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October 2022 | R2205



# WHO CARES

The Real Cost of  
Unpaid Care and  
Domestic Work

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# **Who Cares**

## **The Real Cost of Unpaid Care and Domestic Work**

**Caribbean Policy Research Institute (CAPRI)  
Kingston, Jamaica**

**This study is supported by the European Union.**  
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# Acronyms

CAUTAL	Classification of Time-Use Activities for Latin America and the Caribbean
ECCE	Early Childhood Care and Education
GDP	Gross Domestic Product
GKMA	Greater Kingston Metropolitan Area
GOJ	Government of Jamaica
ILO	International Labour Organization
JSLC	Jamaica Survey of Living Conditions
OECD	Organization for Economic Co-operation Development
SDG	Sustainable Development Goals
SNA	System of National Accounts
TUS	Time Use Survey
UN	United Nations

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# Executive Summary



Calculating the **value** of unpaid work highlights what the monetary costs would be if the work were not done for **free**



Unpaid care and domestic work is an important aspect of economic activity and the well-being of individuals. There are negative implications of unpaid care and domestic work for well-being, labour force participation rates, labour exclusion, gender equality, and women's empowerment. However, the economic scope—its monetary value, and how it intersects with other economic activity—of unpaid care and domestic work is largely unknown. This invisibility perpetuates the gender imbalances in wealth and earnings that underlie gender inequality. At the same time, the lack of clear knowledge and understanding of the value of unpaid work means that the allocation of workers' time and energy between paid and unpaid work is not well understood, and certainly not in a way that can inform policy that would seek to promote more optimal allocation of human capital. Calculating the value of unpaid work highlights what the monetary costs would be if the work were not done for free.

To date, there has not been a valuation of unpaid care and domestic work in Jamaica. However, the inclusion of a time-use survey in the *Jamaica Survey of Living Conditions 2018* provided data on the types of unpaid care and domestic work done, and who is carrying them out. Using that data this study quantifies, monetizes, and costs this unpaid work, as a percentage of GDP, as would be done with any other sector

Jamaican women participate more and spend more time in unpaid care and domestic work than men, irrespective of their consumption quintile, age group, and the region that they are from.

comprising what is considered productive labour. The policy implications of knowing the precise dimensions of how unpaid care and domestic work is allocated, and its value, are explored.

The data shows definitively that Jamaican women participate more and spend more time in unpaid care and domestic work than men, irrespective of their consumption quintile, age group, and the region that they are from. Further, their workload with unpaid and paid work combined is more laborious than that of men. Women do more work, of all types, than men do, despite being less well off. This double burden of paid work and unpaid care duties not only increases their total working hours, but it reduces their time for rest and recreation, and their overall wellbeing and quality of life. The data also yielded insights into how age impacts the amount of

unpaid care and domestic work that men and women do, and on the rural-urban divide of how much paid work versus unpaid work is done by the respective populations.

The significant and unequal amount of time that women dedicate to unpaid care and domestic work means that their care and domestic activities may carry an opportunity cost, as it reduces their ability to participate in and dedicate more time to paid work, to perform more productively in income-earning work, and to find and keep quality jobs. This is pertinent especially to caring for young children, 0-5 years old. The Jamaican data suggests that well-designed policies could bode well for greater labour market participation and increased productivity for all people, especially women. This would lead to their increased earnings, and by extension their social and family's wellbeing, and ultimate-

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ly economic growth at the national level.

Using the time use survey data, the market value of unpaid care and domestic work in Jamaica was calculated for the first time, using three different methods of attributing value to such work. It is estimated that unpaid care and domestic work in Jamaica has a total annual value ranging from J\$991 billion (equivalent to 45 percent of GDP) to J\$340 billion (equivalent to 15 percent of GDP) depending on how the method used to calculate the value. Caring for children aged 0-5 has the highest contribution of all care activities at J\$94 billion (equivalent to 4 percent of GDP), while preparing and serving of food has the highest contribution of all domestic activities at J\$258 billion (equivalent to 12 percent of GDP).

Even at the lowest possible wage rate, the value of unpaid care and domestic work is significant, but this value is not easily recognized, or expressed. By calculating and having a dollar figure for its value, its true contribution is revealed. Looking at the economic sectors such as agriculture, forestry, and fishing, industry, and services as a share of Jamaica's GDP in 2021, it is noted that agriculture, forestry, and fishing contributed 9 percent, industry 21 percent, and the services sector 64 percent. This means that the value of unpaid care and domestic work at the most conservative estimate is twice the value of agriculture, and its value using a slightly less conservative estimate is twice the value of industry.

Some 66 percent of the estimated monetary value of unpaid work is generated by women. This disproportion is distinct and significant. Having this data reveals not only the exact size and nature of the gender gap in the household division of labour, but also, certainly for Jamaica, the disproportionate amount of unpaid work that people living in rural areas do, especially rural women.

Measuring and knowing the value of unpaid work shows what a return on investment in goods and services that reduce the burden of unpaid work might yield in terms of the potential for wom-



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en and men to do more paid work. The case for investing in support for unpaid care work is clear: research has shown that a decrease in women's unpaid care work is related to a ten-percentage point increase in women's labour force participation rate. Knowing the value of unpaid care and domestic work can also inform considerations about the marketization of some of those activities, where the market for childcare and other care services in Jamaica is underdeveloped. In other countries, state policy has addressed similar issues.

There is also a rural-urban divide in how time is spent between paid and unpaid work, with rural people spending less time in paid work, and more time in unpaid work, than their urban counter-

parts, with corresponding consumption patterns. Access to water is a determining factor in how much time is spent in unpaid domestic work, for both women and men, though women bear more of the burden. Rural persons spend 95 minutes per day carrying water, which is unpaid domestic work. There are time-consuming domestic tasks that could be alleviated with infrastructure and technology.

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## Recommendations



# 1

The state should subsidize the care economy by issuing vouchers to working parents for use at day care and nursing care facilities, for example through the Programme of Advancement Through Health and Education (PATH), which could be redeemed at approved and registered care providers.

State agencies should take the lead in offering child-care support to public sector workers at the workplace and/or support for their unpaid work obligations, and private sector employers should be incentivized by the state to offer support for their employees with care obligations.

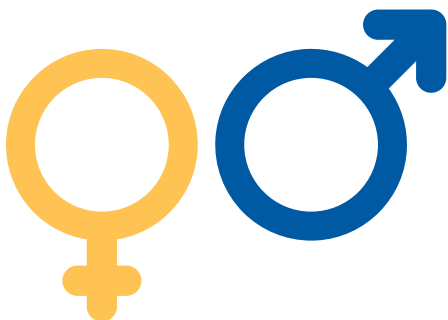
# 2





# 1

## Introduction



The gender division of labour is underpinned by deeply held, gendered beliefs and expectations that **men** are to be the **BREADWINNERS**, and **women** the **NURTURERS**

Unpaid care and domestic work is an important aspect of economic activity and the well-being of individuals. Tasks such as caring for children, the elderly, and household chores are indispensable for our daily lives.<sup>1</sup> If no one had children, and no one took care of their families, economies would come to a halt for lack of a labour force.<sup>2</sup> Throughout the world, women are the primary providers of unpaid care and domestic work, and its provision is still viewed by many people as the natural duty of women.<sup>3</sup> Jamaica follows the general global trend in the differences in the amount of time that women versus men spend in unpaid care and domestic work and in paid work, where women participate and spend more time in unpaid work while men participate and spend more time in paid work, irrespective of their consumption quintile, age group, and location.

There are negative implications of unpaid care and domestic work for well-being, labour force participation rates, labour exclusion, gender equality, and women's empowerment. However, such work remains statistically invisible to many policymakers, economists, planners, and national statisticians because it falls outside of the conventional definitions of what counts as work.<sup>4</sup> As unpaid care and domestic work are not considered formal employment, it is not entered into the system of national accounts, and is not

calculated in a country's Gross Domestic Product (GDP). Calculating the value of unpaid work highlights what the monetary costs would be if the work were not done for free.<sup>5</sup> The economic scope—its monetary value, and how it intersects with other economic activity—of unpaid care and domestic work is thus largely unknown. This invisibility perpetuates the gender imbalances in wealth and earnings that underlie gender inequality. At the same time, the lack of clear knowledge and understanding of the value of unpaid work means that the allocation of workers' time and energy between paid and unpaid work is not well understood, and certainly not in a way that can inform policy that would seek to promote more optimal allocation of human capital.

Unpaid care and domestic work has, up until the late twentieth century, been thought to be too difficult to measure, and not relevant for policies, though awareness of its value and the implications of measuring that value for economic and other policies dates back to the global feminist movement of the 1960s and 1970s. Feminist economists have for decades advocated for the consideration of unpaid care work and its economic consequences for the individual caregiver, and for the broader economy. They noted that by not measuring unpaid care work, estimates of economic growth, and the true costs of care work are inaccurate.<sup>6</sup> The measurement and valuation of unpaid care time, and the collection of re-

lated data, has since evolved in response to sustained activism and advocacy from women's groups, feminist scholars, and enlightened policymakers over several decades.<sup>7</sup> In more recent decades, data from time use surveys, have made the dimensions of unpaid work clearer, and its value more apparent, and many countries around the world collect this data routinely to inform labour market and other government policies, including state support for workers with care obligations.

The Jamaican family structure is manifested in the gender division of labour, where women and men generally have different roles in the household. The gender division of labour is underpinned by deeply held, gendered beliefs and expectations that men are to be the breadwinners, and women the nurturers. Evidence, however, suggests that women take up the role of nurturing at the expense of not being in the labour force. In 2020, there were 15,700 Jamaican women who indicated that their reason for being out of the labour force was that they have to be at home with dependents, while 2,200 women stated that home duties was the reason why they were not working or looking for work.<sup>8</sup> This is in line with the body of research that has found that the key factor for women not being in the labour force is family reasons, namely caring for children.<sup>9</sup> The significance of this nurturing and caring role for women tends to be ignored because it is not for-

There are negative implications of unpaid care and domestic work for well-being, labour force participation rates, labour exclusion, gender equality, and women's empowerment. However, such work remains statistically invisible to many policymakers, economists, planners, and national statisticians because it falls outside of the conventional definitions of what counts as work. Given that it is not included in the system of national accounts, it is not calculated as a proportion of a country's Gross Domestic Product (GDP).

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mally seen as work, and its contribution to the country's GDP is not valued.

The UN Sustainable Development Goals (SDGs) target 5.4, which is to achieve gender equality and empower all women and girls through recognising and valuing unpaid care and domestic work, focuses on unpaid work. The stated goal is to “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.” As with almost all the SDGs, this is also contained in Jamaica's National Development Plan Vision 2030. The Government of Jamaica has publicly stated that it recognises the importance of “supporting an equal sharing of the burden of care between women and men.”<sup>10</sup>

The inclusion of a time use survey in the *Jamaica Survey of Living Conditions* (JSLC) 2018 is Jamaica's most concrete step towards meeting this target. This was preceded by other actions, such as the adoption of international labour standards to address inequalities and women's right to work. Jamaica ratified the International Labour Organization Convention 189 (C189) on Decent Work for Domestic Workers, 2011 which recognizes the significant contribution of domestic workers to the national economy, and has advocates for increased job opportunities for workers with family responsibilities, and greater scope for caring for ageing populations, children, and persons with disabilities. In addition to this, the Government of Jamaica (GOJ) passed the Employment (Flexibility Work Arrangements) (Miscellaneous Provisions) Act by the Government of Jamaica (GOJ) in 2014. This was intended to provide a framework for employers to establish

flexible work hours to facilitate the needs of families and workers.<sup>11</sup> There were also specific policies and programmes to support and protect persons in unpaid care work during the COVID-19 pandemic.<sup>12</sup>

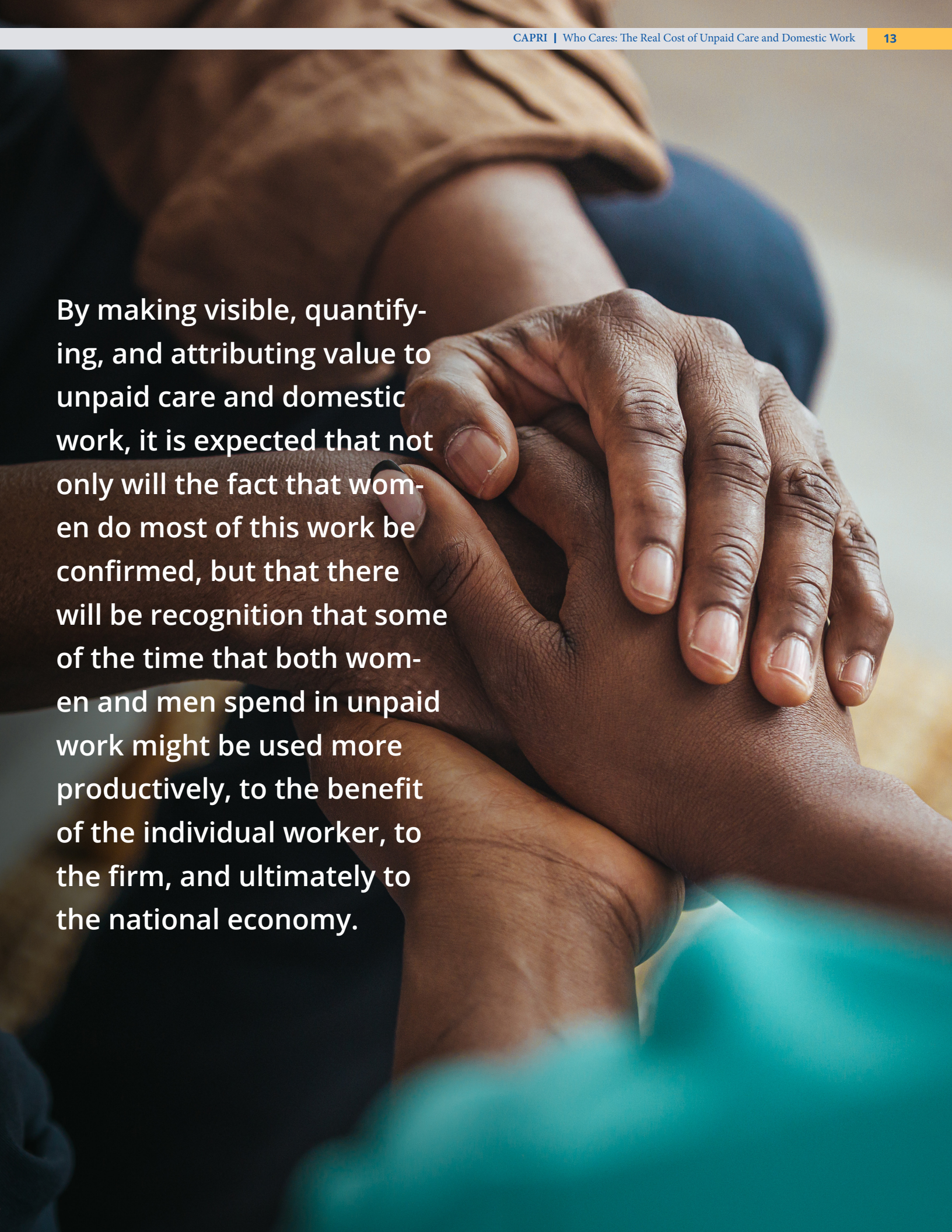
Since the time use survey was completed, the GOJ has taken other progressive steps in the area of care work, including towards its redistribution in the household gender division of labour, with the announcement of a plan regarding the use of parental leave. Specifically, the Government of Jamaica intends to update the Public Sector Staff Orders of 2004 to increase maternity leave from 40 days to three calendar months. For the first time in the public service there is also a plan to introduce paternity leave for fathers of newborns, for a specific time and on specific terms to be finalized. Finally, family leave for adoptive parents who are bringing a new child into the home, is on the list of new measures to be implemented. Once implemented, these measures should encourage the co-responsibility of care work between working women and men with children, and promote the redistribution of unpaid care work in the household.<sup>13</sup>

Unpaid care and domestic work is not counted in the system of national accounts, although SDG 5 and its target 5.4, calls for this to be done. The provision for such a satellite account for unpaid work does exist in Jamaica. The 1993 revision of the UN System of National Accounts provides for the establishment of satellite accounts to place monetary value on otherwise difficult to quantify activities, to monitor and measure the trends in those activities and to relate them to the broader economy.<sup>14</sup> A satellite account was subsequently created for the tourism sector. A household satellite account would be useful because it would measure and

value the outputs produced by households through unpaid care and domestic work as well as provide data to calculate how the economy is affected by changing patterns of this type of work. However, Jamaica, as is the case with most other UN member states, has not counted or included women's unpaid care work in satellite accounts as agreed in the Beijing Platform for Action in 1995.<sup>15</sup> Previous research noted that satellite accounts have been used to develop macroeconomic estimates compatible with national income accounting principles, but there has been less attention focused on valuation at the household level.<sup>16</sup>

To date, there has not been a valuation of unpaid care and domestic work in Jamaica. To fill this gap, this study uses the time use data from the (*Jamaica Survey of Living Conditions 2018*) to disaggregate the types of unpaid care and domestic work done, and who is carrying them out. The study then quantifies, monetizes, and costs this unpaid work, as a percentage of GDP, as would be done with any other productive sector. Finally, the policy implications of knowing the precise dimensions of how unpaid care and domestic work is allocated, and its value, are explored. This study, the first of its kind undertaken in the English-speaking Caribbean, contributes to the growing body of scholarly and policy literature that measures and values this type of work.<sup>17</sup>

By making visible, quantifying, and attributing value to unpaid care and domestic work, it is expected that not only will the fact that women do most of this work be confirmed, but that there will be recognition that some of the time that both women and men spend in unpaid work might be used more productively, to the benefit of the individual worker, to the firm, and ultimately to the national

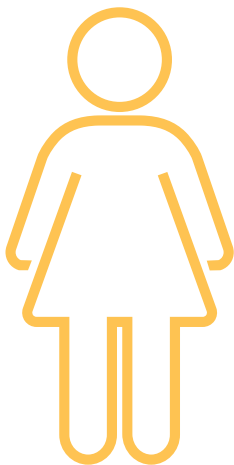


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# 2

## Definitions and International Valuations



Neglecting to include the value of unpaid work, which constitutes an important aspect of economic activity, underestimates **women's contribution** to the economy since women traditionally do much of the unpaid work



**C**apturing the market value of unpaid work brings several gains. It allows for a better understanding of the essential contribution that unpaid workers make to the economy, as well as the productive paid labour that is foregone when workers spend their time doing unpaid work. Not accounting for unpaid work within the household may bias measures of income inequality and poverty rates.<sup>18</sup> Neglecting to include the value of unpaid work, which constitutes an important aspect of economic activity, underestimates women's contribution to the economy since women traditionally do much of the unpaid work.<sup>19</sup> The failure to assign that value contributes to gender bias in public policies, where recognizing and remunerating unpaid work, or supporting workers with unpaid work obligations to reallocate their time to paid work, is a fundamental step towards addressing gender inequality and empowering women.<sup>20</sup> However, efforts to assign an economic value to unpaid work are hampered by the shortcomings of the available methods to do so.

## Defining Unpaid Work

Unpaid work is work not compensated by a payment, and it thereby falls outside the boundary of the System of National Accounts (SNA) that is used to calculate the

common measure of total output, GDP.<sup>4</sup> Unpaid work includes domestic work that is done by household members for their own use or that of other household members, and care work which includes all unpaid caregiving and support services for children aged under 15, other household members aged 15 to 59, and older adults aged 60 and over. Work without remuneration for other households or the community and volunteering also comprise unpaid work.<sup>21</sup>

Paid work consists of the time spent on all working activities carried out by persons (of working age) in employment to produce goods or provide services for pay or profit, and includes even the associated time spent commuting to and from the location of the work activity.

## Efforts to Value Unpaid Work

Attempts to estimate the value of unpaid work have been undertaken many times over the last few decades. There isn't a single valuation method for unpaid work, and each of the existing methods have strengths and weaknesses. The main methods are classified as the "input" or "indirect" method, and the "output" or "direct" method. The input (indirect) method is based on the idea of valuing

the output of unpaid work in terms of the costs of labour inputs (time spent in unpaid work), and the time estimates are then valued against market wage rates for workers who perform similar activities in the labour market, while the output (direct) method is based on the idea that the time used to provide the unpaid work is converted into outputs (for example, number of meals produced, number of clothes washed, rooms cleaned), and the value is computed using the relevant market prices.<sup>22</sup>

For the application of the input method, there are two approaches, the opportunity cost approach, and the replacement cost approach. The opportunity cost approach values unpaid work in terms of wages foregone (lost profit), as a result of opting not to offer services in the market. On the other hand, the replacement cost approach values unpaid work in terms of the cost (in wages) that households would face if they were to hire others to do the unpaid care and domestic work for them.<sup>23</sup> For the calculation of the wages mentioned in the replacement cost method, there are three wage approaches that can be applied, the generalist, the specialist, or the minimum wage approach. The generalist wage approach assigns one wage to all activities, the specialist wage approach assigns different wages to different activities based on the actual wage rate for each job, and the minimum

**Capturing the market value of unpaid work brings several gains. It allows for a better understanding of the essential contribution that unpaid workers make to the economy, as well as the productive paid labour that is foregone when workers spend their time doing unpaid work.**

wage approach assigns the national minimum wage to all activities. (See Appendix Two for detailed description of the various methods.) The value of unpaid work is then calculated by multiplying the amount of time spent in unpaid work by the wage rate obtained from one of the wage approaches aforementioned.

