



SUMMARY BRIEF



KENYA: 2023 TIME-USE SURVEY REPORT AND CARE ASSESSMENT

Photo: Flore de Preneuf / World Bank

INTRODUCTION

Time-use surveys are important sources of information about how women and men spend their time on different activities. Time-use indicators can also be used to calculate the economic value of unpaid care and domestic work that highlight barriers and incentives to labour force participation, as well as changing workforce practices, the balance between work and other roles, including unpaid household services. The data are useful in supporting policies and programmes on gender equality, such as employment schemes and care policies.

In 2021, with the technical and financial support of UN Women through the [Women Count programme](#), the Kenya National Bureau of Statistics (KNBS) conducted its first ever time-use survey (KTUS) by including a module in Kenya's Continuous Household Survey (KCHS). The 2023 [Kenya Time-Use Report](#) represents an important milestone towards measuring the challenge posed by women's and girls' unpaid care and domestic work and devising policies to address it.

Sustainable Development Goal (SDG) Target 5.4 calls on countries 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 in the household and the family". Kenya's time-use survey makes it possible to monitor national progress towards this target.

Along with the KTUS, UN Women supported the Government of Kenya to map the current size of the sector, range of providers, working conditions, accessibility, affordability and quality, and projected economic benefits of investments in care services. Data from the KTUS and the findings of the Care Needs Assessment are already informing policies and programmes that support gender equality and being used to support the Government to prioritize unpaid care and domestic work in its fourth Medium Term Plan.

BOX 1

How was the KTUS conducted?

Scope: The KTUS is a nationally representative survey of 16,945 households and 24,004 individuals, targeting population age 15+ from Kenya's 47 counties. The household response rate was 86.8%.

Preparation: KNBS in collaboration with UN Women and the State Department for Gender and Affirmative Action consulted with stakeholders from the Government of Kenya as well as national statistics offices of partner countries, academia, civil society and UN agencies¹. The design was informed by the experience from Uganda's TUS and a pilot from late 2020, and was developed as a module integrated into the KCHS.

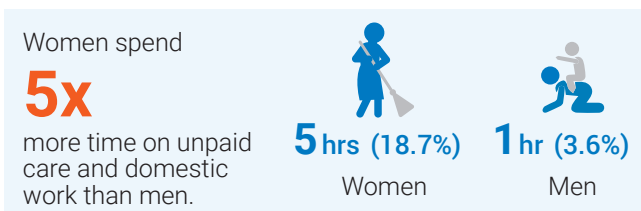
Data collection: The questionnaire was administered via computer-assisted personal interviews (CAPI), which allowed the 99 dedicated interviewers to use mobile devices to collect data. To account for seasonal variations in time-use patterns, the data collection was done on a quarterly basis organized into 4 cycles of 24 days each.

The [National Care Needs Assessment](#) was undertaken in collaboration between KNBS, the State Department for Gender and Affirmative Action, the National Gender and Equality Commission, the Council of Governors, and the University of Nairobi, with support from UN Women. The assessment used data from the KTUS to infer demand for care from childcare, health sector, domestic work and domestic workers' perspectives. The methodology involved costing care coverage gaps emerging from imbalances between the demand for and supply of care to estimate job creation, necessary investments, and estimating the costs and benefits for government

expenditures and revenues. It also included an in-depth review of legislation, government policies and norms, and care-related infrastructure.

The National Care Needs Assessment informed the 2023 development of [Kenya's National Care Policy](#), with evidence-based policy recommendations on how such work can be supported, building on the 5R Framework (to recognize, reduce, redistribute unpaid care work and reward and represent paid care work), and policy tools developed under the UN Women/ILO Joint Programme Promoting Decent Work Through Inclusive Growth Policies and Investment in Care.²

KEY FINDINGS FROM THE KENYA TIME-USE SURVEY



The care-time gap is widest for unmarried women and women in households with young children.



Households with Children Under 6 years

6x



Unmarried women

14x

Time Spent by women on unpaid caregiving services for household and family members compared to men.

The burden is pervasive regardless of age.

