Participatory Methodology: Rapid Care Analysis
'Toolbox of Exercises' - Testing in Azerbaijan

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Oxfam Azerbaijan
Azerbaijan is a country where women are still in disadvantaged position in terms of their role being viewed mainly as housewives, mothers and doing unpaid family labour. Women, in particular living in the regions, have double workload as taking care for family, house and land. In order to gather more detailed evidence to identify possible practical interventions, especially to reduce time or labour required for daily housework and caring for people, RCAT followed the 4 steps below:

**Step 1.** Understand who is involved in doing care work in the community
**Step 2.** Find out what caring activities are performed in the community, and by whom
**Step 3.** Identify the different types of support available in the community around care
**Step 4.** Find out which care activities are most problematic for women, identify options for reducing and/or redistributing care work, and prioritise these options according to the perceived benefits attached to each option

RCAT was conducted with separate women and men groups. 12 women, approximately the same number of men participated in the FGDs. FGDs took 2 days and were conducted by 2 facilitators, one man and one women from Oxfam in turn.

Before implementation some work of preparation was done. These included visiting target community in advance to meet with the mobilizer to explain him the purpose of the survey so that he gathered the necessary auditoria in terms of numbers and types of people and ask the availability of women and men in the community in order to have consistent participation.

In order not to give way to arguments between women and men and/or dominations from one side, especially men talk more and interrupt women; FGDs were conducted in separate groups.

Since FGDs tried to find everyone’s role in the care one or two young girls or boys were involved in the discussions.

Step 1 and Step 2 were conducted on the first day. Step 3 and Step 4 were conducted on the following day.

Before starting the FGDs, participants were asked what comes into their mind when they hear the word “care”. The brainstorming helped us to identify that community members, men in particular, have different understanding of care. They thought that care is about supporting family financially.

After giving probing questions and explanations from the first FGD that aimed to understand care roles and relationships in the households, allowed identifying to what extent men care for the people in the house and to what extent the family members care for the men. Men are taken care mainly by their wives, mothers, sisters and other women family members. And they are pampered in this regard. Sometimes women bring tea or other refreshments to the field for men, cook for them, wash and iron their clothes and try at their best to create much comfort for their men.

The care activities performed by men are mainly in land - planting and harvesting issues. The household burden is shared only when women are ill, busy with agriculture or not at home. In this case men can clean home only with vacuum cleaner, feed children, and see them to the school, feed chicken
and cattle and milk. They can also cook for children while there is no woman to help them.

Young girls spend 3.5 hours to help their mothers to prepare food, wash dishes and clothes, iron and fetch water.

When women are at home men help them only with picking fruits and seeing children of to school. Men’s essential role in care is working in the field, putting the cattle out to graze on pasture, doing shopping and giving medicines to the farm animals.

As estimated, women’s role in care is comparatively more than men’s. Along with taking care of the family (husband, children, parents or parents in low) and doing daily housework (cooking, cleaning, washing, ironing, fetching water, making dough and cooking bread) they are main carers for poultry, kitchen gardens, milking, doing pickles, compotes, jams, as well as engaged in farm work in planting seedlings, weeding and picking the crop.

Having at least an idea about women’s and men’s roles in care work, the second FGD aimed to look at the frequency of care work done by women and men. According to the 4 categories of frequency, men’s role in care work was assessed.

<table>
<thead>
<tr>
<th>Every day</th>
<th>Once a week</th>
<th>Once a month</th>
<th>Seasonal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Making tea (filling the kettle and putting on the gas only)</td>
<td>Shopping</td>
<td>cooking</td>
<td></td>
</tr>
<tr>
<td>Taking care of children (dressing, taking for a walk, )</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feeding cattle, cleaning cattle-shed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work in the field</td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Picking fruits</td>
<td></td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>To collect grass</td>
<td>✓</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>Giving medicine to the animals (once in 6 months)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As obvious from the table some daily activities performed by men are seasonal activities or performed once in a month in a seasonal period.

The same FGD conducted with women proved that women’s workload is doubled, tripled or even more in a seasonal and non seasonal period. Unlike men, women have more frequent performed care work.

<table>
<thead>
<tr>
<th>Every day</th>
<th>Once a week</th>
<th>Twice or three times a week</th>
<th>Once a month</th>
<th>Seasonal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cooking</td>
<td></td>
<td>Washing clothes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Taking care for children</td>
<td></td>
<td>Make bread</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
(preparing breakfast for them, dressing, seeing off to school)  

Ironing clothes

Taking care of elders (bathing, cooking for them if special meal required, etc)  

Cooking sweets

Work in the kitchen garden

Work in the field

Washing dishes

Fetching water

Feeding poultry, milking cattle

Making pickles, jams, compots

As evident from the table, there is no activity to be performed once a week or once a month by women, so compared to men, women are burdened with daily heavy household chores more.

Following the identification of frequency of care relationships between women and men, the next FGD aimed to identify an estimate each category of work by category of work discussed covered market work, care work, enterprises work and community work.

The flower diagram clearly describes performance difference of women and men according to the number of hours spent on different categories of work.

Depending on the nature of work, in particular, work in the field or kitchen gardens are seasonal activities mostly in spring and autumn, or community work performed only once a year, men’s average work hours for a day is less than women.