Most studies utilize time use survey data and the input method due to the limited availability of data required for the output method. The following examples of such valuations, using different methods, with the respective outcomes, give an indication of the value of unpaid work around the world.

For high income countries such as Australia, Japan, and Canada where the opportunity cost and the replacement cost methods were used to value unpaid work, such work was estimated to be 51 percent of Australia's GDP, 18-35 percent of Japan's GDP, and 26-39 percent of Canada's GDP.<sup>24</sup> These two methods were also applied in 25 OECD countries, and the value of unpaid work ranged from 19 percent of GDP in Korea, up to at least 75 percent of GDP in the United Kingdom.<sup>25</sup> These two methods were also used in a lower middle income country like the Philippines, and unpaid work was found to be 37-38 percent of GDP.<sup>26</sup>

In high income countries like Finland and the United States, the generalist wage approach was used, and the value of unpaid work was found to be 46 percent of GDP for Finland, and 19-31 percent of GDP for the United States.<sup>27</sup> Likewise, using this same wage approach in Latin

American countries, the value of unpaid work ranged from 23 percent in Nicaragua to 34 percent in Guatemala.<sup>28</sup> However, in lower middle income countries like Nepal and India using the generalist wage approach, unpaid work was estimated to be 47 percent of Nepal's GDP and 29 percent of India's GDP.<sup>29</sup> In addition to this, the specialist wage approach was used in a high income country like Hungary, and unpaid work was estimated to contribute 25 percent to the GDP.<sup>30</sup>

Meanwhile, in high income countries like Slovakia and Switzerland, both the generalist and specialist wage approaches were applied, and the contribution of unpaid work ranged from 18-22 percent of Slovakia's GDP, and 41-52 percent of Switzerland's GDP.<sup>31</sup> Using minimum wage approach, the value of unpaid work for 53 countries was found to be 9 percent of global GDP.<sup>32</sup> In addition to this, for the countries that disaggregated the val-

uations by gender, women's unpaid work represents a far higher value relative to GDP than that of men.

All of these valuations show that unpaid work represents a significant proportion of the GDP of a country, regardless of how conservative or expansive the method of measurement. The values of unpaid work do vary by the level of a country's income, and these variations reflect the differences between countries in the amount of unpaid work done, and in the wages used to value this. That a perfect valuation method does not (yet) exist, is evident with all the examples above.<sup>33</sup> However, accounting for the strengths and weaknesses of the chosen methodological approach can mitigate its shortcomings, and so a country can come to a reasonable approximation of the monetary value of its citizens' unpaid work.

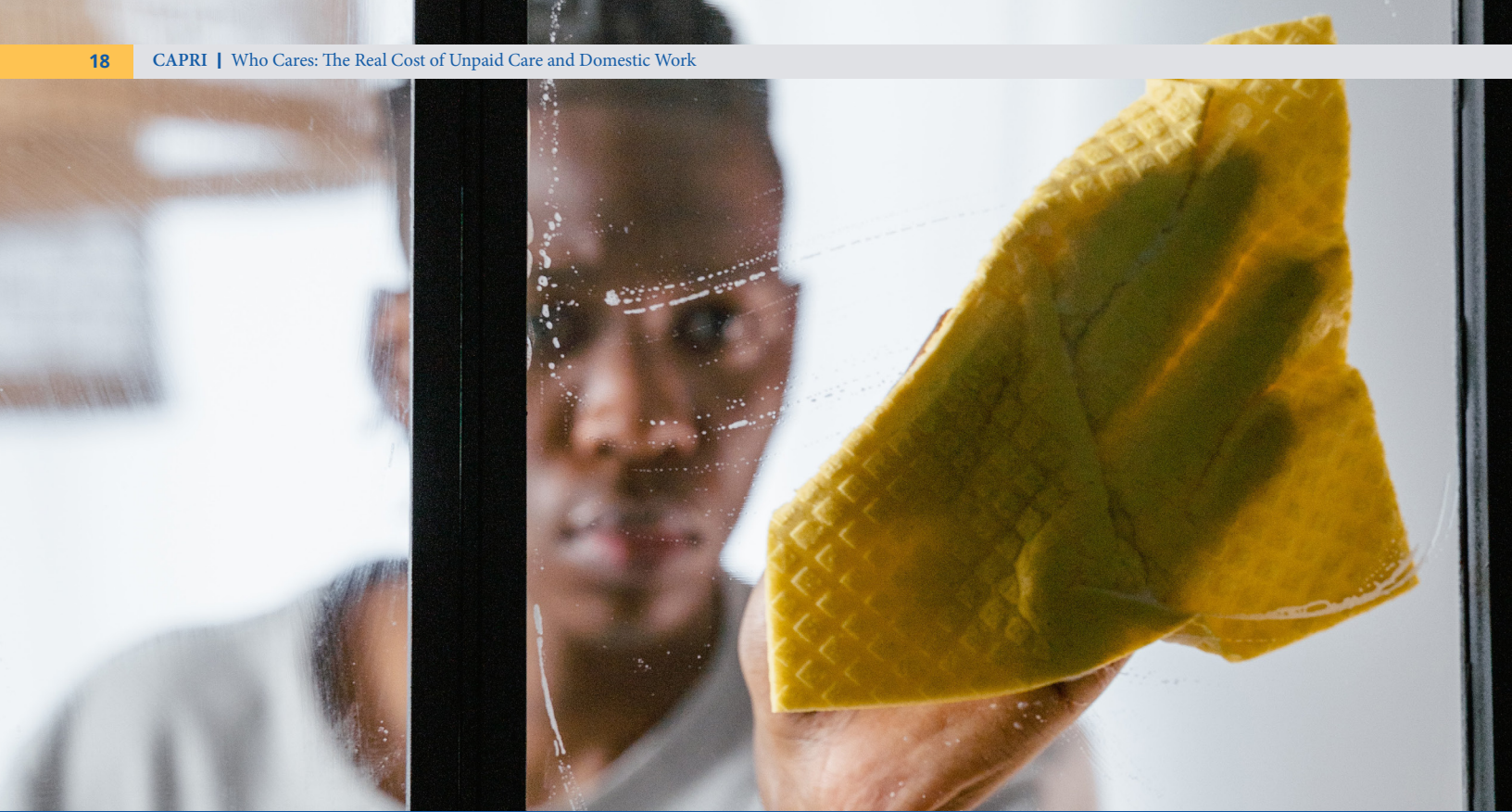


## There are many **valuation methods** for unpaid work, each having their **strengths** and **weaknesses**.

All of these valuations show that **unpaid work represents a significant proportion of the GDP of a country**, regardless of how conservative or expansive the method of measurement. The values of unpaid work do vary by the level of a country's income, and these variations reflect the differences between countries in the amount of unpaid work done, and in the wages used

For the countries that disaggregated the valuations by gender, women's unpaid work represents a far higher value relative GDP than that of men





# 3

## Examining the Data



While many countries globally have undertaken national time use surveys, which are necessary to value unpaid care and domestic work, **CARICOM** member states are behind on keeping up with global trends.

**A**s we have seen, valuing unpaid care and domestic work can and has been done in several countries, for decades, using various methods, almost all using time use survey data. Time use research provides insight into the share of time that activities consume when considered as a whole, and provides a good indication of the welfare and wellbeing of a household.<sup>34</sup>

While many countries globally have undertaken national time use surveys, which are necessary to value unpaid care and domestic work, CARICOM member states are behind on keeping up with global trends.<sup>35</sup> Only Trinidad and Tobago in 2000, Dominica in 2010, and Montserrat in 2001 included questions on unpaid care work in their national censuses. The CARICOM Secretariat, and the Organisation of Eastern Caribbean States (OECS) Commission, along with national governments and other partners are working to close this data gap by supporting the piloting of the measurement of unpaid care work in Grenada, Guyana, Suriname, St. Vincent and the Grenadines, and Trinidad and Tobago, to be undertaken during their upcoming round of national censuses.<sup>36</sup>

Jamaica conducted a time use survey as a special module in its most recent SLC (2018). This was the first full TUS done in Jamaica, though a less comprehensive one was done in 1993.<sup>37</sup> The basis of the JSLC special module is that time is seen as a source of utility.<sup>38</sup>

## Data

The valuations of care and domestic work herein are done using the JSLC time use dataset on specified activities for the unpaid work category. This time use data utilised the Classification of Time-Use Activities for Latin America and the Caribbean (CAUTAL). Data was collected and recorded from 50 percent of households selected randomly in the JSLC 2018 sample using the stylized question method.<sup>39</sup> The reference period was one day, which means that the questions asked were about the time spent on various paid and unpaid activities and tasks in the full day (24-hour period) preceding the first day of interview with the particular household. Information was collected for all household members 18 years and older. For this study, for unpaid work, only domestic and care activities for the household and its members are the focus (Figure 1).

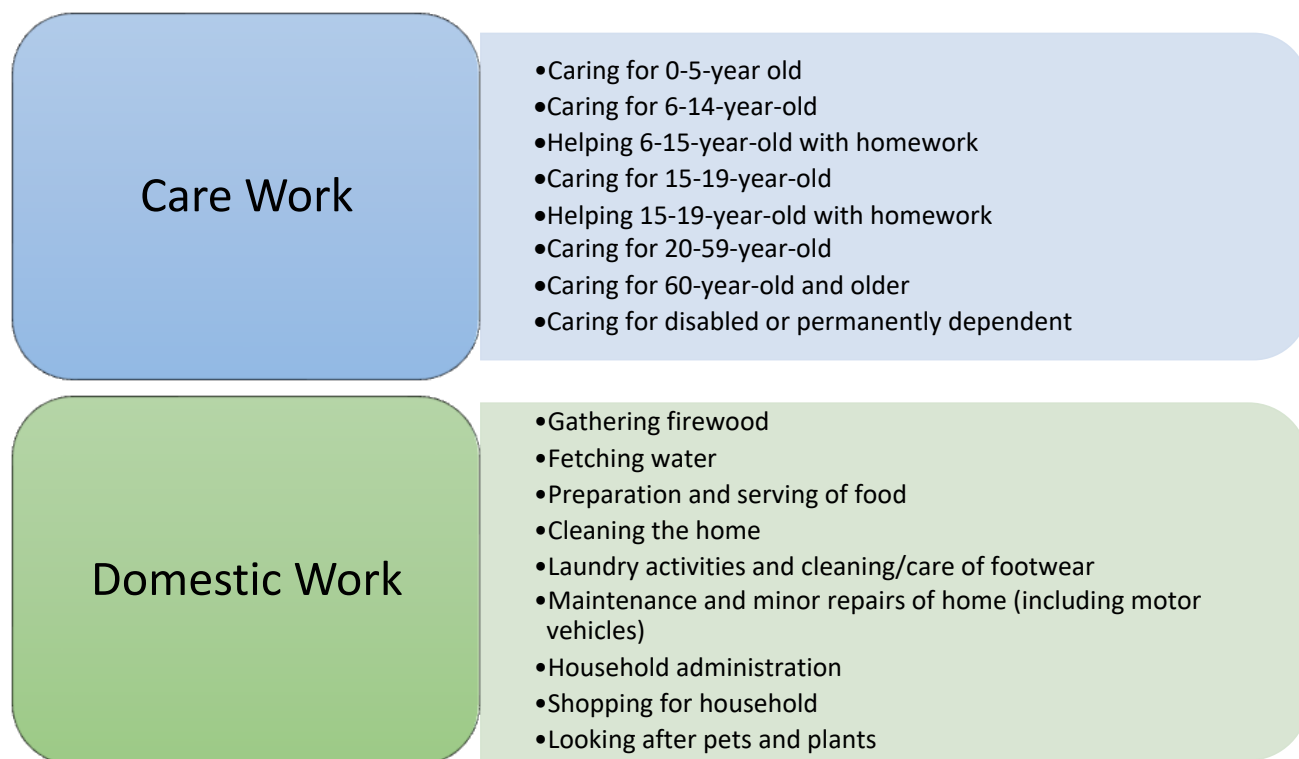
The domestic activities are performed by

household members for their respective households and they include gathering firewood, fetching water, preparation and serving of food, cleaning the home (including the front and backyards, and the sides), laundry activities and cleaning/care of footwear, maintenance and minor repairs of home (including motor vehicles), household administration (paying bills and applying for visas and passports), shopping for household, and looking after pets and plants (including looking for lost pets). Usually, the activities of gathering firewood and collecting water are not included in the measurement of unpaid domestic work because those two activities are included in the SNA in other countries. However, they have been deemed appropriate for inclusion in the measurement of unpaid domestic work in this study because they are not included in Jamaica's SNA.<sup>40</sup>

The care activities are also performed by household members for their respective households and they include caring for young children aged 0-5, caring for and helping household members aged 6-14 and 15-19 with homework, and caring for other household members over the age of 20, including those who are disabled or permanently dependent.

The United Nations (UN) Women Representative shared that the CARICOM Secretariat, and the Organisation of Eastern Caribbean States (OECS) Commission, along with national governments and other partners are **working to close this data gap** by supporting the piloting of the measurement of unpaid care work in Grenada, Guyana, Suriname, St. Vincent and the Grenadines, and Trinidad and Tobago, to be undertaken during their upcoming round of national censuses.

## Figure 1: The Specific Activities for Unpaid Care and Domestic Work<sup>41</sup>



### Findings based on the 2018 Time Use Survey

In the JSLC's time use chapter, the analysis of the data on unpaid care and domestic work found that there is a persistent gender division of labour and gender socialization patterns in Jamaica.<sup>42</sup> The gender division of labour—what work men do and what work women do—in Jamaica is also similar to that in other places, and Jamaican men and women divide their time between paid and unpaid work in much the same way as men and women do in other countries. Women participate in and spend more time in unpaid care and domestic work than men. The average time spent by women per day in such work is more than twice the average time spent by men. On the other hand, men participate in and spend more time

in paid work than women. The average time spent by men in paid work is 1.6 times the average time spent by women per day.

Differences in the pattern of women doing more unpaid work than men appear in specific indoor household tasks, and especially in unpaid work that happens outdoors. Women participate in and dedicate more time to indoor domestic activities such as household shopping, household administration, laundry and cleaning/care of footwear, cleaning the home/yard, and preparation and serving of food, than men. This observation is supported by previous research that found that domestic activities made up a major component of women's time spent in unpaid care work, and that women were more likely to do child caring duties and housekeeping duties whilst men were more likely to perform maintenance duties around the house.<sup>43</sup> On the

other hand, men participate and devote more time to outdoor domestic activities such as gathering firewood, fetching water, maintenance and minor repairs of home, and looking after pets and plants than women.



The average time spent by **women** per day in unpaid care work is almost **4X** the average time spent by **men**

The unpaid indoor domestic activity that both women and men participate the most in is preparation and serving of food. Women have a participation rate of 70 percent, whereas men have a participation rate of 40 percent. Previous research findings noted that tasks which have traditionally been thought of as “women’s work”, which includes cooking, continue to be primarily performed by women, notwithstanding popular narratives suggesting otherwise.<sup>44</sup> The unpaid outdoor domestic activity that both women and men participate the most in is fetching water. Men have a higher participation rate of 11 percent in this activity as opposed to women, who have a participation rate of 8 percent.

Care activities is another area where the gender difference in time spent is marked. Women participate and commit more time to all care activities than men do. This observation is in line with previous research that revealed that the largest disparity between women and men in unpaid care work was seen in the total time spent on care activities per day.<sup>45</sup> Caring for 0-5 year old children is the unpaid care activity that both women and men participate in the most, and is the unpaid care activity that both women and men devote the most time to. However women have a higher participation rate of 25 percent, which is almost three times the participation of men. This is in line with evidence from other countries that shows that women spend significantly more time than men in caring for children.<sup>46</sup>

Extending on what was done in the JSLC, this study makes a clear distinction between unpaid care work and unpaid domestic work, and they are presented as two separate sets of activities. Unpaid care work focuses on the care support of the members in a household and it has one task, which is solely caregiving. Seventy-nine percent of the total time committed to unpaid care work is accounted for by women, while men account for 21 percent (Figure 2). This finding echoes that of the ILO’s 2018 report which stated that globally, women performed 76 percent of total hours of unpaid care work, more than three times as much as men.<sup>47</sup> For Jamaica, the average time spent by women per day in unpaid care work is

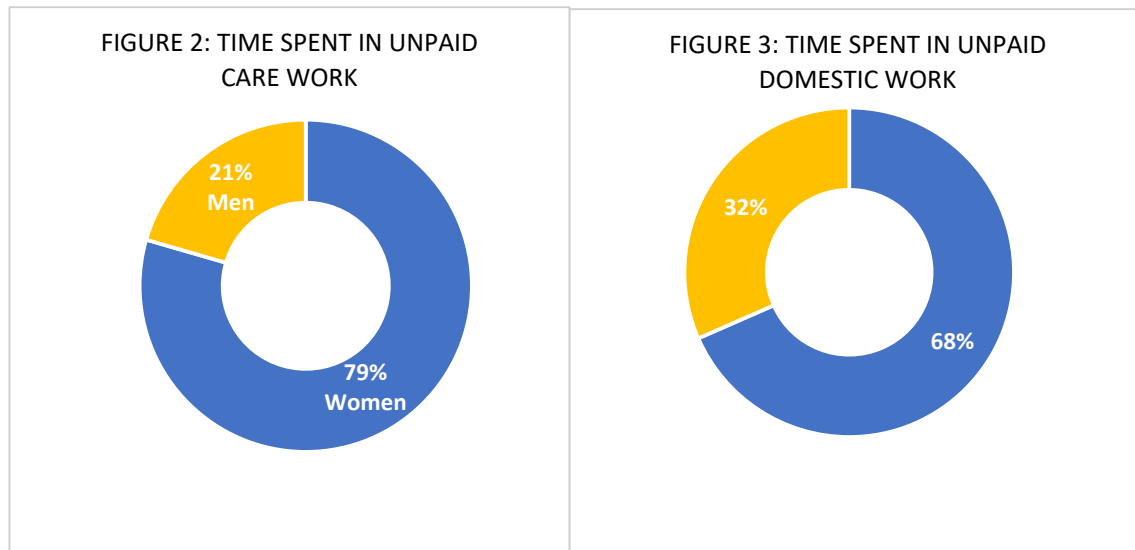


almost four times the average time spent by men. This finding is similar to a 2018 study of Asia and the Pacific that found that women spent four times more time in unpaid care work than men.<sup>48</sup>

In contrast to unpaid care work, unpaid domestic work consists of several distinct household tasks. It focuses on the welfare of the members in a household and it involves performing routine household tasks such as cooking, cleaning, laundry, collecting water, and firewood among others. Sixty-eight percent of the total time spent in unpaid domestic work is accounted for by women, while men account for 32 percent (Figure 3). The average time spent by women per day in unpaid domestic work is almost twice the average time spent by men.

Caring for **0-5** year old children is the unpaid care activity that both women and men participate in the most, and is the unpaid care activity that both women and men devote the most time to, women have a higher participation rate of **25%**, which is almost three times the participation of men.

## Women Spend More Time In Unpaid Care Work



Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

When unpaid care work and unpaid domestic work are examined as separate activities, it is seen that the average time spent by women in unpaid domestic work is almost three times the average time spent by women in unpaid care work (Figure 4). This finding is confirmed by previous research that found that women devoted most of their time in unpaid work to domestic tasks,<sup>49</sup> and that women spent more than half of their working hours in unpaid household (domestic) work.<sup>50</sup> On average, 80 percent of unpaid work consists of routine household work, which is measured as primary activity.<sup>51</sup> The average time spent by men in unpaid domestic work is almost five times the average time spent by men in

unpaid care work (Figure 4). Supporting research findings highlight that domestic chores represented the vast majority of unpaid work, and on average domestic chores accounted for over 80 percent of total hours spent in unpaid work for both women and men.<sup>52</sup>

In terms of participation rates, women participate almost twice as much in domestic activities than care activities, while men participate four times more in domestic activities than care activities (Figure 5). For paid work, men participate and engage more time per day, on average (Figures 4 and 5).

