the organization of documents, including activities such as organizing and filing documents.

Shopping for the household

This covers shopping for groceries or pre-cooked food and other household items such as utensils, furnishings, household electrical goods and electronic appliances. It also includes shopping for goods for household members, such as clothes, footwear, personal hygiene products and school supplies. Also count time spent travelling, searching for products and product information, and price comparisons, including when this is done online. Shopping includes purchases made in person and those made over the internet and/or telephone.

Question A does NOT include:

- Work done in the family kitchen/vegetable garden
- Taking care of animals grown for own use or sale – examples, goat, sheep, pig, cow, chickens, rabbit, and so on
- Working in the family shop or business for no pay
- Volunteer work – example for an organization/church
- Helping a neighbour or friend that's not a family member
- Total or partial construction of your home

Box 4. Question B – Time spent on unpaid child care for members of the household/family

Question B: Yesterday, how much time did you spend looking after children who are members of your household or family, without receiving any pay? Looking after children includes playing, bathing, helping with homework, reading, and taking to the doctor or to activities. Travelling or waiting time should be included in your answer.

Question B collects information on how much time people in Grenada spend on **unpaid caregiving services to children**. Children refers to anyone under 18 years of age living in the household or family living elsewhere. A list of activities, as compiled in ICATUS 2016, is in Section IV of this manual and further expanded on below.

Care for children includes: feeding them (breastfeeding, bottle feeding or solid food); bathing them; taking them to the bathroom or changing their diapers; combing their hair; dressing them and other general grooming activities; putting them to bed; and playing with or talking to them. It also includes directly supervising them or passively caring for them while engaged in another activities; in other words, being on hand and available to see to their needs are counted. People often perform more than one unpaid activity at the same time. For example, a person may spend one-hour preparing a meal while at the same time looking after a child. In this case the interviewer should record one-hour of housework in part (a) and one-hour of child care in part (b). It does not matter that these activities took place at the same time.

Caring for children also includes taking them to the doctor when sick, taking their temperature, giving them medicines and applying treatments. It also includes travel time, when accompanying a child for care purposes, such as taking them to the doctor, picking them up from school and extra lessons, and taking them to sporting activities, movies, the beach or other fun outings.

Time spent helping with homework and school projects is also included.

Box 5. Question C – Time spent on unpaid adult care for members of the household/family

Question C: Yesterday, how much time did you spend caring for adults who are members of your household or family, including elderly, sick or disabled, without receiving pay? Caring for includes feeding, personal and physical care, talking with, helping with shopping or paying bills, providing help with taking medication, and so on. Travelling or waiting time should be included in your answer.

Question C collects information on how much time people in Grenada spend on **unpaid caregiving services to adult family members**. An adult is anyone 18 years of age or older living in the household or family living elsewhere. The list of activities from ICATUS 2016 is in Section IV of this manual and further expanded on below.

This question includes caring for the elderly, sick or disabled adults, such as: giving medicines; feeding and grooming; accompanying to activities, such as taking them to and from a doctor; and conducting personal errands, such as shopping or paying bills or conducting these on their behalf. Also included is accompanying them to social activities.

It also includes talking with them, reading to them or watching television with them. It is important to note that this question includes caring for all adult household/family members, not just those who are elderly, sick or disabled.

Unpaid Domestic and Care Work Activities

The ICATUS 2016 is a three-level hierarchical classification of all possible activities (paid and unpaid) undertaken by the general population during the 24-hours in a day.¹⁶ These activities are grouped into nine major divisions. These nine divisions are further divided into 990 activities. This classification is used to produce comparable statistics on time-use across countries and over time. Unpaid care work is captured in the major divisions 3 and 4.

1. Employment and related activities
2. Production of goods for own final use
3. Unpaid domestic services for household and family members
4. Unpaid caregiving services for household and family members
5. Unpaid volunteer, trainee and other unpaid work
6. Learning
7. Socializing and communication, community participation and religious practice
8. Culture, leisure, mass-media and sports practices
9. Self-care and maintenance

Activities related to major divisions 3 and 4 and identified in **Box 6**.