Age	Women	Men
15-24	19.1%	4.2%
65+	12.0%	3.3%

Girls and young women spend more time per day on unpaid care and domestic work compared to males the same age

In Marsabit county, women spend



7.3 hrs. (30.2%)

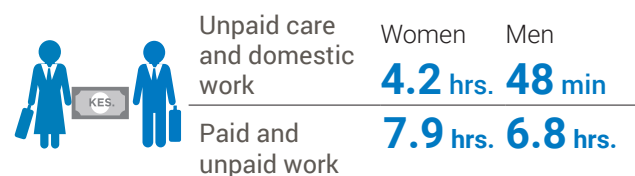
on unpaid care and domestic work per day – the highest nationally

Urban women spend slightly more time on unpaid care and domestic work.

	Women	Men
Rural	4.5 hrs. (18.6%)	1 hr. (3.4%)
Urban	4.9 hrs. (18.9%)	1 hr. (4.0%)

Women from northern arid and semi-arid counties overall³ (Marsabit included) spend more time on unpaid care and domestic work than women from other counties.

Employed women see no reduction in their unpaid care and domestic work burdens.



Overall, women have a higher workload, combining both their paid and unpaid work

National labour force participation



Women* **68.4%**

Men **79.7%**

*including in the household production of goods for their own final use

The counties with the highest participation rate in paid work by both women and men are Tana River (91.5 and 90.6% respectively) and Bungoma (90.3 and 93.9%). Participation rates are lowest in the northern counties of Mandera (15.5%) and Marsabit (21.8%).

KEY FINDINGS FROM THE CARE NEEDS ASSESSMENT

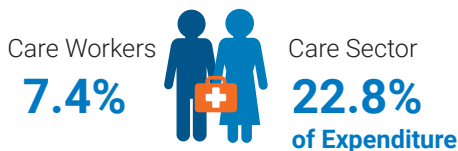
There is an enormous deficit of childcare services and a scarcity of relevant data on the care sector.



19.2 million people are in need of care, with women and girls comprising 50.2% and men and boys 49.8%.

40% of Kenyans are aged 0–13 and 65+ years. The population aged 65+ will triple by 2045, while the younger population will decrease by 2060/2070.

While the demand for care is high, the supply isn't matching up.



Care workers represented just 7.4% of total employment and the care sector amounted to 22.8% of government expenditure in 2021.

Care services for 0–3-year-olds remain the missing link that would help women stay in employment.

There is no public provision of care for 0–3-year-olds and day-care centres are mainly staffed by informal care workers minding too many children to provide quality care. Privately owned early childhood development and education (ECDE) centres are operating in deplorable environments not suitable for child development, with ill-trained staff and long distances making them hard for mothers to access.

There is a wide gap between the need and the actual provision of care, including in education.

The pre-primary child/teacher ratio has been rising over the years, from 24:1 in 2014 to 30:1 in 2019, even reaching 161:1 in Turkana County (the highest ratio). Monthly salaries for ECDE teachers range from KSh. 10,000 (USD 88 or less) to KSh. 40,000 (USD 354), leading to high attrition.

Health services face numerous access challenges.

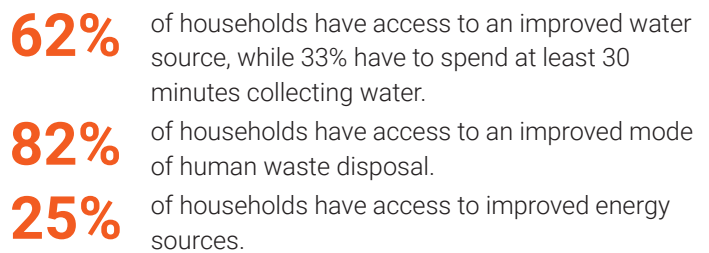
65% of women aged 15–49 had visited a health facility in the past year. Distances to health-care services are still a major impediment, with caregivers for the sick and elderly spending many hours seeking medical care. Nurses and home-based caregivers are also not well-remunerated.

Persons with disabilities lack services and devices.



Kenya lacks adequate investments into care infrastructure for people with disabilities (PWDs), such as ramps or fitted toilets in schools and government offices. PWDs also lack support services and assistive devices, while women with disabilities are excluded from decision-making and public participation forums.