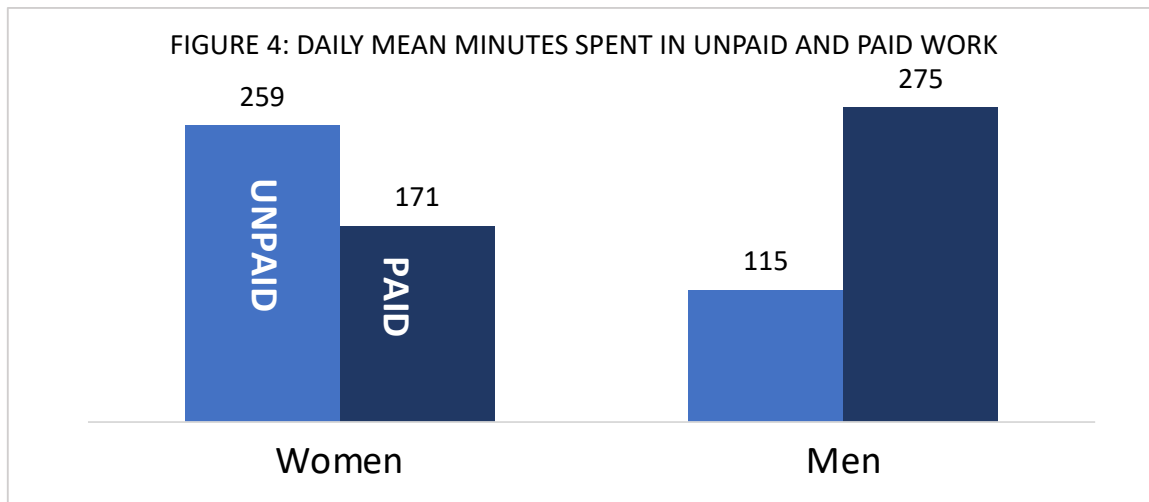
Comparing unpaid work and paid work, women also spend far more time doing

unpaid work at 71 minutes (care work) and 188 minutes (domestic work), 259 minutes in total per day, against 171 minutes doing paid work. On the other hand, men spend 20 minutes (care work) and 95 minutes (domestic work) in unpaid work, 115 minutes in total per day, compared to 275 minutes, on average, in paid work (Figure 4). This is in line with other evidence that shows that women devote longer hours to unpaid work and less time to paid work than men.<sup>53</sup>

When unpaid care work and unpaid domestic work are examined as separate activities, women spend almost **3X** more time in unpaid domestic work than in unpaid care work.



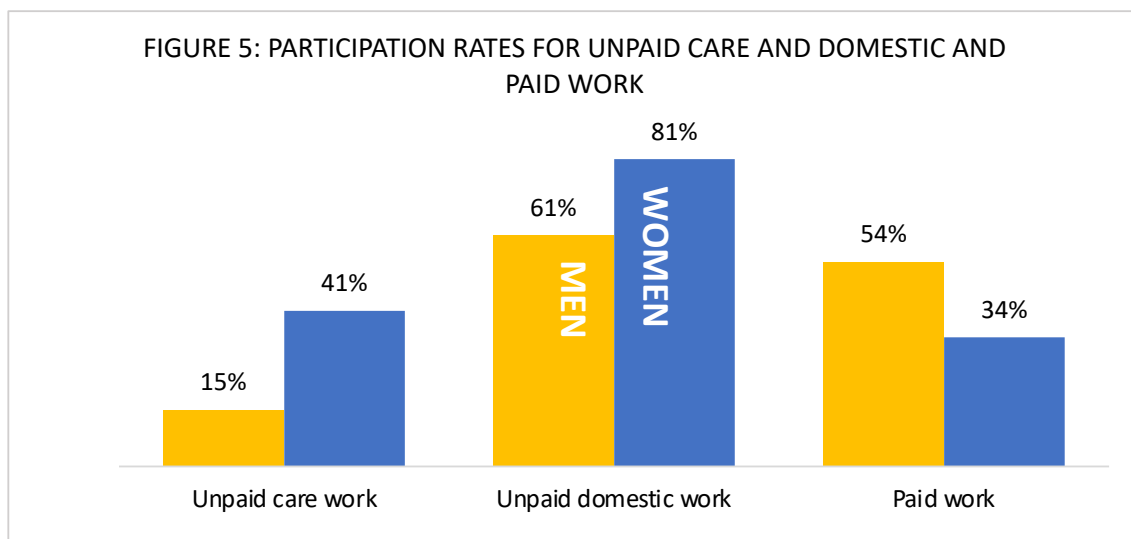
## Women Spend The Majority of Their Time In Unpaid Work, Men Spend The Majority of Theirs In Paid Work



These figures include unconditional participation, which refers to those in the sample who did not engage in any of the listed unpaid activities (they had zero minutes of activity to record).

Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

## Women Participate More In Unpaid Work, Men Participate More In Paid Work



Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

## Gendered Dimensions of Unpaid Care and Domestic Work

This study builds on the analysis done in the JSLC, such that the time use data for unpaid care and domestic work is further disaggregated, and analysed by gender for each consumption quintile, location (rural or urban), and age group.<sup>54</sup> Adding to what was noted in the JSLC, this study's findings show that there are gendered dimensions to how women and men participate in and spend time in paid and unpaid work, within the categories of consumption quintile, location (rural or urban), and age group. The overarching finding here is that irrespective of the consumption quintile, location (rural or urban), and age group, men participate more and spend more time in paid work than women, while women participate in more and spend more time in unpaid care and domestic work than men.

### Consumption Quintile Effects on Paid and Unpaid Work

There is an inverse relationship between the consumption quintile and average time spent in unpaid care and domestic activities. Women and men in the poorest consumption quintile (quintile 1) spend the most time, on average, in unpaid care and domestic work (Figure 6). The higher the consumption quintile and the wealthier the household, the less time was spent, on average, in care and domestic work. This is likely explained by wealthier households having the means to afford household helpers, caregivers, handymen, and gardeners.<sup>55</sup> Nevertheless, women spend more time

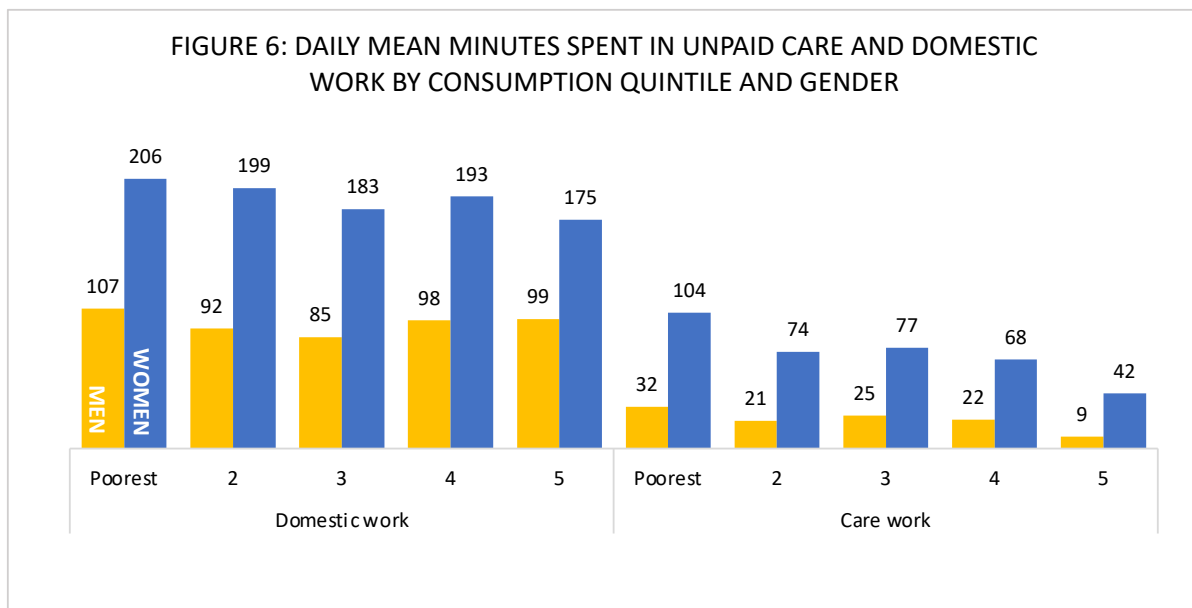


than men in unpaid care and domestic work regardless of their consumption quintile (Figure 6). Further, the wealthiest women spend more time doing domestic work than the poorest men. The poorest women spend, on average, 206 minutes in domestic work per day versus 107 minutes for the poorest men, whereas the wealthiest woman spend, on average, 175 minutes in domestic work per day versus 99 minutes for the wealthiest men. Conversely, the poorest women spend, on average, 104 minutes in care work per day versus 32 minutes for the poorest men, whereas the wealthy-

est women spend, on average, 42 minutes in care work per day versus 9 minutes for the wealthiest men.

Consumption quintile refers to the categorization of the population being divided into fifths and ordered by income level, from highest income (quintile 5) to lowest (quintile 1). The higher the consumption quintile, the lower the participation rates and engagement levels in unpaid care and domestic work, and the higher the participation rates and engagement levels in paid work, for both women and men.

## Women Spend More Time In Unpaid Care and Domestic Work Regardless of Consumption Quintile



These figures include unconditional participation, which refers to those in the sample who did not engage in any of the listed unpaid activities (they had zero minutes of activity to record).

Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

In tandem with the above, women participate more than men in unpaid care and domestic work regardless of consumption quintile (Figure 7). The poorest women have a participation rate of 83 percent for domestic work versus 61 percent for the poorest men, whereas the wealthiest women have a participation rate of 78 percent for domestic work versus 64 percent for the wealthiest men. For care work, the poorest women have a participation rate of 56 percent versus 22 percent for the poorest men, while the wealthiest women have a participation rate of 27 percent for care work versus 8 percent for the wealthiest men.

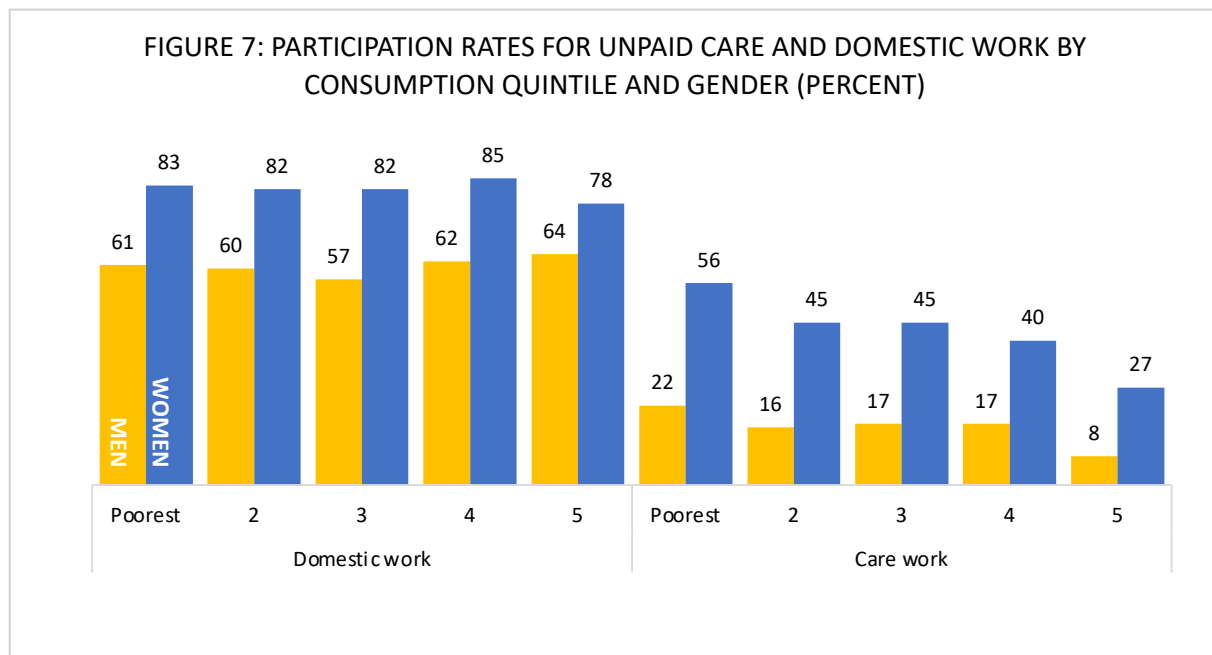
Both women and men participate and spend much more time in domestic work than care work, in each consumption quintile, as seen in Figures 6 and 7. This finding is confirmed by a previous study that estimated that, on average, 82 percent of unpaid care and domestic work consisted of household work across 67 countries.<sup>56</sup>



**The wealthiest women participate in and spend more time doing unpaid work than the poorest men.**

In all five consumption quintiles, men participate more and spend more time in paid work than women, while women participate more and spend more time in unpaid care and domestic work than men.

## Women Participate More In Unpaid Care and Domestic Work Regardless of Consumption Quintile



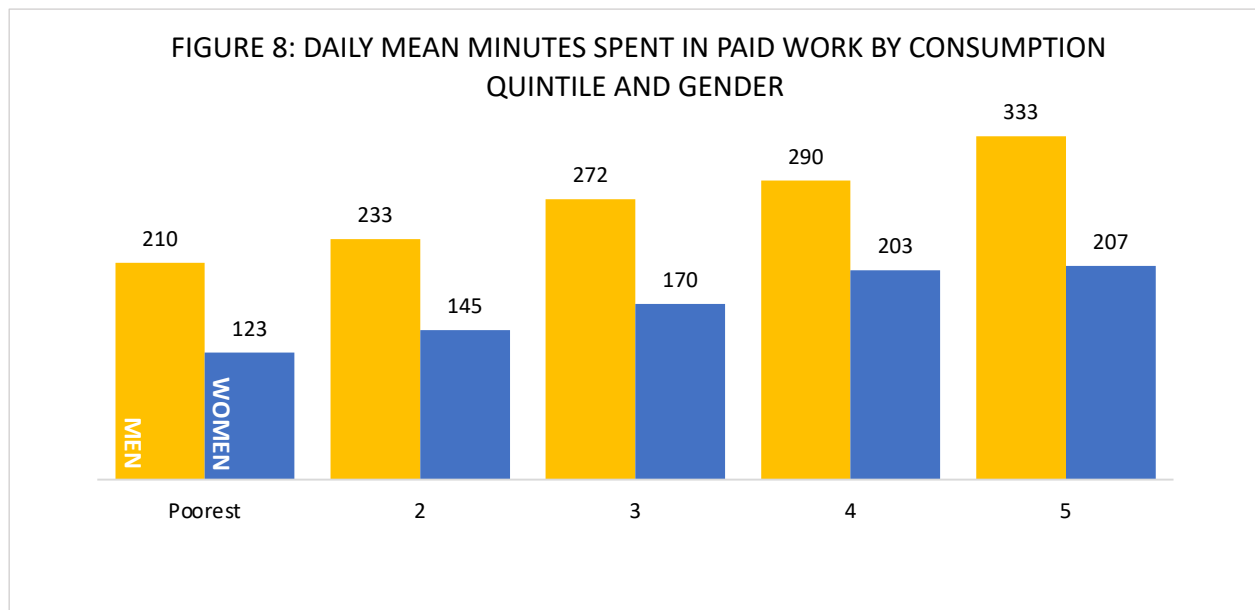
Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

Just as the wealthier quintiles carry out relatively less unpaid work than the poorer quintiles, there is a positive relationship between the consumption quintile and the participation rate in paid work per day. A similar relationship is also seen between the consumption quintile and the time spent in paid work per day. As the consumption quintile increases, the households get wealthier, more time is spent in paid work, and the participation rates increase.<sup>57</sup>

Men spend more time in paid work regardless of consumption quintile. The poorest men spend, on average, 210 minutes in paid work per day versus 123 minutes for the poorest women. On the other hand, the wealthiest men spend, on average, 333 minutes in paid work per day versus 207 minutes for the wealthiest women (Figure 8). In terms of participation rates for paid work, the poorest women have a participation rate of 27 percent, while the wealthiest women have

a participation rate of 40 percent. In contrast, the poorest men have a participation rate of 47 percent versus 62 percent for the wealthiest men (Figure 9).

## Men Spend More Time In Paid Work Regardless of Income

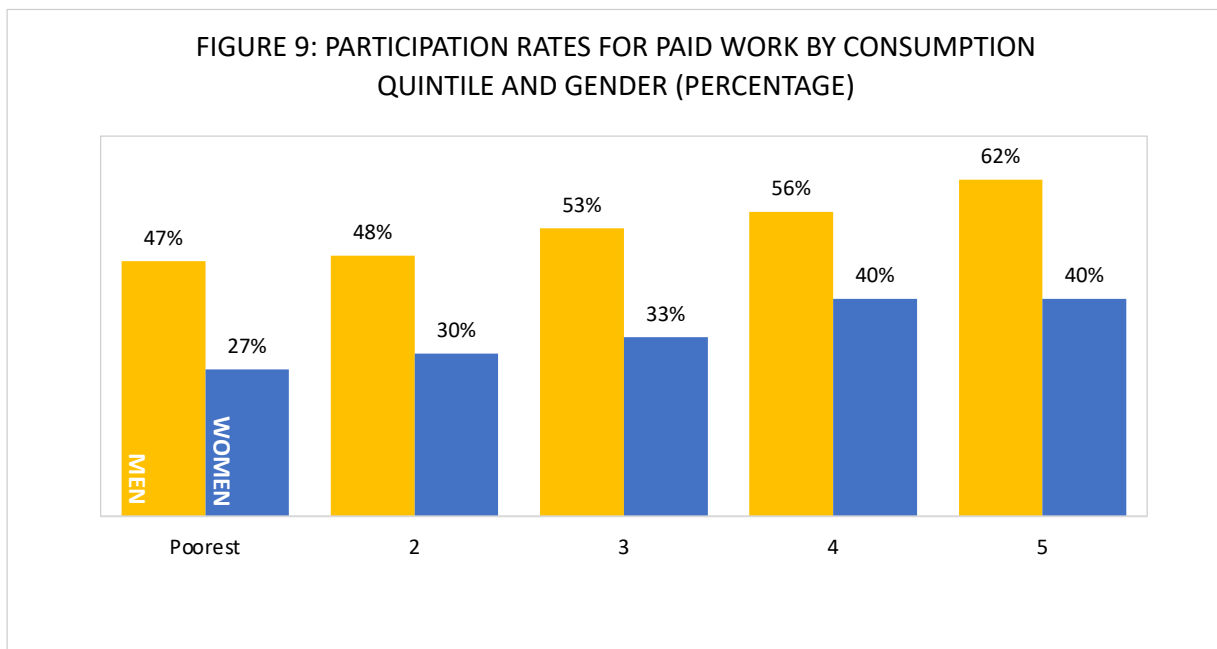


\*Time measured in daily mean minutes.

These figures include unconditional participation, which refers to those in the sample who did not engage in any of the listed unpaid activities (they had zero minutes of activity to record).

Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

## Men Participate More In Paid Work Regardless of Income



Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

This disaggregation of the time use survey data confirms several assumptions, and reveals new details, about how women and men spend time doing unpaid care and domestic work. Of these there are three worth reiterating, as they clearly show how the household division of labour, and therefore wealth, is so heavily gendered:

1. In all five consumption quintiles, men participate more and spend more time in paid work than women, while women participate more and spend more time in unpaid care and domestic work than men.
2. The higher the consumption quintile, the lower the participation rates and engagement levels in unpaid care and domestic work, and the higher the participation rates and engagement levels in paid work, for both women and men.
3. The wealthiest women participate and spend more time doing unpaid work than the poorest men.

### The Rural-Urban Divide in Paid and Unpaid Work

Both women and men in rural areas participate more in unpaid care and domestic work, than people in non-rural areas.<sup>58</sup> Rural women and men have the highest participation rates for unpaid care and domestic work per day at 84 percent and 64 percent respectively (for domestic work), and 45 percent and 16 percent respectively (for care work), as seen in Figure 10. As is the general trend, rural women participate more than rural men do in care and domestic work (2.8 and 1.3 times more, respectively).