¹⁶ Retrieved from: [23012019 ICATUS.pdf \(un.org\)](#); [UNSD — Time Use Statistics](#)

Box 6. Unpaid domestic and care work activities related to major divisions 3 and 4

ICATUS list of unpaid domestic services and care work activities ¹⁷	Examples of activities
Major division 3 – Unpaid domestic services for household and family members	
<p>31 – Food and meals management and preparation 311 – Preparing meals/snacks 312 – Serving meals/snacks 313 – Cleaning up after food preparation/meals/snacks 314 – Storing, arranging, preserving food stocks 319 – Other activities related to food and meals management and preparation</p>	<p>Cutting, cleaning and seasoning meat; cutting and peeling fruits and vegetables; kneading flour for bread, bakes, dumplings and more; mixing cake; time spent cooking, baking, or heating food; setting and clearing the table; washing the dishes, drying and putting them away; cleaning the stove; cleaning countertops after meal prep; and so on.</p>
<p>32 – Cleaning and maintaining of own dwelling and surroundings 321 – Indoor cleaning 322 – Outdoor cleaning 323 – Recycling and disposal of garbage 324 – Upkeep of in/outdoor plants, hedges, garden, grounds, landscape, and so on 325 – Tending furnace, boiler, fireplace for heating and water supply 329 – Other activities related to cleaning and upkeep of dwelling and surroundings</p>	<p>Cleaning inside and outside the home (front, side and back); sweeping; scrubbing; mopping; vacuuming; cobwebbing; dusting furniture; cleaning windows; hanging and taking down curtains; cleaning the bathrooms; power washing the yard or other outdoor areas; cutting the grass, fence, flower garden; garbage disposal, whether it's for garbage pickup, burning or burying.</p> <p>This activity does not include kitchen gardening.</p>
<p>33 – Do-it-yourself decoration, maintenance and repair 331 – Do-it-yourself improvement, maintenance and repair of own dwelling 332 – Installation, servicing and repair of personal and household goods including ICT equipment 333 – Vehicle maintenance and repairs 339 – Other activities related to do-it-yourself decoration, maintenance and repair</p>	<p>Minor jobs on floors, walls and roof of the house; changing lights and light bulbs; minor plumbing work, such as unblocking bathtubs, showers and sinks; sanding, painting, varnishing, or repairing furniture; setting up small household appliances and repairing and maintaining them; washing, changing oil and filters, and other maintenance or repair services of household vehicle(s).</p> <p>This activity is not for total or partial construction of walls, floors or roof or any other major construction.</p>
<p>34 – Care and maintenance of textiles and footwear 341 – Hand/machine-washing 342 – Drying; hanging out, bringing in wash 343 – Ironing/pressing/folding 344 – Mending/repairing and care of clothes and shoes; cleaning and polishing shoes 349 – Other activities related to care of textiles and footwear</p>	<p>Laundry activities including: sorting clothes for washing; putting clothes to soak; washing by hand or machine (loading and unloading a washing machine); hanging out on a clothes line, fence or river stone to dry or drying by machine; and collecting clothes once dry, folding and putting away. The washing may be at home, a shared public washing place, river, or paid laundry facility. It includes time spent preparing clothes for ironing, ironing, folding, and putting away. It also includes taking care of footwear (e.g., washing/scrubbing sneakers, cleaning and polishing shoes, and so on).</p>