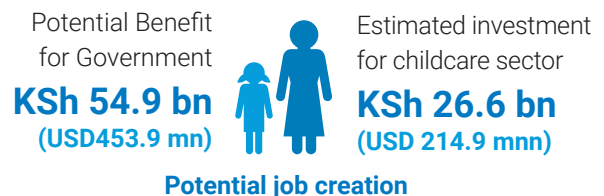
The supply of care infrastructure (water, sanitation and energy) is spotty.



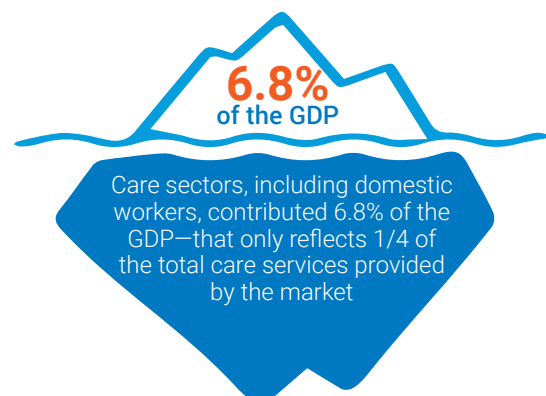
Women are overrepresented and under-protected as workers in the care sector.

64% of care workers are women, but many are informally employed, with little or no social protection.

Investments in childcare would yield far high returns.



The care economy can be compared to an iceberg, with the invisible part comprising more than 3/4.



RECOMMENDATIONS

The time-use survey and care needs assessment have jointly revealed the high burden of unpaid care and domestic work for women in Kenya in a context of unmet demand for care services and untapped economic and social benefits that investments in the care sector could provide. To ease this burden, the KTUS offers the following recommendations:

Introduce targeted policies: The findings point out areas of policy reform that could free up women's time to participate in the labour force:

- a) An unpaid care and domestic work policy would provide a legal framework to recognize, reduce and redistribute unpaid care work.
- b) Labour policies would provide a legal framework to reward and represent paid caregivers, coupled with family-friendly work arrangements and decent employment and conditions, and equal pay for work of equal value for all care workers.
- c) Social protection policies that invest in care-relevant infrastructure and provide affordable quality care services for children, the elderly, persons with disabilities and those in need of longterm care such as palliative care services.

Invest in the care economy: Given the outsized demand for care services in Kenya, there is a pressing need to increase government investments in the care economy in general, and in ECDE in particular. Investments should cover improving worker's salaries to reduce attrition, expanding training for caregivers, upgrading equipment and infrastructure, increasing the number of childcare and health facilities across counties, to increase access, as well as ensuring adequate access to assistive devices and public participation for vulnerable groups such as people with disabilities.

Include unpaid work in the System of National Accounts: GDP, the most common measure of economic activity, excludes unpaid household work usually undertaken by women, and thus underreports women's contributions to the economy. Time-use data can be used to create a satellite account to calculate the total value of paid and unpaid work to better measure women's contribution to GDP. This would help bring unpaid care work into the mainstream economy, including potential payments for unpaid care work.

Mainstream time-use surveys: The KTUS points to the need to mainstream time-use surveys in the national statistical system. If conducted regularly, these findings would better inform government policies and programmes and help monitor progress.

NEXT STEPS

The Government of Kenya is already using the results of the time-use survey and the national care assessment to inform its policies.

The fourth Medium Term Plan of Kenya (implemented between 2023-2027) identified women's economic empowerment and addressing women's burden of unpaid care and domestic work as key priority areas. This commitment has translated into investments in these areas. Specifically, the Government has allocated USD 2.0 million towards the development and implementation of the National Care Policy for the next 5 years. The Government plans to allocate additional resources to KNBS and the State Department for Gender and Affirmative Action to produce more gender statistics to guide gender-responsive policymaking.

Implementing one of the recommendations of the time-use survey and assessment, KNBS is in the process of constructing a household satellite account of unpaid care and domestic work, to quantify the value of unpaid care and domestic work, thereby accounting for the large but invisible contributions of women to the economy. In countries where satellite accounts have been calculated, estimates range from 10 and 39 per cent of GDP, which in some cases is higher than the manufacturing, commerce, or transportation sectors. Not only would this account inform domestic policymaking on employment, public services and macroeconomic planning, but would contribute to [global discussions on measuring prosperity and wellbeing beyond GDP](#).