Women and men in rural areas also dedicate more time to performing unpaid care and domestic work, than people in non-rural areas. For domestic work, rural women spend the most time, on average, at 203 minutes per day versus 187 minutes (women in other urban

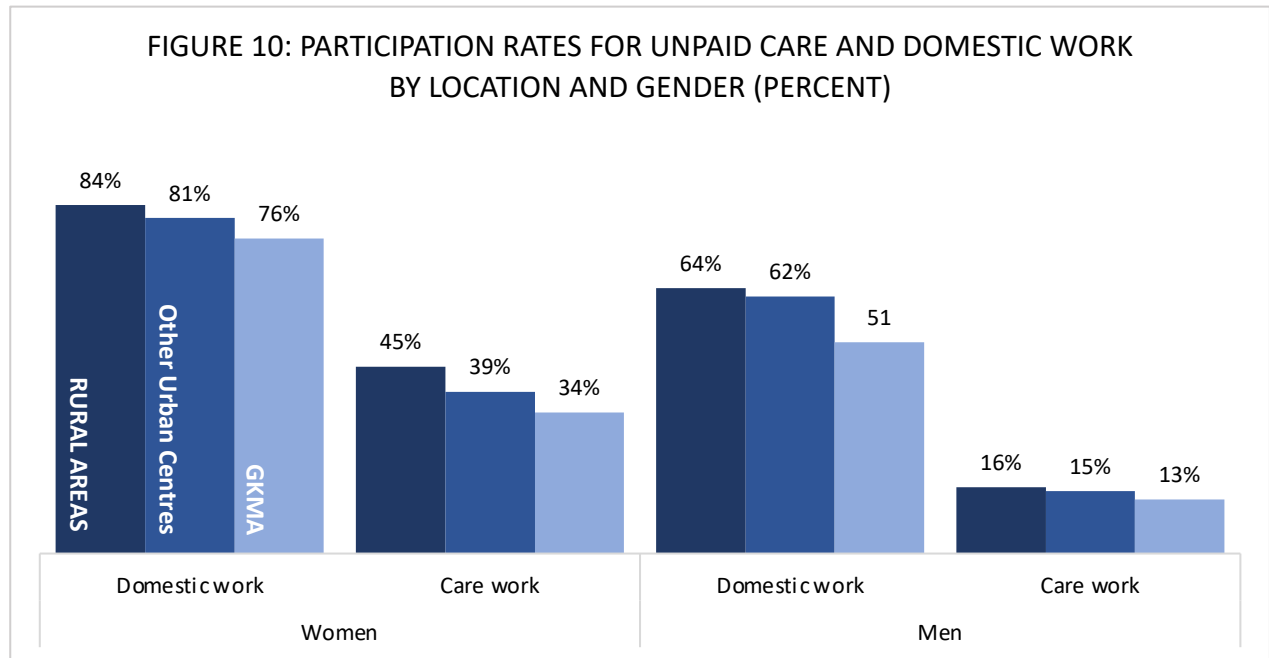


centres), and 158 minutes (women in the Greater Kingston Metropolitan Area GKMA). Similarly, for care work, rural women spend the most time, on average, at 77 minutes per day versus 63 minutes (women in other urban centres), and 69

minutes (women in the GKMA), as seen in Figure 11. This is in keeping with other evidence that in almost all countries rural women dedicate more time to unpaid work than do urban women.<sup>59</sup>

**Women dedicate more time to unpaid care and domestic work, and participate more than men do, regardless of whether they are from rural or non-rural areas.**

## Rural Areas Have the Highest Participation Rates For Unpaid Care and Domestic Work



Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

In a similar fashion, rural men commit more time to both unpaid care and domestic activities than non-rural men. For domestic work, rural men spend the most time, on average, at 106 minutes per day versus 89 minutes (men in Other Urban Centres), and 78 minutes (men in the GKMA). For care work, rural men spend the most time, on average, at 21 minutes per day versus 20 minutes for men in Other Urban Centres, and the GKMA (Figure 11).

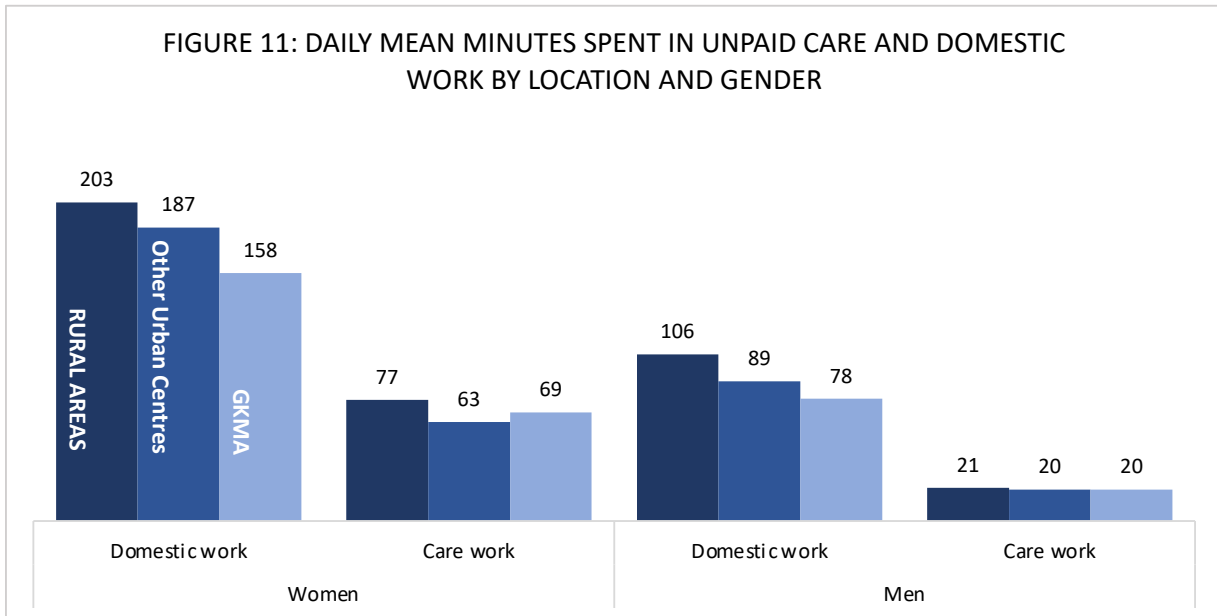
Women dedicate more time to unpaid care and domestic work, and participate more than men do, regardless of whether they are from Rural or Non-Rural Areas. This finding is not surprising because of the gender division of labour, that is driven by the gender socialisation practices in Jamaica. Male-female cohabiting relationships align more closely to traditional gender roles in the division of labour, where women bear the bur-

den of total household and care duties, while the men focus on paid work. This statement is supported by previous research that noted that the “men as breadwinners” – “women as caregivers” model remains the dominant, normative construct for gender relations globally, whereby the principal role of men is to engage in paid work and provide food and shelter, and that of women is to care for, and nurture the family.<sup>60</sup>

Rural areas record the highest engagement out of all areas. For domestic work, the average time spent by rural women per day is almost twice the average time spent by rural men, while for care work, the average time spent by rural women per day is almost four times the average time spent by rural men (Figure 11). This result is also seen in previous research that found that women in rural communities spent more than five times the total time spent in care work per day

than their male counterparts.<sup>61</sup> A possible explanation for this is that Rural Areas tend to have higher unemployment rates, and higher poverty levels compared to non-rural areas therefore, rural persons do not have access to the kinds of opportunities that non-rural persons have, that help to reduce their burden of unpaid care and domestic work. This statement is supported by previous research that stated that Jamaica's persistently high level of rural poverty, in contrast to urban poverty, points to the acute social and economic challenges being experienced in its rural areas. The national poverty rate trended upwards from 12 percent in 2008 to 19 percent in 2017, with poverty being consistently higher in the Rural Areas.<sup>62</sup> Also, in terms of unemployment, the largest proportion (48 percent) of the unemployed labour force resided in Rural Areas, a 33 percent increase compared to July 2019.<sup>63</sup>

## Rural Residents Spend The Most Time In Unpaid Care and Domestic Work



These figures include unconditional participation, which refers to those in the sample who did not engage in any of the listed unpaid activities (they had zero minutes of activity to record).

Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

Women dedicate more time to unpaid care and domestic work, and participate more than men do, regardless of whether they are from rural or non-rural areas.





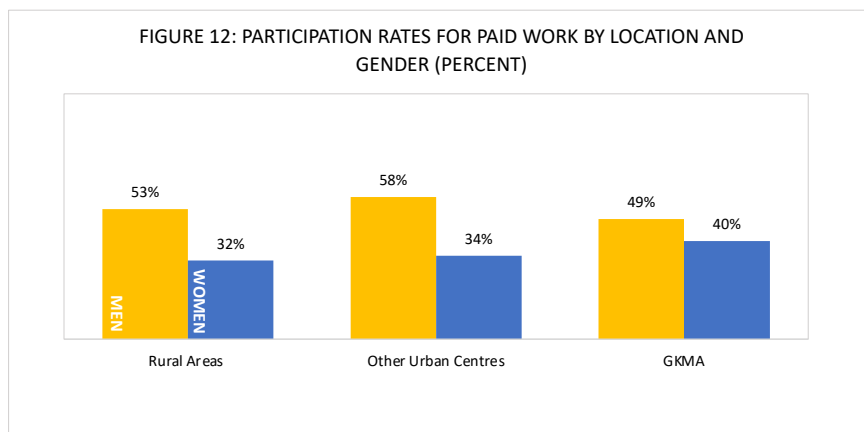


There is a relationship between the part of the island a person is from and the consumption quintile, and how much unpaid care and domestic work they do, aside from the gender dimension. Non-rural women have higher participation rates for paid work per day than rural women. The GKMA and urban women have participation rates for paid work at 40 percent and 34 percent respectively, whereas rural women have the lowest participation rate at 32 percent, as seen in Figure 12. The GKMA women and the urban men spend the most time, on average, in paid work per day, while the rural women and men spend the least time, on average (Figure 13). As mentioned earlier, when the consumption quintile increases, the households get wealthier, more time is spent in paid work, and the participation rates increase. Therefore, the GKMA persons participating more and spending more time, on average, in paid work per day is linked to having a higher consump-

tion status. In contrast, the rural persons participating the least and spending the least amount of time, on average, in paid work per day is linked to having a lower consumption status.

Within all areas, men have higher participation rates and time spent in paid work per day compared to that of women. Some factors that may influence women's low participation in paid work include limited availability of employment opportunities, poverty, engagement in household production activities, and personal choice. In terms of household production, rural people are more involved than non-rural people.<sup>64</sup> These rural persons have higher participation rates and time spent in household production, and this could be due to more involvement in agriculture.<sup>65</sup>

## Rural Women Have The Lowest Participation Rates For Paid Work

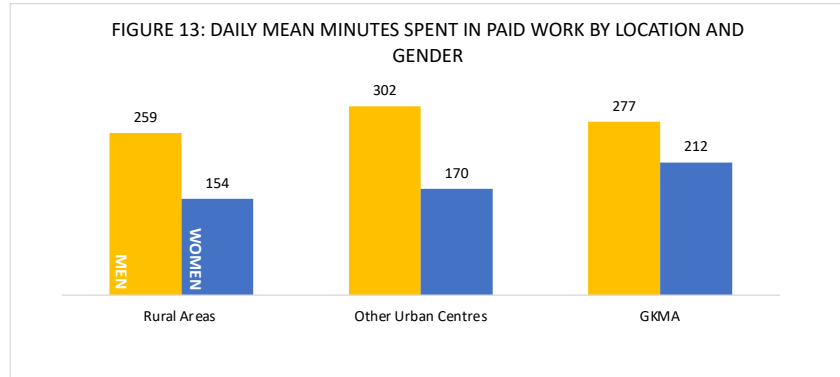


Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.



## Rural Persons Spend The Least Amount of Time In Paid Work

### PARTICIPATION FOR PAID WORK



These figures include unconditional participation, which refers to those in the sample who did not engage in any of the listed unpaid activities (they had zero minutes of activity to record).

Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

Examining the ways in which work is divided between rural and non-rural people brings to the fore that there are not only gender differences in the division of labour between paid and unpaid work, but there are also geographic and demographic differences. The data shows clearly that non-rural women and men engage more in paid work than rural people. Gender is still a dominant factor however, as even though rural women and men participate and do far more unpaid care and domestic work than non-rural people, rural women do the most unpaid work of all.

### Age Effects on Paid and Unpaid Work

There is little variation in the participation rates for unpaid domestic work for both women and men across all age groups, though it is clear that women participate more than men in unpaid domestic work in all age groups (Figure 14). Women aged 18-24 have the lowest participation rate of 74 percent for unpaid domestic work per day. This finding coincides with the average time spent by the women in this

age group. These women spend the least amount of time, on average, per day in unpaid domestic work, as seen in Figure 15. This finding is supported by previous studies that have found that that young people (aged 15 to 24 years), especially women, spent considerably less time on unpaid work in all countries, and the fewer unpaid working hours were taken up by more hours of education.<sup>66</sup>

Men in the prime working age group, 25-34, have the lowest participation rate of 56 percent for unpaid domestic work per day (Figure 14) as well as the least engagement, in terms of average time spent in doing these activities (Figure 15). This could be as a result of these men putting the bulk of their time and energy into their paid work, working to accumulate capital to establish themselves in life, and trying to establish themselves in their career. This is the prime childbearing age for fathers so their low participation in domestic activities could also be explained by their relatively high participation in care activities compared to other age groups. These men aged 25-34 have the second highest participation rate, as well as the highest engage-

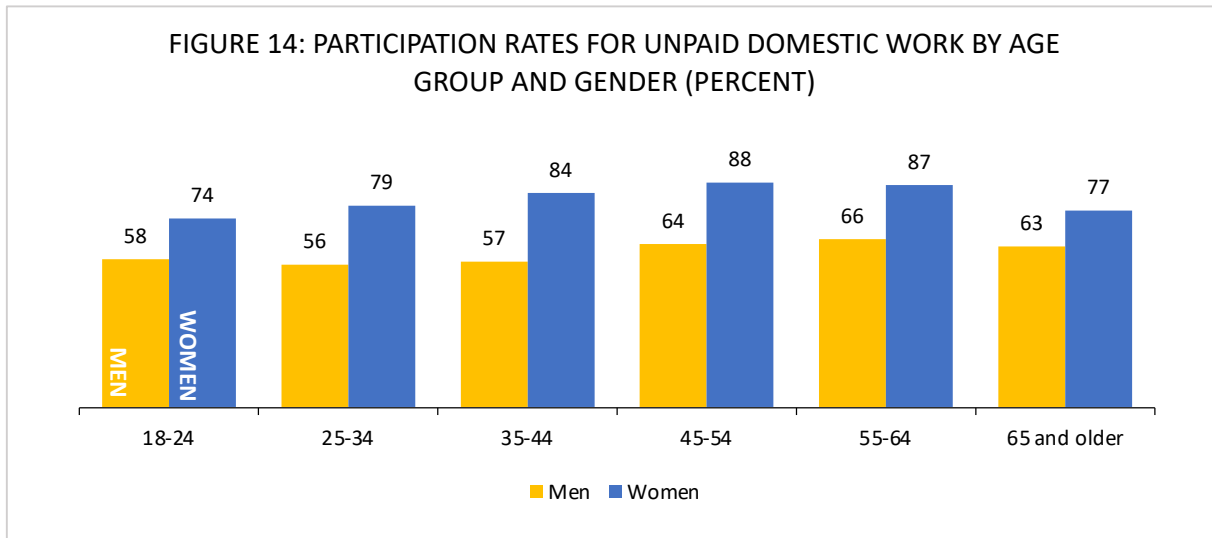
ment in terms of average time per day in unpaid care work (Figures 16 and 17).

As men advance in age, their participation rates for domestic activities gradually increase, but decrease when retire-

ment age of 65 years and older is reached (Figure 14). The average time spent in domestic activities matches the participation rates, such that the average time gradually increases as the men get older. The men in pre-retirement and retire-

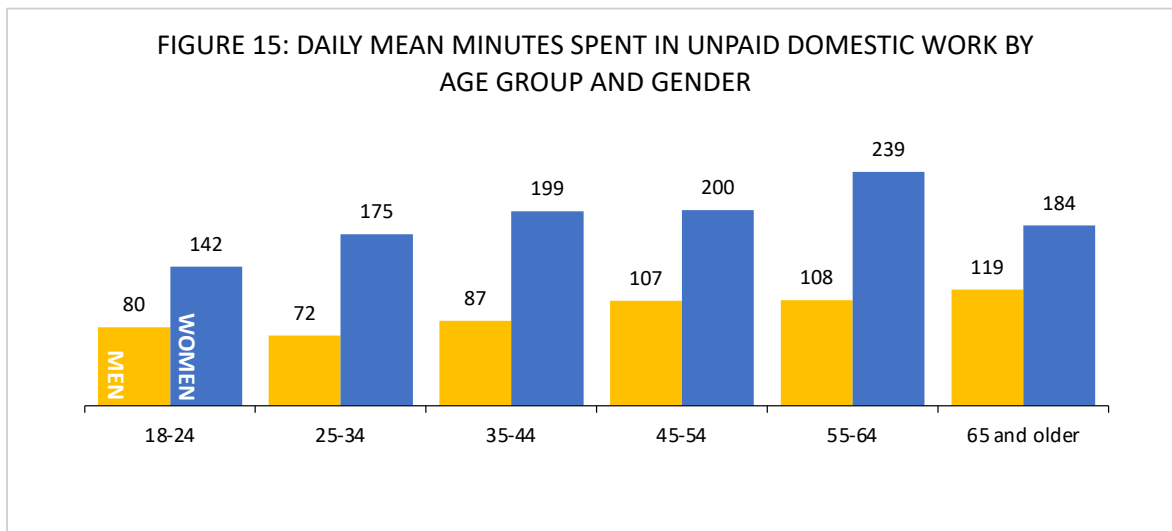
ment age groups (55 years and older) spend more time, on average, in domestic activities than the younger men in the prime working age groups (Figure 15).

## Women Have Higher Participation Rates For Unpaid Domestic Work Regardless of Their Age Group



Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

## WOMEN SPEND MORE TIME IN UNPAID DOMESTIC WORK REGARDLESS OF THEIR AGE GROUP



These figures include unconditional participation, which refers to those in the sample who did not engage in any of the listed unpaid activities (they had zero minutes of activity to record).

Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

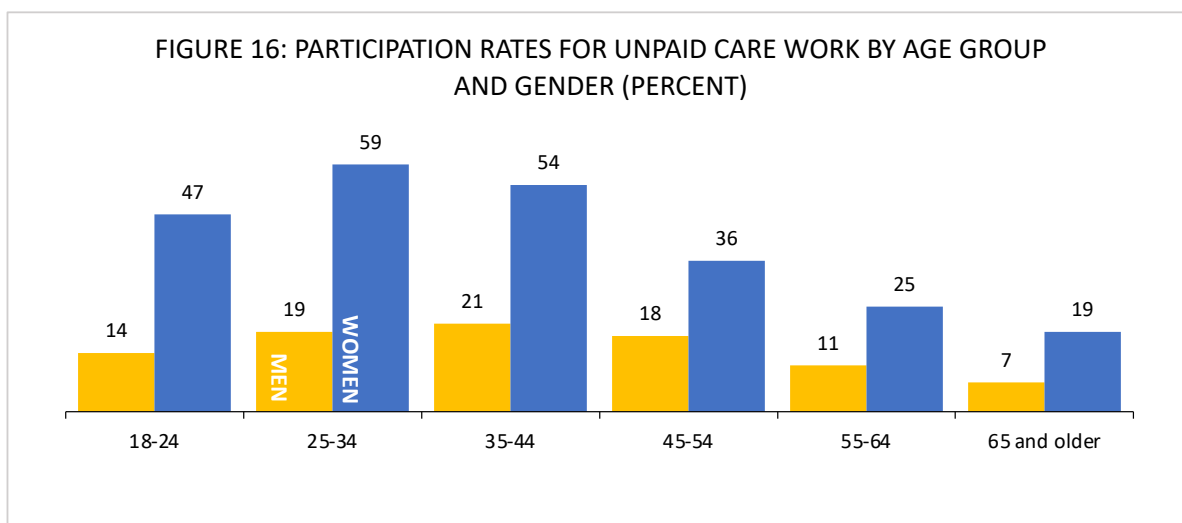
Women participate more in unpaid care work regardless of the age group to which they belong. In fact, women in all age groups have participation rates that are twice, or more than twice the participation rates of men in all age groups (Figure 16). Women aged 25–34 have the highest participation rate at 59 percent for unpaid care work, with a distinct decline after the age of 34, as seen in Figure 16. This finding coincides with the average time spent in care activities. Women aged 25–34 spend the most time, on average, per day in unpaid care work, and after the age of 34, there is a clear decrease in the time spent (Figure 17). This high engagement for the age group 25–34 is likely because this age group consists of the prime childbearing years of a woman's life, so these women are responsible for providing significantly more care support.