17 Taken from Budlender 2019, Appendix A

<p>35 – Household management for own final use 351 – Paying household bills 352 – Budgeting, planning, organizing duties and activities in the household 359 – Other activities related to household management</p>	<p>This group of activities includes paying utility and other household bills, such as water, electricity, taxes, telephones, cable, internet, mortgage/rent, home insurance and banking services. It also includes the organization of documents, including activities such as organizing and filing documents.</p>
<p>36 – Pet care 361 – Daily pet care 362 – Using veterinary care or other pet care services (grooming, stabling, holiday or day care) 369 – Other activities related to pet care</p>	<p>Walking, feeding and bathing pets, including dogs, cats, birds and other pets. It also includes vet and grooming visits.</p>
<p>37 – Shopping for own household and family members 371 – Shopping for/purchasing of goods and related activities 372 – Shopping for/availing of services and related activity</p>	<p>Shopping for groceries or pre-cooked food and other household items, such as utensils, furnishings, household electrical goods and electronic appliances. It also includes shopping for goods for household members, such as clothes, footwear, personal hygiene products and school supplies. Shopping includes purchases made in person and those made over the internet or telephone.</p>
<p>38 – Travelling, moving, transporting or accompanying goods or persons related to unpaid domestic services for household and family members 380 – Travelling, moving, transporting or accompanying goods or persons related to unpaid domestic services for household and family members</p>	<p>Travel time for shopping and taking computers, televisions, vehicles and other household goods or personal effects to be repaired or maintained by someone else. It also includes travel time to take clothes to be washed, dry cleaned, ironed and/or repaired, and travel time to pay bills.</p>
<p>39 – Other unpaid domestic services for household and family members 390 – Other unpaid domestic services for household and family members</p>	<p>Time spent searching for products, product information and price comparisons, including when this is done online or over the phone. Waiting time for any of the above-mentioned domestic services activities.</p>
<p>Major division 4 – Unpaid caregiving services for household and family members</p>	
<p>41 – Childcare and instruction 411 – Caring for children including feeding, cleaning and physical care 412 – Providing medical care to children 413 – Instructing, teaching, training and helping children 414 – Talking with and reading to children 415 – Playing and sports with children 416 – Minding children (passive care) 417 – Meetings and arrangements with schools and child care service providers 419 – Other activities related to childcare and instruction</p>	<p>Care for children includes: feeding (breastfeeding, bottle feeding or solid food) them; bathing them; taking them to the bathroom; changing their diapers; combing their hair; dressing them; putting them to bed. Caring for children also includes taking them to the doctor when sick, taking their temperature, giving them medicine and applying treatments. It also includes: helping with homework and school projects; teaching them; talking with and/or reading to them; meeting with their teachers, and so on. Directly supervising them or passively caring for them while engaged in another activity. It also includes travel time when accompanying a child for care purposes, such as: taking them to the doctor; picking them up from school and extra lessons; and taking them to sporting activities, movies, the beach or other fun outings.</p>

<p>42 – Care for dependent adults 421 – Assisting dependent adults with tasks of daily living 422 – Assisting dependent adults with medical care 423 – Assisting dependent adults with forms, administration, accounts 424 – Affective/emotional support for dependent adults 425 – Passive care of dependent adult 426 – Meetings and arrangements with adult care service providers 429 – Other activities related to care for dependent adults</p>	<p>A dependent adult is someone 18 years of age or older who requires financial or other types of support. Caring for dependent adults include caring for able-bodied and the elderly, sick or disabled adults. It also includes: feeding; grooming; giving medicines; accompanying to activities, such as taking them to and from a doctor, or to conduct personal errands, such as shopping or paying bills; and conducting the aforementioned on their behalf. Care for dependent adults also includes providing emotional support, talking with them, reading to them and/or watching television with them.</p>
<p>43 – Help to non-dependent adult household and family members 431 – Feeding, cleaning, physical care for non-dependent adult household and family members including for temporary illness 432 – Affective/emotional support for non-dependent adult household and family members 439 – Other activities related to care for non-dependent adult household and family members</p>	<p>A non-dependent adult is someone 18 years of age or older who does not require support. Caring for a non-dependent adult includes caring for able-bodied and the elderly, sick or disabled adults. It includes: feeding; grooming; giving medicines; accompanying to activities, such as taking them to and from a doctor, or to conduct personal errands, such as shopping or paying bills; and conducting the aforementioned on their behalf. It also includes providing emotional support, talking with them, reading to them and/or watching television with them.</p>
<p>44 – Travelling and accompanying goods or persons related to unpaid caregiving services for household and family members 441 – Travelling related to care-giving services for household and family members 442 – Accompanying own children 443 – Accompanying dependent adults 444 – Accompanying non-dependent adult household and family members</p>	
<p>49 – Other activities related to unpaid caregiving services for household and family members 490 – Other activities related to unpaid caregiving services for household and family members</p>	<p>All other care services provided to household or family.</p>

Annex B: Training PowerPoint Slides

Below are training slides and facilitation notes for measuring SDG Indicator 5.4.1. Day 1 PowerPoints address some of the concepts around unpaid work, gender dynamics of unpaid domestic and care work, and why measuring unpaid domestic and care work is important. Day 2 PowerPoints covers the three questions to be used for capturing unpaid domestic and care work in the LFS.