A National Care Policy is being developed

By shining a spotlight on unpaid care and domestic work, which largely remains invisible, unrecognized and unaccounted for in decision-making in Kenya, data from the KTUS and National Care Needs Assessment and its associated roadmap informed the development of the National Care Policy. Work is currently underway to finalize it in 2024, to provide a legal framework to recognize, redistribute and reduce unpaid care and domestic work, while promoting decent jobs for care workers including in the informal economy, and ensuring they have access to representation to improve their needs and conditions of work. The National Care Policy is expected to activate a review of various policies and programmes within the care sector, such as the Education Policy, the Children's Act and the 2010 National Children Policy, among others. It will also be instrumental in supporting evidence-based decision-making and advocacy on the care economy at the county level, where several of the policy action areas will be implemented.

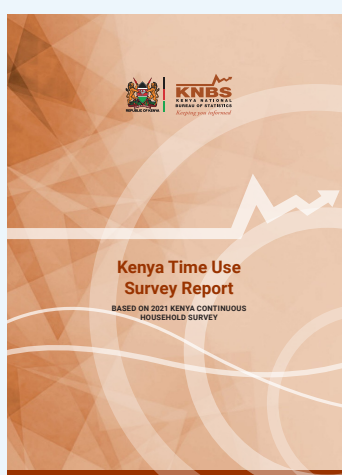
BOX 2

About Women Count Kenya

Women Count is the gender data programme of UN Women, and has been active in Kenya since 2018. Now in its second phase, the Women Count Kenya project has been focused on enhancing the capacity of the government to generate gender statistics to meet national and internationally set targets, including the SDGs. The project will continue to contribute to the essential work of monitoring gender-related SDG indicators in Kenya and promote evidence-based advocacy to accelerate gender equality and the empowerment of women and girls.

The country has made strides in closing gender data gaps identified in a 2018 National Gender Statistics Assessment. With Women Count's support, the country has increased the number of gender-related indicators from 31 in 2018 to 44 in 2023 (55% of the minimum set of gender indicators).

DOWNLOAD

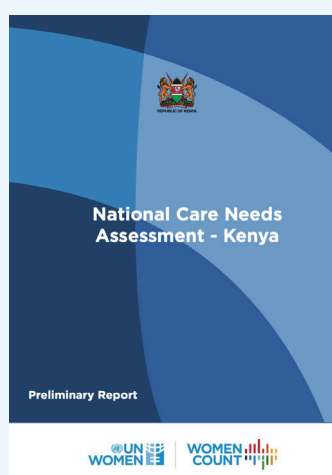


Kenya Time-Use Report

<https://www.knbs.or.ke/download/2021-kenya-time-use-survey/>

Microdata:

<https://statistics.knbs.or.ke/nada/index.php/catalog/127>



National Care Needs Assessment

<https://data.unwomen.org/publications/national-care-needs-assessment-kenya>

Learn more

For UN Women's work on gender data

Visit: <https://data.unwomen.org/>

For more information on UN Women's support to Kenya on TUS and gender data:

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Current Partners

Women Count Phase II currently benefits from generous support from the Governments of Australia, France, Ireland, Italy and Sweden and the Bill and Melinda Gates Foundation. As key partners of the programme, each donor is represented on the Executive Donor Committee and Steering Committee, which help guide the implementation of the programme.

ENDNOTES

- 1 The stakeholders involved were the National Council for Population Development; University of Nairobi; the National Gender and Equality Commission; the National Treasury and Planning; the Council of Governors; Oxfam GB – Kenya; SDGs Kenya Forum; GROOTS Kenya; Equal Measures; FEMNET; The World Bank; Statistics Sweden; UNFPA; UNICEF and Uganda Bureau of Statistics.) .
- 2 https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_767029.pdf
- 3 ASAL counties include Marsabit, Wajir, Samburu, Mandera, Garissa, Tana River, and Turkana.