It is clear that as women and men advance in age, their engagement in care activities decreases, but for men, there is

**High engagement in unpaid care work for the age group 25–34 is likely because this age group consists of the prime childbearing years of a woman's life.**

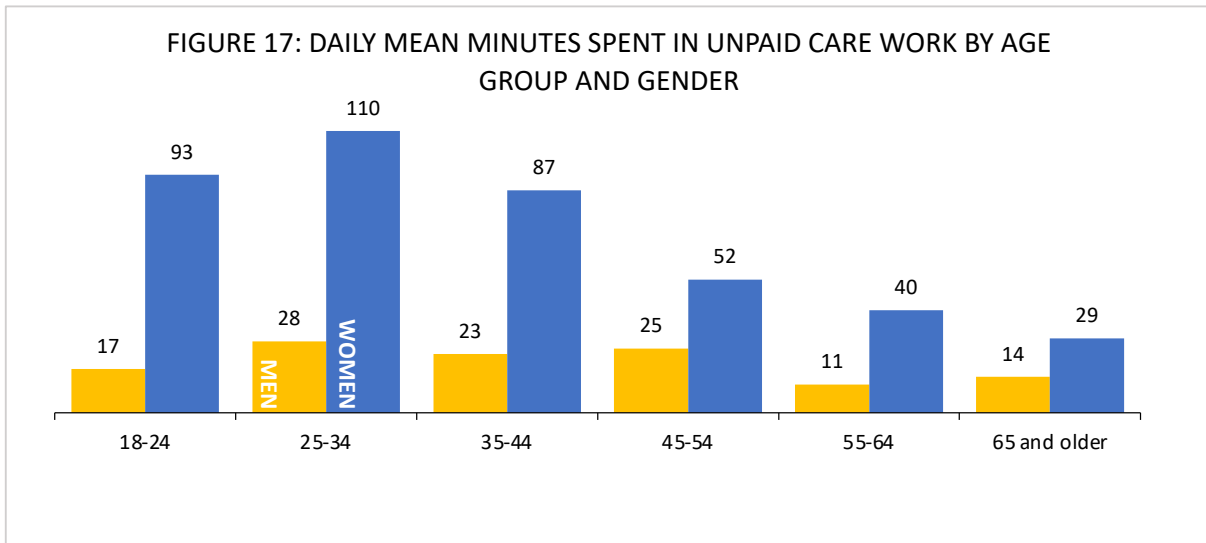
little variation in the participation rates for care work across all age groups. The participation rate steadily increases from 14 percent for men aged 18–24 to 21 percent for men aged 35–44, and then gradually decreases to 7 percent for men aged 65 and older (Figure 17). Elderly persons spend less time, on average, in unpaid care work than the younger persons (Figure 18). A possible reason for this observation is that as people get older, they tend to require more care for themselves, so they are unable to provide as much care support to others, compared to the younger age groups.

## Women Have Higher Participation Rates For Unpaid Care Work Regardless Of Their Age Group



Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

## Women Spend More Time In Unpaid Care Work Regardless of Their Age Group



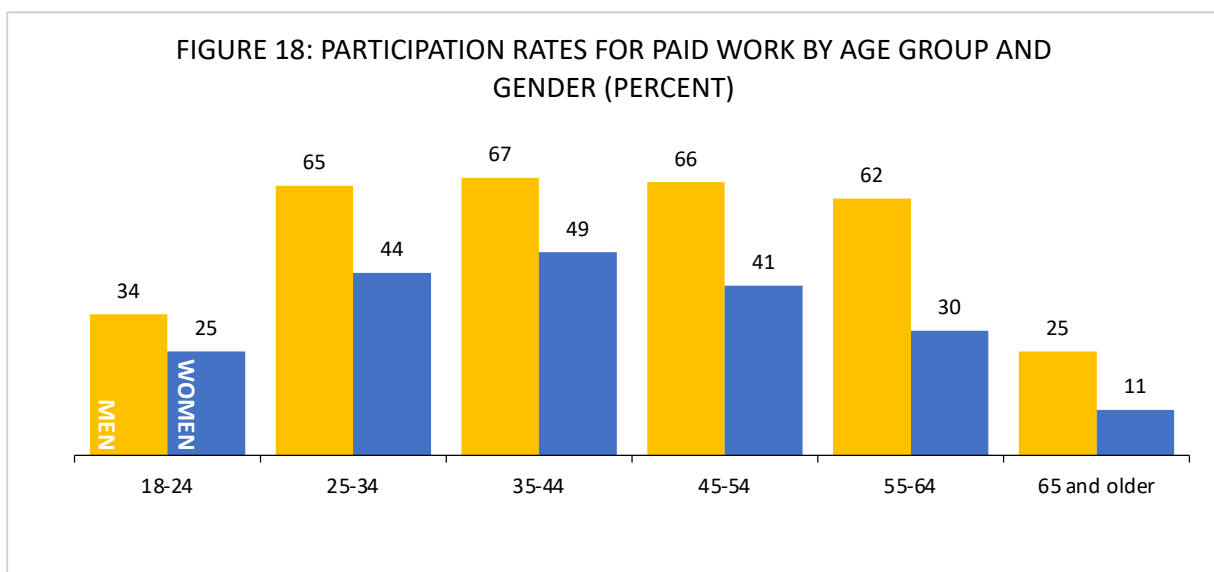
Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

Men of all ages participate in paid work more than women, as seen in Figure 18. The prime working age groups, 25-34, 35-44, and 45-54 for both women and men, participate the most in paid work per day, out of all age groups. However,

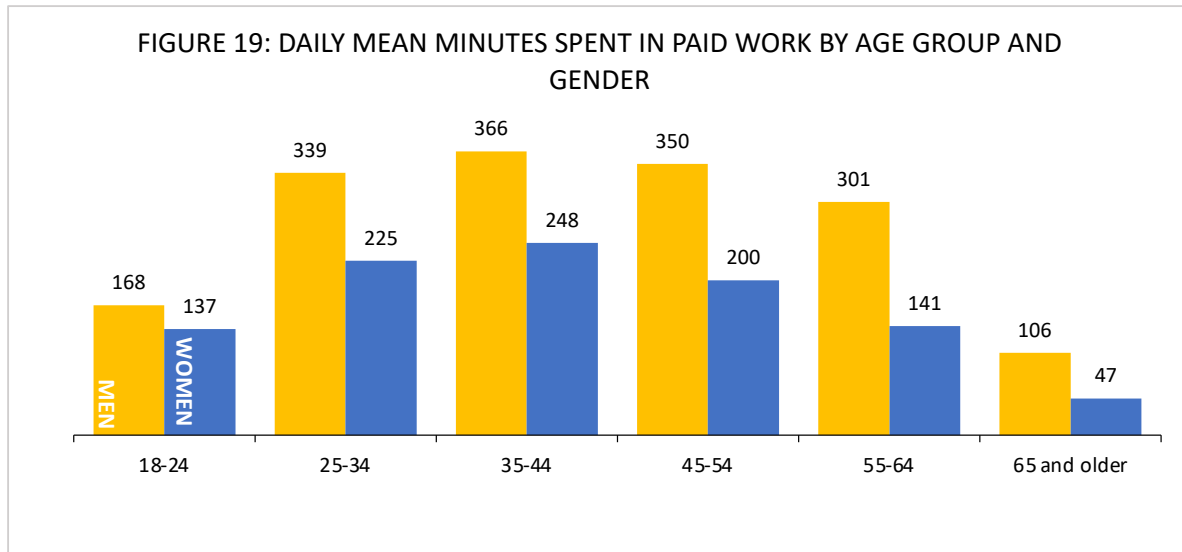
both women and men aged 35-44 have the highest participation rates in paid work at 49 percent and 67 percent respectively. As expected, the women and men of retirement age, 65 and older, participate the least in paid work at 11 per-

cent and 25 percent respectively. In terms of average time spent in paid work per day, the findings follow closely to that of participation rates (Figure 19).

## Men Have Higher Participation Rates for Paid Work Regardless of Their Age Group



## Men Spend More Time Doing Paid Work Regardless of Their Age Group



These figures include unconditional participation, which refers to those in the sample who did not engage in any of the listed unpaid activities (they had zero minutes of activity to record).

Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

In understanding how age impacts the amount of unpaid care and domestic work that men and women do, the data shows that, perhaps as expected given the previous findings here, and other research, women participate more than men in unpaid care and domestic work in all age groups. What stands out, however, is that people do more or less unpaid care and domestic work depending on their age group, so that we see women aged 18-24 and men in the prime working age group, 25-34, have the lowest participation rate in unpaid domestic work than any other age group, even less than the 65+ age group.

18). A possible reason for this observation is that as people get older, they tend to require more care for themselves, so they are unable to provide as much care support to others, compared to the younger age groups.

### Gender, Consumption, Geography, and Age Effects on Unpaid Work: Key Takeaways

The time use survey data allow us to confirm for Jamaica what research data from several other parts of the world has found: that there are gender disparities in the division of labour between paid work and unpaid work, and that women bear the largest responsibility for unpaid care and domestic work. The data, which is available for the first time, shows definitively that Jamaican women participate more and spend more time in unpaid care and domestic work than men, irrespective of their consumption quintile, age group, and the region that they are from. Further, their workload with unpaid and paid work combined is heavier than that of men. While this is not unique to Jamaica as other research has found that women tend to have a higher total work burden than men when paid and unpaid work are combined, it is concrete evidence that

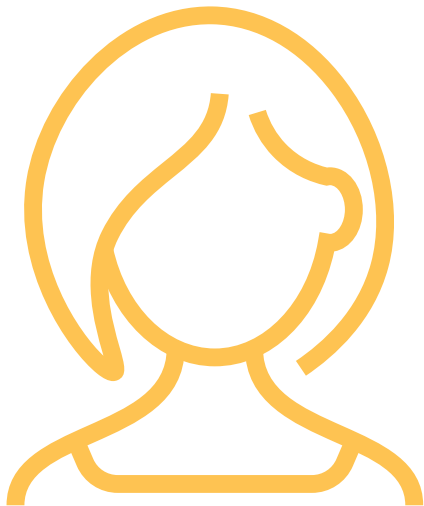
women do more work, of all types, than men do, despite being less well off. This double burden of paid work and unpaid care duties not only increases their total working hours, but it reduces their time for rest and recreation, and their overall wellbeing and quality of life.<sup>68</sup>

The significant and unequal amount of time that women dedicate to unpaid care and domestic work means that their care and domestic activities may carry an opportunity cost, as it reduces their ability to participate in and dedicate more time to paid work, to perform more productively in income-earning work, and to find and keep quality jobs. This is pertinent especially to caring for young children, 0-5 years old. The Jamaican data suggests that supporting people's, especially women's, care needs with well-designed policies, could augur well for their greater labour market participation, and increased productivity. This would lead to their increased earnings, and by extension their social and family's wellbeing, and ultimately economic growth at the national level.<sup>69</sup>



# 4

## What Does It All Cost?



**Women's Contribution**  
from unpaid care work is  
**2.7X** greater than men's  
contributions





Using the time use survey data from the Survey of Living Conditions 2018, the value of unpaid care and domestic work in Jamaica was estimated. The input-based, replacement cost approach

with the generalist, specialist, and minimum wage methods were used to give a range of values, from more to less conservative, on what the dollar values of unpaid work might be. (See Appendix Three for detailed methodology.) Table 1 shows the

wages that were assigned to the unpaid care and domestic work carried out by the Jamaicans, according to the survey.<sup>70</sup>

The specialist valuation method accords higher wage rates to unpaid care and domestic activities, therefore this method has the highest unpaid valuations. In contrast, the minimum wage valuation method accords the lowest wage rates and thus, this method has the lowest unpaid valuations.

**Table 1: Unpaid Care and Domestic Activities and Corresponding Occupations and Wages**

Activity		Corresponding Occupation	Hourly Wage
Domestic work	Gathering firewood	Domestic helper and cleaner	J\$420
	Fetching water	Domestic helper and cleaner	J\$420
	Preparation & serving of food	Chef/Small Cook	J\$970
	Cleaning the home	Housekeeper	J\$442
	Laundry activities & cleaning/ care of footwear	Domestic helper and cleaner	J\$420
	Maintenance & minor repairs of home	Handyman	J\$761
	Household administration	Domestic helper and cleaner	J\$420
	Household shopping	Domestic helper and cleaner	J\$420
	Pet and plant care	Domestic helper and cleaner	J\$420
	Care work	Caring for 0-5 year old	Childcare worker
Caring for 6-14-year-old		Childcare worker	J\$632
Helping 6-15-year-old with homework		Primary school teacher	J\$1034
Caring for 15-19-year-old		Nurse	J\$1152
Helping 15-19-year-old with homework		Secondary school teacher	J\$1071
Caring for 20-59-year-old		Nurse	J\$1152
Caring for 60-year-old and older		Nurse	J\$1152
Caring for disabled/permanently dependent		Nurse	J\$1152



## Valuation of Unpaid Care and Domestic Work<sup>71</sup>

### Specialist Valuation Method

The specialist wage approach provides the upper-bound estimates of the value of unpaid care and domestic work because it assigns different wages to the relevant specialized care and domestic activities. The total estimated value of unpaid care and domestic work by both women and men in 2022 is J\$991 billion, representing 45 percent of GDP (Figures 20 and 21). The value of women's unpaid domestic work as a proportion of GDP was approximately J\$453 billion, 21 percent of GDP, while the value of men's unpaid domestic work was J\$262 billion, 12 percent of GDP. On the other hand, the value of women's unpaid care work as a proportion of GDP was approximately J\$202 billion, 9 percent of GDP, while the value of men's unpaid care work was J\$74 billion, 3 percent of GDP (Tables 2 and 3). The gender gap in the monetary contribution of unpaid work is greater for unpaid care work. Women's contribution from unpaid care work is 2.7 times greater than the men's contribution. There is a smaller gender gap for unpaid domestic work, in which women contribute 1.7 times more than men. In terms of the contribution by activity type, unpaid domestic activities account for 72 percent of the total estimated value of unpaid care and domestic work, at a value of J\$715 billion, whereas unpaid care activities account for 28 percent, at a value of J\$276 billion.

### Generalist Valuation Method

Calculated using the generalist wage approach, the value of unpaid care and domestic work runs between the upper-bound estimates and the lower-bound estimates. The total estimated value of unpaid care and domestic work by both women and men in 2022 is J\$628 billion (30 percent of the GDP), as seen in

Caring for children  
**0-5** years old has  
the highest contribution of all care activities at **J\$94 billion**, which represents **4%** of GDP for the specialist valuation method.

Figures 21 and 22. The value of women's unpaid domestic work as a proportion of GDP was approximately J\$298 billion, 14 percent of GDP, while the value of men's unpaid domestic work was J\$176 billion, 9 percent of GDP. On the other hand, the value of women's unpaid care work as a proportion of GDP was approximately J\$115 billion, 5 percent of GDP, while the value of men's unpaid care work was J\$39 billion, 2 percent of GDP (Tables 2 and 3). The gender gap in the monetary contributions continues to be greater for unpaid care work than unpaid domestic work. The women's contribution from unpaid care work is almost three times higher than that of men. Even with a change in the wage approach, the gender gap for unpaid domestic work is maintained, where women are contributing almost double what men do. In terms of the contribution by activity type, unpaid domestic activities account for 75 percent of the total estimated value of unpaid care and domestic work, at a value of J\$474 billion, whereas unpaid care activities account for 25 percent, at a value of J\$154 billion.

### Minimum Wage Approach

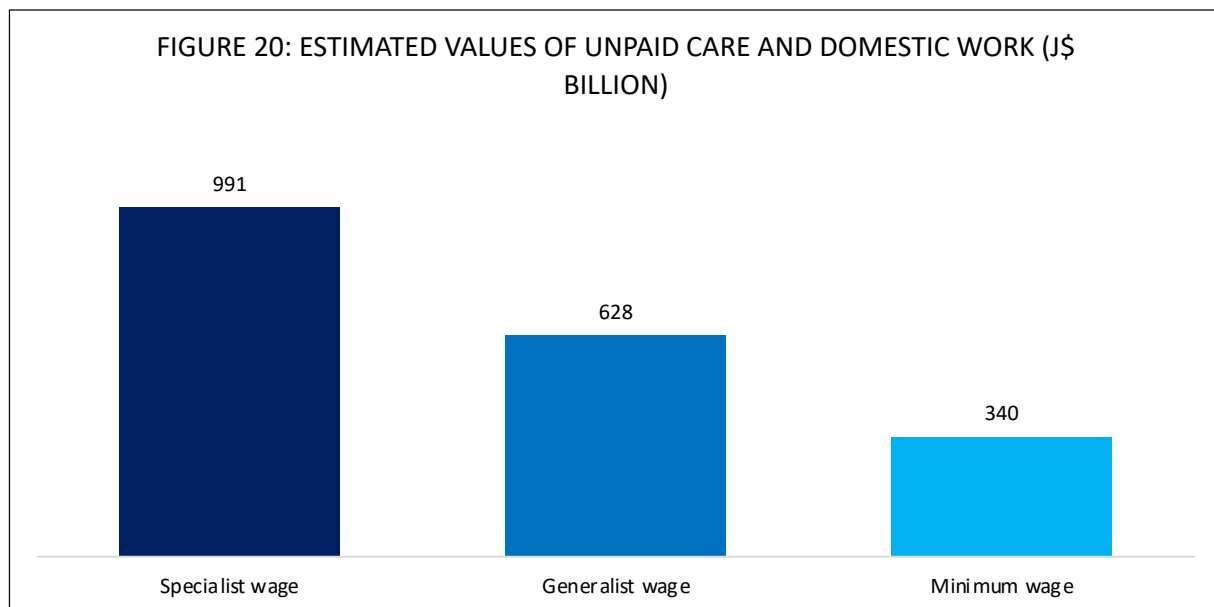
The minimum wage approach provides the lower-bound estimates of the value of unpaid care and domestic work. This is to be expected because a lower hourly wage was ascribed to all of the various activities, compared to the other wage approaches. Based on this calculation, the total estimated value of unpaid care and domestic work by both women and men is J\$340 billion, which is 15 percent of GDP (Figures 20 and 21). The value of women's unpaid domestic work as a proportion of GDP was approximately J\$161 billion, 7 percent of GDP, while the value of men's unpaid domestic work was J\$96 billion, 4 percent of GDP. On the other hand, the value of women's unpaid care work as a proportion of GDP was approximately J\$62 billion, 3 percent of GDP, while the value of men's unpaid care work was J\$21 billion, 1 percent of GDP (Tables 2 and 3). In terms of the contribution by activity type, unpaid domestic work accounts for 76 percent of the total estimated value of unpaid care and domestic work at a value of J\$257 billion, and unpaid care work accounts for 24 percent at a value of J\$83 billion. The gender gap findings in the monetary contributions are consistent with the findings of the other wage approaches.

In sum, the total market value of unpaid care and domestic work in Jamaica ranges from 15 percent to 45 percent of GDP in 2022, depending on the method used to calculate it. The specialist wage approach gives the upper boundary value of 45 percent, the generalist wage approach gives a value of 30 percent, while the minimum wage approach gives the lower boundary value of 15 percent. All three wage approaches show that women's contribution is almost twice the men's contribution, with regard to GDP. For the specialist wage approach, the women's contribution is 30 percent while the men's is 15 percent. For the generalist wage approach, the women's contribution is 19 percent whereas the men's is 10 percent. Finally, for the minimum wage approach, 10 percent of the GDP contribution comes from women and 5 percent from men (Table 3 and Figure 22).

**Table 2: Estimated Values of Unpaid Care and Domestic Work  
Valuation Method (JMD \$Billion)**

Valuation Methods		Specialist	Generalist	Minimum wage
Women	Unpaid domestic work	453	298	161
	Unpaid care work	202	115	62
	<b>Total</b>	<b>655</b>	<b>413</b>	<b>223</b>
Men	Unpaid domestic work	262	176	96
	Unpaid care work	74	39	21
	<b>Total</b>	<b>336</b>	<b>215</b>	<b>117</b>

### Women Have Higher Contributions for Unpaid Care and Domestic Work

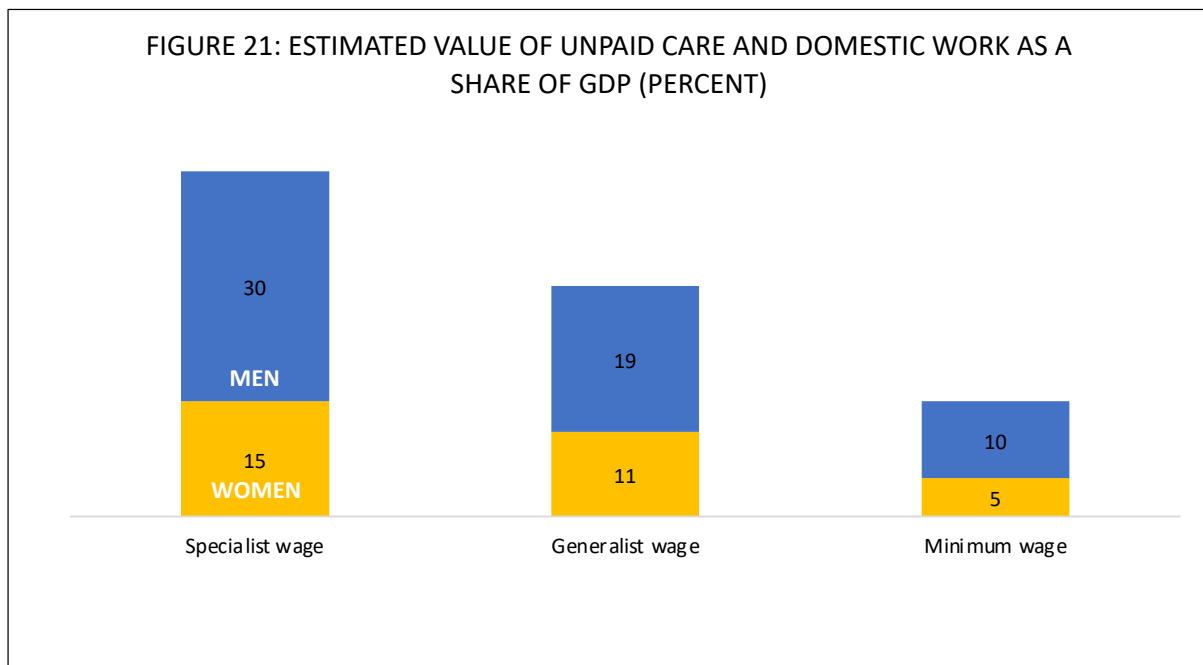


Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

**Table 3: Estimated Values of the Contribution of Unpaid Care and Domestic Work to GDP (Percent)**

Valuation Methods				
		Specialist	Generalist	Minimum wage
Women	Unpaid domestic work	21	14	7
	Unpaid care work	9	5	3
	<b>Total</b>	<b>30</b>	<b>19</b>	<b>10</b>
Men	Unpaid domestic work	12	9	4
	Unpaid care work	3	2	1
	<b>Total</b>	<b>15</b>	<b>11</b>	<b>5</b>

### Women Have Higher GDP Contributions for Unpaid Care and Domestic Work



Source: Author's calculations based on the time use survey data from the Jamaica Survey of Living Conditions 2018.