Day 1 PowerPoint – Development of a Regional Census-Based Approach for the Measurement of SDG Indicator 5.4.1 for the OECS

Development of a Regional Census Based Approach for the measurement of SDG Indicator 5.4.1 for the OECS

Ms. Nana Oye Hesse-Bayne, MSc Econ.
24 February 2021

Slide 1

- Use this time to welcome participants to the Unpaid Care and Domestic work session.
- Emphasize a participatory learning approach as part of the training methodology for this session.
- Session will be interactive and engaging, encourage trainees to participate.
- Assure participants, the best method to learn is to actively participate in the session and activities.

Exercise

- Scenarios of 2 families, one in the St. Patrick and the other in St. George, both have 2 teen children, a boy and a girl in secondary school.
- Wake up time for both families
- What each member of the household does before work / school
- What each member of the household does after work / school

Slide 2

- Inform participants they will be moved to breakout rooms. (This can be done in advance. Ensure rooms have women and men)
- Present the exercise, give participants 10 minutes to complete the exercise.
- Visit breakout rooms. Ensure discussions are on the roles performed by each family member.
- After 10 minutes, welcome participants back. Inform participants they will share their discussions during the session.



Concepts and Definitions Cont'd

- What do you think Care Work is?
 - Activities that serve people and are necessary for the day-to-day physical and emotional well-being of people.
- Direct Care
 - Hands on face-to-face engagement between people, providing physical and emotional health needs
- Indirect Care
 - Less personal engagement sometimes such as laundry.

Slide 3

- Engage participants to reflect on what comes to their mind when they think of the term 'care work'.
- Emphasize care work is a service, then elaborate on the definition.
- Present the two types of care work – direct and indirect care.
- Ask participants to share examples for each.
- Use each example given to see if it fits the definition, e.g., does the direct care example involve face to face engagement and more.



Concepts and Definitions Cont'd

- Supervisory care
 - Often done simultaneously with other care activities
- Care work can be paid and unpaid.
 - Paid care work includes work done by domestic workers, and paid workers at hospitals, long-term care facilities, homes for the elderly and so on.
- Unpaid Care work
 - Care work done without remuneration

Slide 4

- Ask participants to share their perception of what supervisory care means.
- Following examples, emphasize it is two or more activities done simultaneously.
- Give an example, such as a mother is in a shop supervising a teenager do their homework, but at the same time keeping an eye on another child playing close by.
- Highlight care work can be paid or unpaid. Use domestic workers as an example of paid care work, while similar work can be unpaid.



Unpaid Care Work

- Takes place **within the household** or outside of the person's home in another household.
- Refers to **indirect care** activities (i.e., also called domestic work or housework) such as food preparation, dishwashing, cleaning and upkeep of the home, laundry, ironing, gardening, caring for pets, shopping, servicing and repair of personal and household goods.
- It also refers to **direct care**, which includes caring for children, the sick, disabled and elderly and supervisory care

Slide 5

- Emphasize unpaid care work usually takes place **within a household**. It can also occur in another family member's household.
- Present points elaborating words highlighted in **RED**.
- Make sure examples for both indirect and direct care are shared.
- Make sure participants understand the types of work that can be done under the examples. It is important that participants understand both concepts of indirect and direct care.



Unpaid Care Work

- Unpaid care work is most often provided by household and family members for the direct benefit of other family and household members
- Indirectly for the benefit of society, societal actors and institutions.
- Unpaid care work is a **SERVICE**

Slide 6

- Present the first point. Explain the father's role in unpaid care work (taking care of the child).
- Expand on how the father's role in unpaid care work contributes to the mother's engagement in paid work, which will benefit the family.'
- Ask for examples of how unpaid care work can benefit society.
- Build on the examples given and emphasize unpaid care work is a **SERVICE rendered without pay**.

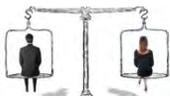


Why does unpaid care work matter?

- Thinking of our break out room exercise
 - What did we observe with the roles of the males?
- What about the roles of the women?

Slide 7

- Introduce the slide, ask participants to draw on discussions in their breakout rooms to answer the questions.
- Get at least 2-3 responses.
- Emphasize the multiple roles of women.
- Highlight how unpaid care work matters because it benefits families and society.



Gender Equality

- Equal rights, responsibilities and opportunities
- **Equality** = **women and men will become the same**
- women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female
- Consider interests, needs and priorities of women and men including different groups of women and men
- Gender equality = 'women's issue', it engages men and women
- Human rights issue and principle for sustainable people-centred development

Slide 8

- Inform participants they will continue to draw on breakout room discussions.
- Initiate questions on if members of the household have equal rights, responsibilities and opportunities.
- Substantiate responses, bring to the fore that women and men are not homogeneous.
- Go through the slides and emphasize sentences in bold or underlined.

Why Does Unpaid Care Work Matter?



Slide 9

- Reiterate that unpaid care work matters because it is part of our commitment made to the SDGs.
- Emphasize that this commitment was made by all countries globally, including Grenada (at the level of the United Nations).

Why Does Unpaid Care Work Matter?



Goal 5. Achieve gender equality and empower all women and girls

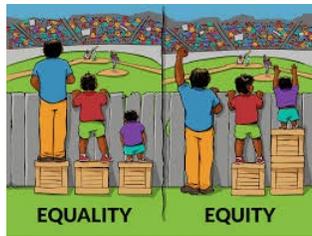
Target 5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

Indicator 5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location

Slide 10

- Highlight SDG 5 out of the 17 SDGs as the one that speaks to gender equality.
- Go through the points on the slide.
- Inform participants that Grenada is duty bound to report on its commitments to SDG 5, especially Indicator 5.4.1, which is specific to unpaid domestic care work.

Gender Equity



Slide 11

- Ask participants to share what they observe in the picture.
- Highlight how equality might not necessarily lead to access for all.
- Stress that gender equality interventions have to be thought of together with equity, because not everyone has the same opportunities. Gender equality and equity go together.
- Equity is always about fairness and helping those who are disadvantaged. Actions for equity are temporary until the inequalities are eliminated.

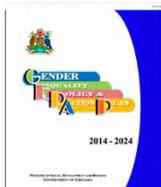
Gender Equity and Unpaid domestic and care work



Slide 12

- State that when we think of gender equity and unpaid domestic and care work, we are thinking of fairness.
- Explain the picture as a woman who is expected to play two roles. On the left is her public work and on the right her domestic work.
- The aim is to create a society where there is fairness. By measuring unpaid care work we capture how much equity exists to inform policy makers on what needs to take place to promote people-centered development.

Advancing Gender Equality



- Grenada Gender Equality Policy and Action Plan, 2014 – 2024
- Strategic objective for Gender Labour and Employment
 - To foster the equitable participation of and benefits for men and women in the labour force, while recognising the contribution of unwaged reproductive work to national development

Slide 13

- Inform participants that unpaid domestic and care work is a priority for the people and the Government of Grenada.
- Share the points on the slide as stated in the Gender Equality Policy and Action Plan 2024.

Questions and Answers



Slide 14

- Solicit questions from participants.

Activities included in Question 1

Minor home repairs (including motor vehicles)

Minor repairs only: Minor repairs on floors, walls and roof of the house, changing lights and light bulbs, minor plumbing work such as unblocking bathtubs and sinks, sanding, painting, varnishing, or repairing furniture, setting up, repairing, maintaining small household appliances

All activities involved in looking after vehicles belonging to the household, such as washing, changing oil and filters, and other minor maintenance or repair services.

It also includes travel and waiting time involved in taking household goods, personal effects, or vehicles to be repaired or maintained somewhere outside the home.

Slide 5

- Make sure to review this list of activities with enumerators.