The specialist valuation method has the highest unpaid valuations for all care and domestic activities for both women and men, while the minimum wage valuation has the lowest. This is to be expected because the specialist valuation method has higher wage rates compared to the other valuation methods.

## Breakdown of the Valuation of Unpaid Care and Domestic Work by Activity Type

Disaggregating unpaid care and domestic work by activity type shows that for both women and men, the care activity that has the highest monetary contribution to GDP across all valuation methods is caring for children aged 0-5 years, while the most valuable domestic activity is preparation and serving of food (Tables 4 and 5, Appendix Four). Caring for children 0-5 years old has the highest contribution of all care activities at J\$94 billion, which represents 4 percent of GDP for the specialist valuation method (Tables 2 and 4,

Appendix Four). Similarly, preparing and serving of food has the highest contribution of all domestic activities at J\$258 billion, which is 12 percent of GDP (Tables 3 and 5, Appendix Four). This is not surprising because this study's findings highlighted that the care and domestic activities that women and men spend the most time in are caring for children aged 0-5 years, and preparing and serving food. The data shows that the more time spent in an activity, the higher the monetary contribution to GDP.

For all care activities, women have higher contributions to GDP, and this is reinforced with the finding that women participate and spend more time in unpaid care work than men. In addition to this, the indoor domestic activities have higher contribution values for women, whereas the outdoor domestic activities have higher contribution values for men (Tables 3 and 5, Appendix Four).<sup>72</sup> This is supported by this study's findings that more women participated in indoor domestic activities than men, and more men participated in outdoor domestic activities than women. As mentioned earlier, the outdoor do-

mestic activity that has the highest engagement is fetching water, and the contribution to GDP value reflects this. Out of all outdoor domestic activities, fetching water has the highest contribution across all valuation methods, with the specialist method being the highest value at J\$6 billion (0.3 percent of GDP), as seen in Tables 3 and 5, Appendix Four).

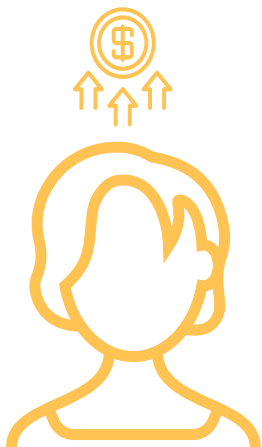
The values for unpaid domestic work's contribution to GDP are consistently higher than the values for unpaid care work, for all three valuation methods, as seen in Appendix Four. This is also consistent with this study's findings because women and men participate and spend more time domestic activities than care activities.







# 5 Conclusion



**2/3** of the  
value of unpaid work is  
undertaken by  
women.



Jamaica, by its own policy statements, international commitments, and legislative measures, has accounted for the importance of unpaid care and domestic work, its measurement, and the implications of such measurements as having monetary value.<sup>73</sup> There have been several calls in Jamaica for understanding how unpaid work contributes to the national economy, particularly women's contribution, as well as the creation of a system to capture, quantify, and value unpaid care and domestic work in the household. The inclusion of a time use survey in the Jamaica Survey of Living Conditions 2018, is a significant step towards answering these calls.

Using this time use survey data, this study calculated the market value of unpaid care and domestic work in Jamaica for the first time, using three different methods of attributing value to such work. It is estimated that unpaid care and domestic work in Jamaica has a total annual value of J\$991 billion (equivalent to 45 percent of GDP) if measured using the specialist wage approach, J\$628 billion (equivalent to 30 percent of GDP) if the generalist wage approach is applied, and J\$340 billion (equivalent to 15 percent of GDP) if the minimum wage approach is applied. Caring for children aged 0-5 has the highest contribution of all care activities at J\$94 billion (equivalent to 4 percent of GDP),



while preparing and serving of food has the highest contribution of all domestic activities at J\$258 billion (equivalent to 12 percent of GDP) for the specialist valuation method.

Even at the lowest possible wage rate, the value of unpaid care and domestic work is significant, but this value is not easily

recognized, or expressed. By calculating and having a dollar figure for its value, its true contribution is revealed. Looking at the economic sectors such as agriculture, forestry, and fishing, industry, and services as a share of Jamaica's GDP in 2021, it is noted that agriculture, forestry, and fishing contributed 9 percent, industry 21 percent, and the services sector 64 percent.<sup>74</sup>

There have been several calls in Jamaica for understanding how unpaid work, particularly women's, contributes to the national economy as well as for the creation of a system to capture, quantify, and value unpaid care and domestic work in the household.



This means that the value of unpaid care and domestic work (minimum wage approach) is twice the value of agriculture, and its value (specialist wage approach) is twice the value of industry.

Disaggregating the data according to gender clearly shows that, as is the pattern throughout the world, women do far more unpaid care and domestic work than men do, regardless of consumption quintile, age, or geographical location. Some 66 percent of the estimated monetary value of unpaid work is generated by women. This disproportion is distinct and significant, though these findings are in line with studies conducted in other countries, which also calculated the monetary value of unpaid work. While the argument may be made that “we already know this,” in fact having the actual data reveals not only the exact size and nature of the gender gap in the household division of labour, but also, certainly for Jamaica, the disproportionate amount of unpaid work that people living in rural areas do, especially rural women.<sup>75</sup>

The economic valuation of unpaid work in the framework of the System of National Accounts would provide a more accurate measure of society’s output by revealing the existence of a part of the economy that would otherwise remain invisible. It would enable the inclusion of the contributions of this type of work in macroeconomic analyses and deci-

sion-making. Furthermore, it would improve the understanding of the economic dynamics that occur within households, between households, and between these and the rest of the economy, which is critical in order to incorporate the analysis of the care economy into how the functioning of the economic system is understood. Where women, in particular the poorest women, contribute to the economy and society through the essential care work they provide, it would also make their contribution to the economy clear.<sup>76</sup>

However, regardless of whether or not unpaid care and domestic work is counted in the System of National Accounts, calculating its value is still worthwhile. First, it highlights the true cost of care in Jamaica, where unpaid work subsidizes the cost of care that sustains families, supports economies, and often fills in for the lack of social services. Second, it promotes gender equality, as through the recognition of unpaid care and domestic work and its value, there will be visibility and awareness of women’s contribution, especially regarding policy decisions that pertain to unpaid work. Third, it highlights where unpaid care activities constitute a time and energy-consuming occupation that limits women’s access to the labour market, often relegating them to low-income, and insecure employment.<sup>77</sup> Finally, the recognition of this work’s value can lead to the improved status

of carers, and their commitment to care work. The more unpaid care and domestic work is valued and recognized, it will elevate the status of people who perform these jobs, and incentivize them to execute their duty more effectively, carefully, and intentionally.

Measuring and knowing the value of unpaid work shows what a return on investment in goods and services that reduce the burden of unpaid work might yield in terms of the potential for women and men to do more paid work. The case for investing in support for unpaid care work is clear: research has shown that a decrease in women’s unpaid care work is related to a ten-percentage point increase in women’s labour force participation rate (for a given level of GDP per capita, fertility rate, female unemployment rate, female education, urbanisation rate, and maternity leave).<sup>78</sup> Providing workers with state-supported or state-subsidized child care would free up women in the prime working age group of 25-34 from 285 minutes (4 hours 45 minutes) of unpaid work, which could translate to them engaging in more paid work, and being more productive in the paid work they already do. This has been shown to happen in several countries where the state has made provision for free or subsidized childcare.<sup>79</sup> These measures too would increase women’s economic empowerment, and augur well for improved economic growth at the national level.

Knowing the value of unpaid care and domestic work can inform considerations about the marketization of some of those activities, where the market for childcare and other care services in Jamaica is apparently underdeveloped. In other countries, state policy has addressed similar issues. Mexico's Estancias programme supports the expansion of available childcare services by giving an initial subsidy for either new centres or the improvement of existing facilities.<sup>80</sup> One of the programme's objectives is to facilitate entry and stability of low-income mothers in the labour market by providing childcare facilities and services. There is evidence that women are benefitting from the programme, 18 percent more are now employed, spending on average six additional hours each week in paid work. While there would be a need to better understand all the constraints and limitations to the growth of the sector—there may be a scarcity of trained caregivers, lack of availability and affordability of physical infrastructure such as buildings, lack of access to finance to cover the initial start-up costs of such centres—having a substantiated idea of the value of the sector would be key to thinking through what policy initiatives would best serve to strengthen it.<sup>81</sup>

The time use data for Jamaica has yielded information that there is not only a gender division of labour, there is a rural-urban divide in how time is spent between paid and unpaid work, with rural people spending less time in paid work, and more time in unpaid work, than their urban counterparts, with corresponding consumption patterns.

Access to water is a determining factor in how much time is spent in unpaid domestic work, for both women and men, though women bear more of the burden. The data shows that there are time-consuming domestic tasks that could be alleviated with infrastructure and technology. For example, rural persons spend 95 minutes per day carrying water, which is unpaid domestic work.<sup>82</sup> The piped water supply network reaches only 70 percent of Jamaicans. Eighty-seven percent of the rural population have access to improved drinking water sources, compared to 97 percent in urban areas.<sup>83</sup> To add, 27 percent of people who access water from standpipes in rural areas, must walk more than 500 metres to get the commodity.<sup>84</sup> Consistently providing for the water needs of rural households will obviate their need to spend so much time fetching this necessity of daily living.

Policy measures in other countries that involve expanding water-supply services to poor communities in rural and urban areas, have shown to decrease women's and girls' time spent fetching, and queuing for water.<sup>85</sup> Research has shown that access to small piped-water systems in rural areas is associated with time savings for women as they are able to spend less time collecting water, and more time engaging in income-generating activities.<sup>86</sup> Women save 1,128 million hours a year collectively from improvements in water infrastructure in Tanzania.<sup>87</sup> Having access to an improved water source in rural areas, and informal urban settlements, has been shown to reduce women's unpaid care workload by up to four hours a day, the equivalent of two months a year.<sup>88</sup> In Indian house-

holds with access to government drinking water scheme, women spend on average one hour more in paid work and 22 minutes less in care work per day compared to women in households that don't have access to the water scheme.<sup>89</sup>

In Jamaica there is a National Water Sector Policy and Implementation Plan (2019). It addresses the provision of water for rural households, and outlines solutions, but progress has been slow.<sup>90</sup> There is also a National Water Sector Policy and Implementation Plan to be carried out by the Rural Water Supply Limited (RWSL). During the 2021/2022 financial year, the RWSL reported that it had provided water solutions, and connected more Jamaicans to piped potable water in St. Catherine, Clarendon, Portland, and St. James (among other parishes). Catchment tanks and rainwater harvesting facilities were installed in over 30 schools, institutions, and communities around the country.<sup>91</sup> Subsequent time use surveys should yield data that will show whether these measures have had an impact on how much time rural people spend getting water.

Within this study, the policy measures that this data and analysis inform are substantiated by proofs of concept of similar measures having been successfully applied in other countries. The measures have the potential to increase women's participation in paid work, and thus improve their economic betterment, at the same time as they might reduce the unequal (between women and men) distribution of unpaid care and domestic work.<sup>92</sup>

The time use data for Jamaica has yielded information that there is not only a gender division of labour, there is a rural-urban divide in how time is spent between paid and unpaid work, with rural people spending less time in paid work, and more time in unpaid work, than their urban counterparts, with corresponding consumption patterns.

## Policy Recommendations

This study's findings highlight that unpaid care and domestic work, once recognised and measured, have value. The implication is that by converting that unpaid work to paid work, whether by measures to reduce unpaid work, or by the marketization of some care and domestic work services, some of that value will be realized in more efficient allocation of labour resources, with a consequential increase in average labour productivity and thereby a greater gross domestic product.

Relieving those in the labour force—women and men—of some unpaid care and domestic work can be done by providing state supported or state subsidized care services. The policy objective is to provide low-cost child care services so that parents can contribute to increasing labour force participation and national productivity. This can be done by:

**1**

The state should subsidize the care economy by issuing vouchers to working parents for use at day care and nursing care facilities, for example through the Programme of Advancement Through Health and Education (PATH), which could be redeemed at approved and registered care providers.

State agencies should take the lead in offering child-care support to public sector workers at the workplace and/or support for their unpaid work obligations, and private sector employers should be incentivized by the state to offer support for their employees with care obligations.

**2**

<sup>1</sup> Cristian Alonso et al., “Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality,” International Monetary Fund (IMF) Working Paper No. 2019/225, 2019, [www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688](http://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688).

<sup>2</sup> Diane Elson, “Recognize, Reduce, Redistribute Unpaid Care Work: How to Close the Gender Gap,” New Labour Forum, March 3, 2017, <https://newlaborforum.cuny.edu/2017/03/03/recognize-reduce-redistribute-unpaid-care-work-how-to-close-the-gender-gap/>.

<sup>3</sup> Lourdes Benería, “Gender, Development, and Globalization: Economics as if All People Mattered,” New York and Abingdon, UK: Routledge, 2003.

<sup>4</sup> Jooyeoun Suh, Changa Dorji, Valerie Mercer-Blackman and Aimee Hampel-Milagrosa, “Valuing Unpaid Care Work in Bhutan,” 2020.

<sup>5</sup> Elson, “Recognize, Reduce, Redistribute Unpaid Care Work.”

<sup>6</sup> Elson, “Recognize, Reduce, Redistribute Unpaid Care Work.”

<sup>7</sup> Nancy Folbre, “Developing Care: Recent Research on the Care Economy and Economic Development,” International Development Research Centre, 2018.

<sup>8</sup> Data obtained from the Statistical Institute of Jamaica (STATIN). The number of men, whose reasons for being out of the labour force were home with dependents, and home duties, was too low to report as a significant value, therefore these values were omitted by STATIN. As such, there are no values to compare with that of the women.

<sup>9</sup> S.A. Hoenig and A.R.E. Page, “Counting on Care Work in Australia,” Report prepared by AECgroup Limited for Australia-Economic Security4Women, 2012, [www.security4women.org.au/wp-content/uploads/2020/07/eS4W-Counting-on-Care-Work-in-Australia-Final-Report.pdf](http://www.security4women.org.au/wp-content/uploads/2020/07/eS4W-Counting-on-Care-Work-in-Australia-Final-Report.pdf).

<sup>10</sup> Minister of Culture, Gender, Entertainment, and Sport, Honourable Olivia Grange, “Towards a Care Society for Recovery with Gender Equality and Sustainability,” Presentation on High Level Panel, 61st Meeting of Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean, September 29, 2021, [www.cepal.org/sites/default/files/presentations/eng\\_presentation\\_olivia\\_grange\\_jamaica.pdf](http://www.cepal.org/sites/default/files/presentations/eng_presentation_olivia_grange_jamaica.pdf).

<sup>11</sup> Planning Institute of Jamaica, “Voluntary National Review Report on the 2030 Agenda and the Sustainable Development Goals,” June 2022.

<sup>12</sup> Hon. Olivia Grange, “Towards a Care Society.”

<sup>13</sup> Previous research has noted that paternity leave has long-term effects on the way fathers and mothers divide paid employment and household work. A large and persistent impact was seen on gender dynamics within households even years after the leave period ended, encouraging movement toward a dual-earner, dual-caregiver model wherein fathers and mothers contributed more equally to home and market production. Fathers who took paternity leave spent 23 percent more time in non-market/unpaid household work, and spent approximately a half-hour more time present in the home per day, while mothers spent a half hour less in the home per day, spent more time in paid work, spent more time physically at the workplace, and were more likely to be full-time employed. Ankita Patnaik, “Daddy’s Home!’ Increasing Men’s Use of Paternity Leave,” Council on Contemporary Families, April 2, 2015, <https://sites.utexas.edu/contemporaryfamilies/2015/04/02/ccf-briefing-report-daddys-home/>.

<sup>14</sup> Jamaica uses a System of National Accounts that follows closely to that of the UN System of National Accounts.

<sup>15</sup> CAPRI, “Low Labour Productivity and Unpaid Care Work,” Kingston, Jamaica: Caribbean Policy Research Institute, 2018.

<sup>16</sup> Folbre, “Developing Care.”

<sup>17</sup> Limitations of the study are contained in Appendix 5.

- <sup>18</sup> Katherine G. Abraham and Christopher Mackie, *Beyond the Market: Designing Nonmarket Accounts for the United States* (Washington D.C.: The National Academies Press, 2005), <https://doi.org/10.17226/11181>.
- <sup>19</sup> Joseph Stiglitz, Amartya Sen, and Jean-Paul Fitoussi, “Report by the Commission on the Measurement of Economic Performance and Social Progress,” 2009, <https://ec.europa.eu/eurostat/documents/8131721/8131772/Stiglitz-Sen-Fitoussi-Commission-report.pdf>.
- <sup>20</sup> Folbre, “Developing Care”; Shilpa Reddy, “Measurement Brief: Unpaid Work,” 2020.
- <sup>21</sup> Maria Eugenia Gómez Luna, “Classification of Time-Use Activities for Latin America and the Caribbean (CAUTAL),” Economic Commission for Latin America and the Caribbean (ECLAC), United Nations, May 2016, [https://repositorio.cepal.org/bitstream/handle/11362/40170/1/S1600307\\_en.pdf](https://repositorio.cepal.org/bitstream/handle/11362/40170/1/S1600307_en.pdf).
- <sup>22</sup> Považanová et al., “Assigning Monetary Values to Unpaid Work in Slovakia,” *Procedia Economics and Finance* 30, (2015): 671-679.
- <sup>23</sup> Považanová et al., “Assigning Monetary Values.”
- <sup>24</sup> Hoenig and Page, “Counting on Care Work in Australia”; Susumu Kuwahara, “A Note on Monetary Valuation of Unpaid Work in Japan,” Economic and Social Research Institute, Cabinet of Japan, 2010, [www.oecd.org/officialdocuments/publicdisplaydocumentpdf/?cote=STD/CSTAT/WPNA%282010%2917&doclanguage=en](http://www.oecd.org/officialdocuments/publicdisplaydocumentpdf/?cote=STD/CSTAT/WPNA%282010%2917&doclanguage=en); Sandy Besporstov and Amanda Sinclair, “Estimating the Economic BOOK Value of Unpaid Household Work in Canada, 2015 to 2019,” Statistics Canada, March 17, 2022.
- <sup>25</sup> Veerle Miranda, “Cooking, Caring and Volunteering: Unpaid Work Around the World,” OECD Social, Employment and Migration Working Papers, No. 116, 2011, [www.oecd.org/berlin/47258230.pdf](http://www.oecd.org/berlin/47258230.pdf).
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- <sup>27</sup> Johanna Varjonen and Kristiina Aalto, “Household Production and Consumption in Finland 2001: Household Satellite Account,” Helsinki: Statistics Finland and National Consumer Research Centre, 2006, [https://helda.helsinki.fi/bitstream/handle/10138/152276/Household\\_production\\_and\\_consumption\\_in\\_Finland\\_2001.pdf?sequence=1](https://helda.helsinki.fi/bitstream/handle/10138/152276/Household_production_and_consumption_in_Finland_2001.pdf?sequence=1); Steven J. Landefeld and Stephanie H. McCulla, “Accounting for Nonmarket Household Production within a National Accounts Framework,” *Review of Income and Wealth* 46, no. 3 (2000): 289–307; Steven J. Landefeld, Barbara M. Fraumeni and Cindy M. Vojtech, “Accounting for Household Production: A Prototype Satellite Account Using the American Time Use Survey,” *Review of Income and Wealth* 55, no. 2 (2009): 205–225.
- <sup>28</sup> María Ángeles Durán and Vivian Milosavljevic, “Unpaid Work, Time Use Surveys, and Care Demand Forecasting in Latin America,” BBVA Foundation Working Papers 7, 2012.
- <sup>29</sup> Meena Acharya, “The Household Economy and Women’s Work in Nepal.” In *Women and Work in South Asia: Regional Patterns and Perspectives*, edited by Saraswati Raju and Deipica Bagchi, 121–36, New York and Abingdon, UK: Routledge, 1993; Indira Hirway, “Unpaid Work: An Obstacle to Gender Equality and Economic Empowerment including Women’s Labour Force Participation,” UNESCAP, 2015, [www.unescap.org/sites/default/files/Session\\_2Ab\\_Unpaid\\_Work\\_and\\_Domestic\\_Care\\_Indira\\_Hirway.pdf](http://www.unescap.org/sites/default/files/Session_2Ab_Unpaid_Work_and_Domestic_Care_Indira_Hirway.pdf).
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- <sup>33</sup> Suh et al., “Valuing Unpaid Care Work.”
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<sup>35</sup> The Caribbean Community and Common Market (CARICOM) is the regional integration organization that comprises all of the independent English-speaking Caribbean countries, as well as Suriname and Haiti.

<sup>36</sup> “Measuring Domestic and Unpaid Care Work: Recognising Women’s Total Contribution to Work and Economies,” UN Women Caribbean, February 3, 2021, <https://caribbean.unwomen.org/en/news-and-events/stories/2021/2/measuring-domestic-and-unpaid-care-work---recognising-womens-contribution-to-work-and-economies>.

<sup>37</sup> Dr. Heather Ricketts, phone conversation, September 23, 2022.

<sup>38</sup> Heather Ricketts and Colin Williams, “Chapter 8: Time Use,” Jamaica Survey of Living Conditions 2018, The Planning Institute of Jamaica (PIOJ) and The Statistical Institute of Jamaica (STATIN), March 2021.

<sup>39</sup> The stylized question method is one where respondents are asked to recall the amount of time they allocate, or have allocated, to a certain activity over a specified period such as a day, week or year. Therefore, this method collects information on the frequency and duration of time spent on a prespecified set of activities during the specified period. The United Nations Statistics Division, “Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work,” UN Department of Economic and Social Affairs, 2005.

<sup>40</sup> Ricketts and Williams, “Chapter 8: Time Use,” 18.

<sup>41</sup> How individuals spend their time in these activities is expressed in terms of participation rate and mean time in minutes. The participation rate is the proportion of a category of individuals who participated in a specific activity. The mean time is the unconditional average, as people who did not engage in any unpaid work are included, and thus had zero minutes of activity to record (unconditional participation).

<sup>42</sup> Ricketts and Williams, “Chapter 8: Time Use.”

<sup>43</sup> Hoenig and Page, “Counting on Care Work in Australia.”

<sup>44</sup> Miranda, “Cooking, Caring and Volunteering.”

<sup>45</sup> Hoenig and Page, “Counting on Care Work in Australia.”

<sup>46</sup> Alonso et al., “Reducing and Redistributing Unpaid Work.”

<sup>47</sup> Addati et al., “Care Work and Care Jobs.”

<sup>48</sup> Addati et al., “Care Work and Care Jobs.”

<sup>49</sup> Jacques Charmes, “Time Use across the World: Findings of a World Compilation of Time Use Surveys,” UNDP Human Development Report Office, Background Paper, New York, 2015.

<sup>50</sup> Verónica Amarante and Cecilia Rossel, “Unfolding Patterns of Unpaid Household Work in Latin America,” *Feminist Economics* 24, no. 1 (2018): 1-34.

<sup>51</sup> Addati et al., “Care Work and Care Jobs.” Household work is defined as domestic services for own final use within the household.

<sup>52</sup> Alonso et al., “Reducing and Redistributing Unpaid Work.”

<sup>53</sup> Charmes, “Time Use across the World: Findings of a World Compilation of Time Use Surveys.”

<sup>54</sup> The consumption quintile refers to the categorization of the population being divided into fifths and ordered by income level, from highest income, quintile 5, to lowest, quintile 1.

<sup>55</sup> Ricketts and Williams, “Chapter 8: Time Use.”

<sup>56</sup> Addati et al, “Care Work and Care Jobs.”

<sup>57</sup> Ricketts and Williams, “Chapter 8: Time Use.”

<sup>58</sup> Non-rural areas include the Greater Kingston Metropolitan Area (GKMA), and other urban centres.

<sup>59</sup> Jacques Charmes, “The Unpaid Care Work and the Labour Market. An Analysis of Time Use Data Based on the Latest World Compilation of Time-use Surveys,” International Labour Office, 2019.

<sup>60</sup> Addati et al., “Care Work and Care Jobs.”

<sup>61</sup> Coffey et al., “Time to Care: Unpaid and Underpaid Care Work and the Global Inequality Crisis.” OXFAM Briefing Paper, 2020, <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620928/bp-time-to-care-inequality-200120-en.pdf>.

<sup>62</sup> Dianne Gordon and Patricia Northover, “Rural Development and Rural Non-Farm Enterprise Interventions in Jamaica: Policy Lessons from Three Case Studies,” Sustainable Futures Policy Brief Issue 4, Sir Authur Lewis Institute for Social and Economic Studies, The University of the West Indies, Mona, January 2022; Statistical Institute of Jamaica, “Living Conditions and Poverty,” 2017.

<sup>63</sup> Statistical Institute of Jamaica, “Jamaica Labour Market: Impact of COVID-19,” July 2020.

<sup>64</sup> Ricketts and Williams, “Chapter 8: Time Use”; Household production refers to the production of primary and non-primary goods by a household member or the household as a unit for their own/its own use, even if some of it is eventually sold.

<sup>65</sup> Ricketts and Williams, “Chapter 8: Time Use”.

<sup>66</sup> Charmes, “The Unpaid Care Work and the Labour Market. An Analysis of Time Use Data Based on the Latest World Compilation of Time-use Surveys”; Miranda, “Cooking, Caring and Volunteering.”

<sup>67</sup> United Nations, “The World’s Women 2015: Trends and Statistics,” United Nations, Department of Economic and Social Affairs, Statistics Division, 2015, [unstats.un.org/unsd/gender/downloads/worldswomen2015\\_report.pdf](http://unstats.un.org/unsd/gender/downloads/worldswomen2015_report.pdf).

<sup>68</sup> UN Women, “Progress of the World’s Women 2015–2016: Transforming Economies, Realizing Rights,” 2015, [http://progress.unwomen.org/en/2015/pdf/UNW\\_progressreport.pdf](http://progress.unwomen.org/en/2015/pdf/UNW_progressreport.pdf).

<sup>69</sup> CAPRI, “Low Labour Productivity and Unpaid Care Work.”

<sup>70</sup> The Salary Expert was used as the source of the wage data used in this study, after verifying that it was a reliable source. There is a dearth of up to date private sector wage data for Jamaica, and this was the best available data source. The Salary Expert provides salary data on more than 8,700 locations, 1,100 industries, and 13,400 jobs including 1,100 executive positions, and it is powered by the Economic Research Institute (ERI). The ERI compiles the most robust salary, cost of living, and executive compensation survey data available, with updated market data for more than 1,100 industry sectors. It also collects salary survey data from internal surveys, third-party salary surveys, and public sources to calculate geographic salary differentials.

<sup>71</sup> The assumption made when calculating the valuations for unpaid work is that women and men engaged in unpaid care and domestic work are doing their best at the task in front of them.

<sup>72</sup> Indoor domestic activities include household shopping, household administration, laundry and cleaning/care of footwear, cleaning the home/yard, and preparation and serving of food. Outdoor domestic activities include gathering firewood, fetching water, maintenance and minor repairs of home, and looking after pets and plants.

<sup>73</sup> CAPRI, “Low Labour Productivity and Unpaid Care Work.”



<sup>74</sup> World Bank, World Bank national accounts data, and OECD National Accounts data files; Industry corresponds to International Standard Industrial Classification (ISIC) divisions 05-43, and includes manufacturing (ISIC divisions 10-33). It comprises value added in mining, manufacturing, construction, electricity, water, and gas. Agriculture, forestry, and fishing corresponds to ISIC divisions 1-3, and includes forestry, hunting, and fishing, as well as cultivation of crops and livestock production. Services correspond to ISIC divisions 50-99, and they include value added in wholesale and retail trade (including hotels and restaurants), transport, and government, financial, professional, and personal services such as education, health care, and real estate services. Also included are imputed bank service charges, import duties, and any statistical discrepancies noted by national compilers as well as discrepancies arising from rescaling.

<sup>75</sup> This study did not directly address the issue of leisure time, and if there is a gender gap in the amount of time men and women spend in leisure activities, and the corresponding relationship to quality of life. Even though women do more unpaid work than men do, men do more paid work than women do, so there cannot be a ready assumption that there is a gap, and if there is, what is its quantum.

<sup>76</sup> United Nations, Economic Commission for Latin America and the Caribbean (ECLAC), “Repository of information on time use in Latin America and the Caribbean,” November 2021.

<sup>77</sup> Valeria Esquivel, “What is a Transformative Approach to Care, and Why Do We Need It?” *Gender & Development* 22, no. 3 (2014): 423-439.

<sup>78</sup> Gaëlle Ferrant, Luca Maria Pesando and Keiko Nowacka, “Unpaid Care Work: The Missing Link in the Analysis of Gender Gaps in Labour Outcomes,” Boulogne Billancourt: OECD Development Center, 2014, [www.oecd.org/dev/development-gender/Unpaid\\_care\\_work.pdf](http://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf).

<sup>79</sup> CAPRI, “Low Labour Productivity and Unpaid Care Work.”

<sup>80</sup> Mercedes Mateo Díaz and Lourdes Rodriguez Chamussy, “Childcare and Women’s Labor Participation: Evidence for Latin America and the Caribbean,” IDB Technical Note No. 586, 2013, <https://publications.iadb.org/publications/english/document/Childcare-and-Women-Labor-Participation-Evidence-for-Latin-America-and-the-Caribbean.pdf>.

<sup>81</sup> Aatif Somji, “Child’s Play: The Case for Developing Childcare Services to Boost Women’s Economic Empowerment,” International Labour Organization, July 2020.

<sup>82</sup> Ricketts and Williams, “Chapter 8: Time Use.”

<sup>83</sup> Government of Jamaica, Ministry of Economic Growth and Job Creation, “National Water Sector Policy and Implementation Plan 2019,” 2019.

<sup>84</sup> Ministry of Local Government and Rural Development, “Rural Water Supply Ltd. to Expand Minor Water Systems,” August 10, 2022.

<sup>85</sup> World Bank, “Do Pro-Poor Policies Increase Water Coverage? An Analysis of Service Delivery in Kampala’s Informal Settlements,” 2014, <https://openknowledge.worldbank.org/handle/10986/17746>.

<sup>86</sup> Emily van Houweling et al, “The Role of Productive Water Use in Women’s Livelihoods: Evidence from Rural Senegal,” *Water Alternatives* 5, no. 3 (2012): 658-677; Nadeem Llahi and Franque Grimard, “Public Infrastructure and Private Costs: Water Supply and Time Allocation of Women in Rural Pakistan,” *Economic Development and Cultural Change* 49, no. 1 (2000): 45-75.

<sup>87</sup> Marzia Fontana and Luisa Natali, “Gendered Patterns of Time Use in Tanzania: Public Investment in Infrastructure Can Help,” 2009, [www.semanticscholar.org/paper/Gendered-Patterns-of-Time-Use-in-Tanzania-%3A-Public-Fontana-Natali/ed54c1b13365dfdebee-86142bc041af62ed3151a](http://www.semanticscholar.org/paper/Gendered-Patterns-of-Time-Use-in-Tanzania-%3A-Public-Fontana-Natali/ed54c1b13365dfdebee-86142bc041af62ed3151a).

<sup>88</sup> Oxfam, “Gendered Patterns of Unpaid Care and Domestic Work in Urban Informal Settlements: Findings from a Household Care Survey,” 2019, <https://policy-practice.oxfam.org/resources/gendered-%20patterns-of-unpaid-care-and-domestic-work-in-the-urban-informal-settle-620910/>.

<sup>89</sup> Oxfam India, “Mind the Gap: The State of Employment in India,” 2019, <https://www.oxfamindia.org/Mind-Gap-State-of-Employment-in-India>.

<sup>90</sup> Ministry of Local Government and Rural Development, “Top Aberdeen Gets Water Supply Project,” February 8, 2022.

<sup>91</sup> Ministry of Local Government and Rural Development, “Rural Water Supply Ltd. to Expand Minor Water Systems,” August 10, 2022.

<sup>92</sup> See Appendix 5 for an elaboration of how this study has treated the notion of redistribution of unpaid work within the household.

# Appendix I

## Time Spent in Unpaid Care & Domestic Activities & Corresponding Wages

**Table 1: Time Spent in Unpaid Care and Domestic Activities and Corresponding Wages**

Activity		Women's Average time per year (hours)	Men's Average time per year (hours)	Hourly Wage
Men's Average time per year (hours)		Hourly Wage		
Care work	Caring for 0-5 year old	237	61	J\$632
	Caring for 6-14-year-old	103	24	J\$632
	Helping 6-15-year-old with homework	37	6	J\$1034
	Caring for 15-19-year-old	12	6	J\$1152
	Helping 15-19-year-old with homework	6	6	J\$1071
	Caring for 20-59-year-old	6	6	J\$1152
	Caring for 60-year-old and older	18	6	J\$1152
	Caring for disabled or permanently dependent	18	12	J\$1152
Domestic work	Gathering firewood	6	18	J\$420
	Fetching water	24	37	J\$420
	Preparation and serving of food	426	189	J\$970
	Cleaning the home	268	116	J\$442
	Laundry activities and cleaning/care of footwear	231	85	J\$420
	Maintenance and minor repairs of home	6	30	J\$761
	Household administration	37	18	J\$420
	Household shopping	128	55	J\$420



# Appendix II

## Ways of Measuring Unpaid Work

Valuing unpaid work starts with measuring it. Time use surveys (TUS) are the main sources of data for the measurement of unpaid work.<sup>i</sup> They are methodological tools for data collection that allow the activities carried out by people in a given period and the amount of time they spend on each of them to be measured quantitatively. They allow for a thorough analysis on time spent in all paid and unpaid work activities. Further, because they show how men and women spend time on paid and unpaid work, they are considered one of the most important tools for explaining gender patterns in a society.<sup>ii</sup>

Time use surveys are integral to the Sustainable Development Goal (SDG) 5.4, which calls for recognizing, reducing, and redistributing unpaid care work within the household and the family as a condition for achieving gender equality.<sup>iii</sup> These surveys provide data on the related SDG indicator 5.4.1, which measures the proportion of time spent on unpaid care and domestic work, disaggregated by sex. With this data, it is possible to calculate the economic value of unpaid care and domestic work. Between 1966 and 2015, at least 85 countries in all regions of the world have conducted time-use surveys to find out how people spend their time over the 24 hours of a day or the seven days of a week.<sup>iv</sup>

Furthermore, time use surveys help countries to better value the contribution of unpaid care work to an economy relative to GDP, and to design relevant

policies and programmes that reduce the care burden. These make take the form of expanding care for preschool children, elderly people, and people with disabilities, as well as public campaigns to promote shared responsibilities in the home.<sup>v</sup> In Latin America, time-use surveys have been central to the discussion about recognizing and redistributing unpaid work, and have guided the formulation of public policies that address the social needs of care through social co-responsibility, by transferring responsibilities from the family to the public and private sectors.<sup>vi</sup>

In the 1970s, the women's movement underscored the importance of time use studies to document gender inequalities and value women's unpaid work. Since the 1990s, time use data has been used to measure all forms of work, both paid and unpaid, to evaluate gender differences in the allocation of time, and to quantify the economic value of unpaid work (often producing satellite accounts to complement gross domestic product (GDP) measures). The data is also used to assess quality of life and well-being. Eighty-eight countries have conducted some type of time use analysis, helping to highlight the hidden burden of unpaid care work.<sup>vii</sup>

Time use data can be used to increase the visibility of women's work through better statistics on their contribution to the economy, with particular emphasis on the value of goods and services they produce, and to begin to assign monetary value to that unpaid work, to calculate

opportunity costs, and to design policies and proposals for the public and the private sector to consider.<sup>viii</sup>

### Valuing Unpaid Work: Methodology

Unpaid care work contributes to the maintenance and development of human capabilities, generating important benefits for recipients and society as a whole.<sup>ix</sup> Economies often rely on unpaid care work to meet shortfalls caused by supply inadequacies in community services, health services, and state-funded care services for children, the elderly or people with disabilities.<sup>x</sup> Yet, unpaid work lies outside the formal market economy and remains largely unmeasured and invisible in economic policy discussions.<sup>xi</sup> Unpaid work is currently valued at zero, which, it is generally agreed, is a gross undervaluation. The undervaluation and poor measurement of unpaid care has contributed to significant gender bias in public policies and a failure to invest in publicly-provided services that can address families' basic needs.<sup>xii</sup>

The total economic value of unpaid care and domestic work is equal to the amount of time spent in these activities multiplied by the price or unit value of these activities per unit of time. Finding the right unit value of unpaid care and domestic work is key to obtaining a monetary value for this type of work. The value of unpaid care work can be determined by an input-based or an output-based approach.

<sup>i</sup> Reddy, "Measurement Brief: Unpaid Work."

<sup>ii</sup> Debbie Budlender, Ntebaleng Chobokoane & Yandiswa Mpetsheni, "A Survey of Time Use: How South African Women and Men Spend Their Time. Statistics South Africa," 2001.

<sup>iii</sup> Charmes, "The Unpaid Care Work and the Labour Market. An analysis of time use data based on the latest World Compilation of Time-use Surveys."

<sup>iv</sup> Elson, "Recognize, Reduce, Redistribute Unpaid Care Work: How to Close the Gender Gap."

<sup>v</sup> Mayra Buvinic and Elizabeth M. King, "Invisible No More? A Methodology and Policy Review of How Time Use Surveys Measure Unpaid Work," Data2X, 2018.

<sup>vi</sup> Rosario Aguirre and Fernanda Ferrari, "Surveys on time use and unpaid work in Latin America and the Caribbean: Experience to date and challenges for the future," United Nations Economic Commission for Latin America and the Caribbean (UN ECLAC), Gender Affairs Series No. 122, Santiago, 2013, [https://repositorio.cepal.org/bitstream/handle/11362/35903/1/LCL3678\\_en.pdf](https://repositorio.cepal.org/bitstream/handle/11362/35903/1/LCL3678_en.pdf)

<sup>vii</sup> Buvinic and King, "Invisible No More."

<sup>viii</sup> CAPRI, "Low Labour Productivity and Unpaid Care Work."

xiii

The output-based approach (direct method) focuses on what it would cost to purchase an unpaid care or domestic service in the market, and then the price of equivalent market substitutes is assigned to nonmarket goods and services.<sup>xiv</sup> This method is considered to be conceptually more robust because it is the one that is used when calculating market production in national accounts.<sup>xv</sup> However, this approach presents challenges in defining the output of unpaid work and is limited by the difficulty of finding appropriate data that show market prices for outputs of the equivalent quality and quantity of the goods and services created by unpaid work.<sup>xvi</sup>

The input-based approach (indirect method) focuses on the measurement and valuation of labour (in terms of the hours worked) in unpaid care or domestic work. The time estimates, which are gathered from time use surveys, are then valued against market wage rates for workers who perform similar activities in

the labour market.<sup>xvii</sup> The input method is more widely used, compared to the output method.<sup>xviii</sup>

For the application of the input method, the opportunity cost method and the replacement cost method are two common methods used to construct market wage rates for imputing a monetary value to unpaid work.<sup>xix</sup> The opportunity cost method (also called the potential earnings method) values the time devoted to unpaid work within the household at the wage rate that a household member could have earned on the labour market. In other words, it is the per-hour value of time that a person could have spent in an alternative paid activity if she or he had not been doing unpaid care work.<sup>xx</sup> This method is based on the rationale that unpaid care work leads to productivity losses.<sup>xxi</sup> Therefore, the underlying assumption is that the time spent on unpaid work reduces the time spent on paid work, therefore the time spent on unpaid work is a cost and as such, the foregone earnings for the unpaid work of the household member (for those who have paid jobs) is

the opportunity cost.<sup>xxii</sup>

This approach tends to overstate the opportunity cost approach of the household sector to a country's output since unpaid care work is not considered to require high qualifications. For instance, applying a lawyer's wage to value the time walking the family dog would attribute a high price to a low-skilled activity. Also, some unpaid care work is done by individuals who do not have a wage such as housewives, unemployed people, or retirees. Although their wage rate could be imputed using wages rates of workers with similar qualifications and other observed characteristics, it can be argued that these individuals would not necessarily be able to find a job on the market according to their qualifications.<sup>xxiii</sup>

In contrast, the replacement cost method uses the same market wage of a specific occupation to which unpaid work can be equated, regardless of the person's earnings from paid employment.<sup>xxiv</sup> This method is based on the premise that the value of unpaid care work is best mea-

<sup>ix</sup> Folbre, "Developing care: Recent research on the care economy and economic development."

<sup>x</sup> International Women's Development Agency, "Policy Brief: Global Goals and Unpaid Care."

<sup>xi</sup> HDRO Research Team, "Valuing Care Work."

<sup>xii</sup> Folbre, "Developing care: Recent work on the care economy and economic development."