Activities included in Question 1

Household administration

This group of activities includes paying utility and other household bills. It includes time spent travelling to and from, waiting, and paying for services such as water, electricity, taxes, telephones, cable, internet, mortgage/rent, home insurance and banking services. It also includes the organization of documents, including activities such as organizing and filing documents.

Shopping for the household

Groceries, pre-cooked food and other household items such as utensils, furnishings, household electrical goods and electronic appliances. It also includes shopping for goods for household members such as clothes, footwear, personal hygiene products, school supplies.

Time spent travelling, searching for products and product information and price comparisons, including when this is done online. Shopping includes purchases made in person and those made over the internet and/or telephone.

Slide 6

- Make sure to review this list of activities with enumerators.

What's NOT Included in Question 1

- ▶ Taking care of a neighbour's child or helping an adult who is not family or not a member of your household.
- ▶ Work done in the family kitchen/vegetable garden
- ▶ Taking care of animals grown for own use or sale - Examples goat, sheep, pig, cow, chickens, rabbit, and so on.
- ▶ Working in the family shop or business for no pay
- ▶ Volunteer work - Example for your church or an organisation
- ▶ Helping a neighbour/friend that's not a family member with housework or yard work, paying a bill, etc.
- ▶ Total or partial construction of walls, floors or roof or any other major construction on your home.

Slide 7

- These are activities that are **NOT** to be included when counting time spent on unpaid domestic work in question 1.
- It is important to understand which unpaid activities **NOT** to include. This is because including any such activities in calculating time spent on unpaid work would lead to an over-estimation of time spent on unpaid domestic and care work.

Question 2 - Unpaid Child Care

Yesterday, how much time did you spend looking after children who are members of your household or family without receiving any pay? Looking after children includes playing, bathing, helping with homework, reading, and taking to the doctor or activities. Travelling or waiting time should be included in your answer.

- Zero/none
- Hours L_LJ Minutes L_LJ
- Don't know
- Refused/not stated

Slide 8

- As with question 1, again we are asking about things that were done yesterday only.
- Children means anyone under 18 years of age, not just younger children or babies.
- For this question we count unpaid care provided to members of the household and family members living elsewhere. For example, if the respondent is a grandmother living alone, but takes care of her grandkids for free, she should be reporting that time if she did so yesterday.

Activities included in Question 2

- ▶ Feeding (breastfeeding, bottle feeding or solid food), bathing them, taking them to the bathroom, changing their diapers, combing their hair, dressing, playing with or talking to, helping with homework and school projects. Taking to the doctor when sick or taking care of a sick child at home; putting to bed. Taking to activities (e.g., sporting, the movies, the beach, etc.), taking to school and so on.
- ▶ Direct supervision or passively caring
- ▶ Travel and wait time when accompanying a child for care purposes, such as taking them to the doctor, picking them up from school, extra lessons, to sporting activities, movies, the beach or other fun outings are included.

Slide 9

- It is important that enumerators know which activities get counted to avoid undercounting of unpaid child care. There is also the issue of passive child care, which is taking care of a child while simultaneously doing any of the activities in question 1. For instance, taking care of a child while cooking. The time gets counted for both question 1 and question 2. Passive care also includes taking care of a child while simultaneously doing another activity, such as watching TV.

Question 3 - Unpaid Adult Care

Yesterday, how much time did you spend caring for adults who are members of your household or family, including elderly, sick or disabled, without receiving pay? Caring for includes feeding, personal and physical care, talking with, helping with shopping or paying bills, providing help with taking medication, and so on. Travelling or waiting time should be included in your answer.

- Zero/none
- Hours Minutes
- Don't Know
- Refused/not stated

Slide 10

- As with questions 1 and 2, we are asking about things that were done yesterday only.
- Adult means anyone 18 years of age or older.
- For this question we count unpaid care provided to adult members of the household and adult family members living elsewhere. It includes direct care (i.e., personal and physical care) and helping with activities such as shopping, paying bills, or other errands.