<sup>xiii</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>xiv</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>xv</sup> Johanna Varjonen, Eeva Hamunen & Katri Soinne, "Satellite Accounts on Household Production: Eurostat Methodology and Experiences to Apply It," Statistics Finland, 2014.

<sup>xvi</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>xvii</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>xviii</sup> Považanová et al, "Assigning Monetary Values to Unpaid Work in Slovakia."

<sup>xix</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan,"; Miranda, "Cooking, Caring and Volunteering,"; Abraham and Mackie, "Beyond the Market: Designing Nonmarket Accounts for the United States."

<sup>xx</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>xxi</sup> Hoenig and Page, "Counting on Care Work in Australia"

<sup>xxii</sup> Eurostat, "Household Production and Consumption: Proposal for a Methodology of Household Satellite Accounts," Eurostat, Luxembourg, 2003, [https://stat.fi/tup/kantilinpito/hhsa\\_final\\_report\\_web2003-0409.vol.3.pdf](https://stat.fi/tup/kantilinpito/hhsa_final_report_web2003-0409.vol.3.pdf)

<sup>xxiii</sup> Miranda, "Cooking, Caring and Volunteering."

<sup>xxiv</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>xxv</sup> Hoenig and Page, "Counting on Care Work in Australia."

<sup>xxvi</sup> HDRO Research Team, "Valuing Care Work," Human Development Reports, 2016, <http://hdr.undp.org/en/content/valuing-care-work>

sured based on what the unpaid care service would have cost had it been provided by the paid care sector.<sup>xxxv</sup> This is the most widely applied method.<sup>xxxvi</sup> The underlying assumption is that households save money by doing unpaid work themselves instead of buying market goods and services or hiring someone else to perform the required tasks.<sup>xxxvii</sup> Using this method, the value of unpaid work is calculated by multiplying the amount of time spent in unpaid work by the hourly wage of the market-based replacements.<sup>xxxviii</sup> To obtain these wages, this method utilizes one of the three wage approaches, namely the generalist, specialist, and minimum wage approaches.

The generalist wage approach assigns one wage to all activities, irrespective of the nature of the work. For this approach, the wage rate of low-paid workers, such as a domestic servant or handyman, is applied to value the time devoted to all unpaid household activities.<sup>xxxix</sup> Total unpaid work time is then valued at a domestic worker's

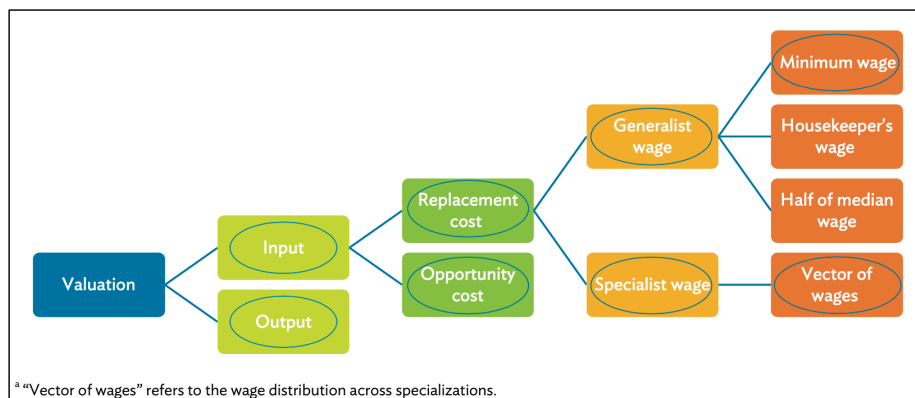
or handyman's wage rate on the market. Similarly, there is the minimum wage approach, which assigns the minimum wage to all activities, irrespective of the nature of the work. This approach has its drawbacks: a 2020 estimate of the monetary value of unpaid care using the minimum wage method, where the total amount of hours that women spend doing unpaid household work was calculated and then the minimum wage was used to put a dollar value on that work, was done in the US; the value that was arrived at was considered an underestimation of unpaid work.<sup>xxx</sup>

The specialist wage approach assigns different wages to different activities based on the actual wage rate for each job.<sup>xxxi</sup> The market wage rate of a specialist is used to estimate the value of the time spent on each type of household activity matched with that specialization. For example, the time spent cooking and preparing meals would be valued at a cook's wage, and the time spent caring for adults with Alzheimer's disease or other forms of dementia would

be valued at a highly skilled nurse's wage.<sup>xxxii</sup> Likewise, the time required for childcare would be valued at an early childhood educator's wage.<sup>xxxiii</sup> However, using a specialist's wage for each household task, for example, a plumber's wage to fix a leak or a gardener to trim the hedge, would overestimate the value of the input by household members since specialists work more efficiently than household members can and need less time to perform the same task.<sup>xxxiv</sup>

The specialist wage approach could lead to overestimation as it fails to consider the different amounts of time that individuals of different skill and experience level spend on unpaid work. For instance, an inexperienced individual would spend far more time on tasks like painting or plumbing than would an experienced specialist. Therefore, it is possible that the use of the specialist wage approach could lead to overstating the value of unpaid care work.<sup>xxxv</sup>

## FIGURE 1: METHODOLOGY FOR VALUING UNPAID CARE AND DOMESTIC WORK



Source: Suh et al (2020)

<sup>xxxvi</sup> Eurostat, "Household Production and Consumption: Proposal for a Methodology of Household Satellite Accounts."

<sup>xxxvii</sup> Besporstov and Sinclair, "Estimating the economic value of unpaid household work in Canada, 2015 to 2019."

<sup>xxxviii</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>xxxix</sup> "Calculating the value of women's unpaid work," The Federal Reserve Economic Data (FRED) Blog, March 9, 2020, <https://fredblog.stlouisfed.org/2020/03/calculating-the-value-of-womens-unpaid-work/#>; Clare Coffey et al, "Time to Care: Unpaid and underpaid care work and the global inequality crisis," Oxfam, 2020.

<sup>xxxxi</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>xxxii</sup> Carol Levine, ed, "Always on Call: When Illness Turns Families into Caregivers," Nashville, TN: Vanderbilt University Press, 2004.

<sup>xxxiii</sup> Hungarian Central Statistical Office, "Value of Domestic Work and Household Satellite Account in Hungary," Statistical Reflections, Budapest: Government of Hungary, 2016.

<sup>xxxiv</sup> Miranda, "Cooking, Caring and Volunteering."

<sup>xxxv</sup> Abraham and Mackie, "Beyond the Market: Designing Nonmarket Accounts for the United States."

# Appendix III

## Methodology Used in Study

The input-based, replacement cost approach with the generalist, specialist, and minimum wage approaches, is used to estimate the value of unpaid care and domestic work in this study.

To compute the monetary value of unpaid care and domestic services performed by persons aged 18 years and older, the following formula is used.<sup>1</sup>

$$V = \sum_{i=1}^N \sum_{j=1}^M P_i T_{ij} W_j$$

V = Annual monetary value of unpaid care and domestic work

N = Sample size

M = Number of unpaid care and domestic activities

PI = Population

T<sub>ij</sub> = Number of hours spent on unpaid care and domestic activities from the group of activities j per 24-hour period, scaled up to annually for the individual i

W<sub>j</sub> = Hourly wage of the occupations in group j for the valuations, using the generalist, specialist, or minimum wage

### Population

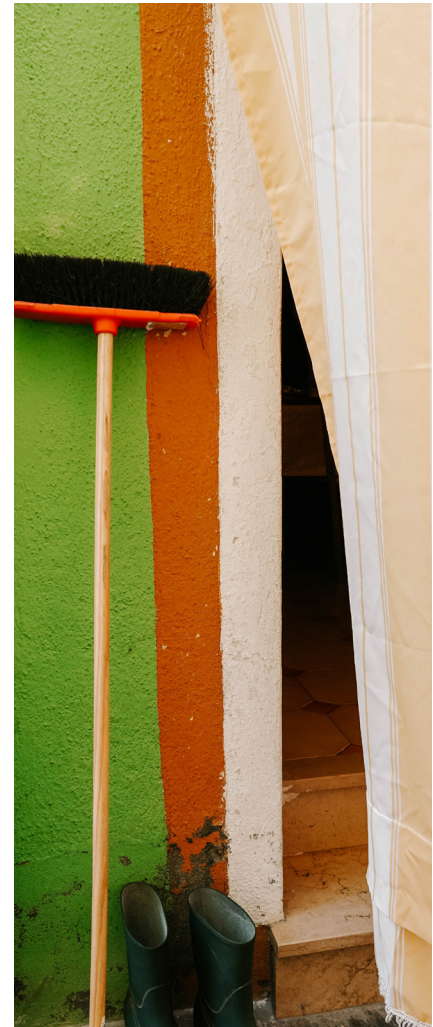
The total labour force was used to estimate the total value of unpaid care and domestic services in Jamaica for 2022. The assumption is that the patterns of time use reported in 2018 would be applicable to 2022. This is likely valid because demographic patterns do not change much in the short term.<sup>ii</sup> The total labour force in April 2022 is 1,350,300 persons, which includes 625,000 women and 725,300 men.<sup>iii</sup>

### Time in Unpaid Work

The total daily time spent in various unpaid care and domestic activities, initially recorded in minutes in the JSLC 2018, is first scaled up to annual values by multiplying by 365, and then divided by 60 to convert into hours.

### Wages

To estimate the value of unpaid care and domestic work based on the generalist wage approach, the hourly wage rate of a domestic helper is used (J\$420) and this



is obtained from Salary Expert.

To estimate the value of unpaid care and domestic work based on the minimum wage approach, the hourly rate of minimum wage of Jamaica is used (J\$225).

To estimate the value of unpaid care and domestic work based on the specialist wage approach, each activity identified as either unpaid domestic work, or unpaid care work, was matched with a corresponding occupation and wage in the formal labour market of comparable character and quality (Table 1). Wage data are obtained from Salary Expert.

<sup>1</sup> The valuation method, and the formula used in the study by Suh et al, "Valuing Unpaid Care Work in Bhutan," is followed closely, and applied in this study.

<sup>ii</sup> Suh et al, "Valuing Unpaid Care Work in Bhutan."

<sup>iii</sup> Data obtained from the Statistical Institute of Jamaica (STATIN).

# Appendix IV

## Valuation of Unpaid Care & Domestic Work by Activity Type

**Table 2: Estimated Values of Unpaid Care Activities (J\$ Billion)**

Care Activity		Valuation Method		
		Specialist	Generalist	Minimum wage
Women	Caring for 0-5 year old	94	61	33
	Caring for 6-14-year-old	41	27	14
	Helping 6-15-year-old with homework	24	10	5
	Caring for 15-19-year-old	9	3	2
	Helping 15-19-year-old with homework	4	2	1
	Caring for 20-59-year-old	4	2	1
	Caring for 60-year-old and older	13	5	3
	Caring for disabled/permanently dependent	13	5	3
	<b>Total</b>	<b>202</b>	<b>115</b>	<b>62</b>
Men	Caring for 0-5 year old	28	18	10
	Caring for 6-14-year-old	11	7	4
	Helping 6-15-year-old with homework	5	2	1
	Caring for 15-19-year-old	5	2	1
	Helping 15-19-year-old with homework	5	2	1
	Caring for 20-59-year-old	5	2	1
	Caring for 60-year-old and older	5	2	1
	Caring for disabled/permanently dependent	10	4	2
	<b>Total</b>	<b>74</b>	<b>39</b>	<b>21</b>





**Table 3: Estimated Values of Unpaid Domestic Activities (J\$ Billion)**

Domestic Activity		Valuation Method		
		Specialist	Generalist	Minimum wage
Women	Gathering firewood	2	2	1
	Fetching water	6	6	3
	Preparation & serving of food	258	110	60
	Cleaning the home	74	70	38
	Laundry activities & cleaning/care of footwear	61	60	32
	Maintenance & minor repairs of home	3	2	1
	Household administration	10	10	5
	Household shopping	34	33	18
	Pet and plant care	5	5	3
	<b>Total</b>	<b>453</b>	<b>298</b>	<b>161</b>
Men	Gathering firewood	5	5	3
	Fetching water	11	11	6
	Preparation & serving of food	133	57	31
	Cleaning the home	37	35	19
	Laundry activities & cleaning/care of footwear	26	26	14
	Maintenance & minor repairs of home	17	9	5
	Household administration	5	5	3
	Household shopping	17	17	9
	Pet and plant care	11	11	6
	<b>Total</b>	<b>262</b>	<b>176</b>	<b>96</b>

<sup>1</sup> The total values are rounded up to the nearest whole number.



**Table 4: Estimated Values of Unpaid Care Work as a Share of GDP (Percent)**

Care Activity		Valuation Method		
		Specialist	Generalist	Minimum wage
Women	Caring for 0-5 year old	4	3	2
	Caring for 6-14-year-old	2	1	0.6
	Helping 6-15-year-old with homework	1	0.5	0.2
	Caring for 15-19-year-old	0.4	0.1	0.1
	Helping 15-19-year-old with homework	0.2	0.1	0.05
	Caring for 20-59-year-old	0.2	0.1	0.05
	Caring for 60-year-old and older	0.6	0.2	0.1
	Caring for disabled/permanently dependent	0.6	0.2	0.1
	<b>Total</b>	9	5	3
Men	Caring for 0-5 year old	1	0.8	0.5
	Caring for 6-14-year-old	0.5	0.3	0.2
	Helping 6-15-year-old with homework	0.2	0.1	0.05
	Caring for 15-19-year-old	0.2	0.1	0.05
	Helping 15-19-year-old with homework	0.2	0.1	0.05
	Caring for 20-59-year-old	0.2	0.1	0.05
	Caring for 60-year-old and older	0.2	0.1	0.05
	Caring for disabled/permanently dependent	0.5	0.2	0.1
	<b>Total</b>	3	2	1

<sup>ii</sup> The total values are rounded up to the nearest whole number.

**Table 5: Estimated Values of Unpaid Domestic Work as a Share of GDP (Percent)**

Domestic Activity		Valuation Method		
		Specialist	Generalist	Minimum wage
Women	Gathering firewood	0.1	0.1	0.05
	Fetching water	0.3	0.3	0.1
	Preparation & serving of food	12	5	3
	Cleaning the home	3	3	2
	Laundry activities & cleaning/care of footwear	3	3	1
	Maintenance & minor repairs of home	0.1	0.1	0.05
	Household administration	0.5	0.5	0.2
	Household shopping	2	2	0.8
	Pet and plant care	0.2	0.2	0.1
	<b>Total</b>	<b>21</b>	<b>14</b>	<b>7</b>
	Men	Gathering firewood	0.2	0.2
Fetching water		0.5	0.5	0.3
Preparation & serving of food		6	3	1
Cleaning the home		2	2	0.9
Laundry activities & cleaning/care of footwear		1	1	0.6
Maintenance & minor repairs of home		0.8	0.4	0.2
Household administration		0.2	0.2	0.1
Household shopping		0.8	0.8	0.4
Pet and plant care		0.5	0.5	0.3
<b>Total</b>	<b>12</b>	<b>9</b>	<b>4</b>	



# Appendix V

## Limitations

Many studies on the gender dimensions of unpaid care and domestic work are geared towards proposals about redefining gender roles and changing the division of labour in the home, primarily with regard to redistributing unpaid work where men are doing more care and domestic work, and relieving women of carrying so much of that workload. For example, several studies on unpaid work have brought forward various recommendations to make unpaid care and domestic work visible by using the Three R strategy, which is a framework that focuses on recognising, reducing, and redistributing unpaid work.<sup>i</sup> The scope of this study does not allow for this approach to be substantiated, given that the only data source is the time use survey data.

Redistribution and choice are linked, and so such an analysis would require more in depth, and perhaps qualitative investigation into the choices that men and women make in their negotiation over the gender division of labour in the household. Having not examined this, for example having not explored the reasons for the choices that men and women make in how they allocate their time between paid and unpaid work, it is beyond the purview of this report to put forward policy recommendations that would seek to address such issues.

Arguing for redistributing unpaid work would also require taking into consideration corresponding issues such as the gender wage gap. Recent data shows that women earn less money than men in paid work in Jamaica. Jamaican women's income on average, is estimated at 81 percent of Jamaican men's. For wage equality for similar work, Jamaican women earn 61 percent of money earned by their male

counterparts in similar occupations.<sup>ii</sup> Such a scenario may imply that in a nuclear family household, the family's welfare might be greater if the woman does more of the unpaid work and the man does more paid work.

Another limitation to the study is that there has not been an exploration of a wide range of solutions to providing care support for working parents. For example, the literature contains accounts of how community-based initiatives for shared care are a care option. Some of the proposals within this concept include the involvement of retired nurses, teachers, or persons with a specific background in education and care work. In the absence of research specifically on this concept, the study refrains from attempting to identify a policy measure that might promote such solutions.

Finally, the issue of flexible work arrangements was not explored beyond a desk review of relevant literature. The evidence shows that flexible working arrangement options encourage a work culture that supports all working parents, as they allow parents to have flexible working schedules, part-time work, or work from home arrangements. They generally are thought to enable people with caring responsibilities to enter the labour force, and work for pay while balancing their caring and domestic responsibilities. There is legal framework for the implementation of Flexible Working Arrangements (Flexi-Work) in Jamaica, the Employment (Flexible Work Arrangements) (Miscellaneous) Provisions Act, but it would appear that this legislation has not been evaluated for its efficacy, and it was beyond the scope of this study to carry out such an evaluation.

The Flexi-Work Act came into effect in November 2014 in Jamaica, and it is characterized by variations in the work schedule. Instead of working the traditional Monday to Friday from 9:00 a.m. to 5:00 p.m. for 8 hours a day, the worker can negotiate with the employer as it relates to the start and end time of the workday, the number of hours worked each day, the number of days worked each week, and the days of the week on which he/she works. Depending on the employer and the nature of his/her organization, the type of Flexi-Work Arrangement applied would vary.

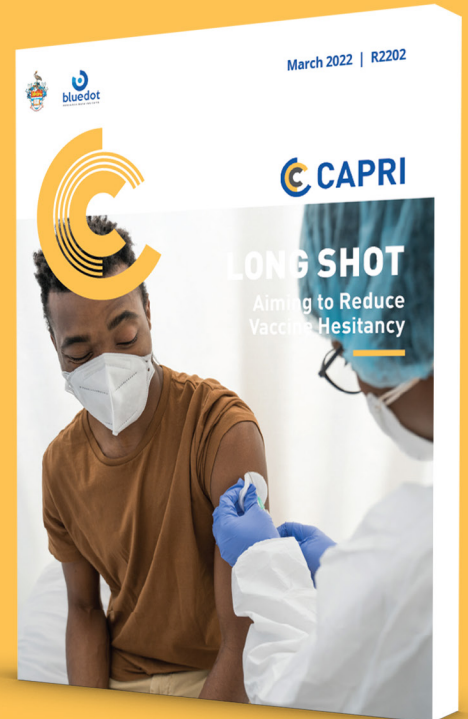
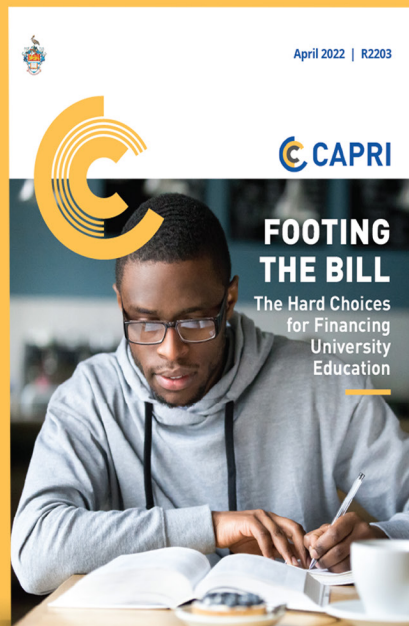
The different forms of Flexi-Work include Part-Time Work With Benefits, Telecommuting, Flexi-Time, and Compressed Work Week. Part-Time Work With Benefits offers the worker the flexibility of working for part-time hours while still being able to access benefits such as group life insurance, pro-rated vacation leave, and sick leave. Telecommuting provides the worker with the opportunity to work from his/her home, or a site other than the central work site. For Flexi-Time, the worker and employer can negotiate the time for commencement, and the end of work. Compressed Work Week is one where the employee can negotiate with the employer to undertake the traditional forty hour work week over a shorter span of days. For example, the worker can negotiate to complete his/her 40 hours over a span of four days instead of the traditional five work days. This is referred to as the 4/10 schedule as the worker would work for 10 hours for four days. The worker could also complete his/her work over three and a half days.<sup>iii</sup>

<sup>i</sup> Rhea Crisolago Hernando, "Unpaid Care and Domestic Work: Counting the Costs," APEC Policy Brief No. 43, 2022.

<sup>ii</sup> World Economic Forum, "Global Gender Gap Report: Insight Report," July 2022.

<sup>iii</sup> Ministry of Labour and Social Security, "Flexible Work Arrangements: Frequently Asked Questions," January 2015

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# Notes

# Notes

## Who Cares The Real Cost of Unpaid Care and Domestic Work

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