Activities included in Question 3

- ▶ Caring for the elderly, sick or disabled adults, such as, giving medicines, feeding and grooming, accompanying to activities, such as taking them to and from a doctor or to conduct personal errands such as shopping or paying bills or conducting these on their behalf. Talking with them, reading to them, or watching television with them are all included. Also included is accompanying them to social activities.
- ▶ Travel and wait time must also be included
- ▶ **Importantly, this question includes caring for all adult family members, not just those who are elderly, sick or disabled.**

Slide 11

- Make sure and review this list of activities with enumerators.

General Instructions

- ▶ The questions must be asked of everyone **15 years of age and older** in the household
- ▶ **No proxy.** The person being asked about must answer these questions themselves, as they will have the best knowledge of what they did the previous day.
- ▶ If the person spent no time on any of the activities covered in a question, this must be recorded as zero (**DO NOT LEAVE BLANK**).

Slide 12

- Discuss the list of general instructions.

General Instructions

- ▶ Record all time spent on each activity, even if two or more of the three activities (i.e., housework, childcare, and adult care) asked about took place at the same time. For example, a person may spend one hour preparing a meal while at the same time looking after a child. In this case the interviewer should record one hour of housework question 1 and one hour of child care in question 2. It does not matter that these activities took place at the same time.
- ▶ Include time spent traveling for an activity as well as waiting time. For example, time traveling both there and back when taking someone to see a doctor and the time spent waiting to see the doctor.

Slide 13

General Instructions

Probing

- ▶ Probe about activities if people are saying they did nothing. Remember there is a longer list of activities than the examples used in the question.
- ▶ probe about time spent travelling
- ▶ Probe about waiting time

Slide 14

Frequently Asked Question

Why are you collecting this data?

1. It is in line with the SDG requirements and is being done all over the world.
2. Just as we ask about paid work, we are also interested in unpaid work that people do. Everyone does SOME unpaid care work (e.g. shopping!), but often times many people don't "see" it as work.
3. Governments around the world want to know this to see if there are ways in which they can relieve the burden that households might have in being able to earn, to care for their families, and live well.

Slide 15

- Read the scenarios with the enumerators and seek responses for the questions in the next slide.

Scenarios for Testing Knowledge

- 1) Family of 4 - Mum and three children - 9, 10 and 15 years of age. Mum works and the children are in school. A close elderly family lives next door that they often help with errands and other tasks.
- 2) Family of three - Mum, dad and son (24 years). Only the dad is currently working. Son has a toddler daughter that does not live in the household but spends lots of time visiting.
- 3) Family of one, retired female. Her elderly mum, grown children and grandchildren lives in the same village. The children and grandchildren visit often. She cares for the youngest grandchild while the parents are at work or other activities without remuneration. Her elderly mum also often needs help with chores and paying the bills.
- 4) Family of two, working mum and dad. All children are grown and away, except for daughter with 2 children 18 and 20 years of age. They often help the elderly neighbour with cutting the grass and running errands.

Slide 16

Testing Knowledge

- ▶ In each family who should be answering the questions on unpaid domestic and care work?
- ▶ If family #1 has a kitchen garden and goats to take care of everyday, is this counted as unpaid domestic and care work?
- ▶ Which families are likely to report childcare? Why/why not?
- ▶ Which families are likely to report adult care? Why/why not?
- ▶ Does help provided to the elderly neighbour in family #4 get counted as unpaid adult care work?

Slide 17

- Some people may want to know why these questions are being asked. Enumerators should learn these responses so that they can provide an answer and be comfortable in doing so.

Day 2 - Debriefing

1. Ease of administering the questions as worded - any problems/concerns?
2. Do you think the questions are clear on what we are asking for? Why/why not?
3. Did the respondent think the questions were clear - did you often get asked to clarify or explain anything?
4. Did the respondents willingly provide the information? Is this different compared to LFS Q4 2020?
5. What questions were frequently asked by female respondents during pre-test and LFS Q4 2020?
6. What questions were frequently asked by male respondents during pre-test and LFS Q4 2020?
7. Did the training help you with interviewing and answering the respondent's questions? How?
8. Comments/questions?

Slide 18

- Get feedback from each enumerator about their experience pretesting the survey, clarifying outstanding issues and answering questions from the enumerators. In their debriefing report, each of them addressed the issues in the slide.

Questions and Answers



Slide 19