Two male participants were engaged in nonfarm enterprise work only, so we do not plus the time to the other categories.

The table shows total hours spent on each kind of work that means all the activities under each definite category are not implemented at the same day, but generally. In this regard, men’s role in unpaid care, i.e. 7 hours may seem quite satisfactory figure, however, as already reported, men do care work such as cooking, cleaning or feeding poultry in the absence of women that consume 3 hours maximum.

If women are at home, men’s support in care work is limited taking children to walk or seeing of school.

Cooking, washing, preparing food, care for children and elders, poultry and cattle, fetching water are the daily routines that consume 8.5 hours of women.
or doing shopping since bazaar is in the city and due to mobility and time restrictions, it is less affordable for women.

<table>
<thead>
<tr>
<th>Categories of work</th>
<th>Unpaid agriculture work for markets</th>
<th>Unpaid agriculture work for home consumption</th>
<th>Unpaid care work in home</th>
<th>Non-farm enterprise work</th>
<th>Community Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average hours</td>
<td>6 hours</td>
<td>For a seasonal activity 4-5 hours</td>
<td>7 hours</td>
<td>5 hours</td>
<td>7-8 hours, once a year</td>
</tr>
</tbody>
</table>

Petal Diagram for Men: Total hours for performed activities – 31 hours

The same Petal diagram calculates average hours spent by women for performing one kind of activity, due to different types of work being implemented at different times depending on the nature of work. Even though the figure computes the total number of hours for all the activities performed under unpaid care work in home, still compared to men, women spend 3.4 times more for performing unpaid...
care in home.

The reason why we calculated the total number of hours was due to different implementation timing of activities. For example, pickles, jams or compots are mainly made during summer, or bread is made at least 2-3 times a week, or clothes are also washed and ironed 2-3 times in a week. As to the women interviewed, the listed activities require at least 3-4 hours to be performed, so due to requiring much time and physical labour they are not performed on the same day. Even women do not make bread and prepare pickles at the same day; it doesn’t mean that they have less work in home. Cooking, washing, preparing food, care for children and elders, poultry and cattle, fetching water are the daily routines that consume 8.5 hours. In this regard, it is much clear that, the daily burden of women is indeed heavy.

<table>
<thead>
<tr>
<th>Categories of work</th>
<th>Unpaid agriculture work for markets</th>
<th>Unpaid agriculture work for home consumption</th>
<th>Unpaid care work in home</th>
<th>Non-farm enterprise work</th>
<th>Community Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average hours</td>
<td>14 hours</td>
<td>6 hours</td>
<td>24 hours</td>
<td>3-4 hours</td>
<td>16 hours</td>
</tr>
</tbody>
</table>

Petal Diagram for Women: Total hours for performed activities: 64 hours
In general, women spend twice more time (64 hours) for performing all kinds of care activities than men (31 hours).

FGD conducted with women and men groups one more time revealed that women’s workload is not high only in unpaid care, but also in other kinds of care work. The FGD found that women in general spend 64 hours for performing all kinds of activities, while the same take men 31 hours, so women spend twice more time than men.

FGD 4 aimed at exploring sub categories under main care activities and the work performed by different categories of people found that middle aged and elder people support women in care work more than the young members of the family especially young men or boys.

The support rendered by elder men of the family in care work is playing with small children or taking them on a walk etc. Husbands mainly help with cattle, poultry, for instance feeding, milking, cleaning the shed, etc. They also do shopping for the family, but it isn’t considered to be support, but the main care responsibility. In addition, when women are unwell or not at home for several days and none of the parents or relatives of men available to help, men can take care for children and the home, do some cleaning and prepare food. Young men or boys help with picking fruits in the harvest time and very rarely fetch water.

The same FGD conducted with women found that regardless of age, different categories of women are involved in care work more. The elder women in the family - mother/mother-in-law mainly help with making bread, pickles, jams and compots. They also take care for children when the daughter/daughter-in-law is unwell or away from home. Young girls help their mothers with preparing food, washing dishes, clothes, ironing and carrying water. For all these care activities girls spend 3.5 hours. In the below table the total number of hours spent for care activities by young girls is split into each performed work.

<table>
<thead>
<tr>
<th>Washing clothes</th>
<th>Washing dishes</th>
<th>Fetching water</th>
<th>Cooking</th>
<th>Ironing</th>
<th>Cleaning</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 hour</td>
<td>30 min</td>
<td>30 min</td>
<td>20 min</td>
<td>30 min</td>
<td>30 min</td>
</tr>
</tbody>
</table>

Step 3 tried to identify support and infrastructure available in the community around care. However discussion with women and men members of community found that women suffer from the inexistence of the sources of support or infrastructure to support women in care work. There is no local organization to provide services for women in the community. When women asked the difficulty they experience while performing care work, absence of kindergartens and drinkable water were noted to be the major challenges. They told to leave their children at their relatives (parents-in-law) or neighbors when they have to go out of the community or have other things to do and so on. Fetching water for at least 3 times a day creates another burden to women. The only mitigating thing of care work is that some women use vacuum cleaner and washing machine which ease women’s burden and help to save time for other care activities. However, women told even use of some equipment, which
not every woman possess in the community, does not necessarily lessen women’s care workload due
to the work performed by women being actually more and consuming more time. Use of just two
equipments in house is nothing compared to the number of care activities to be performed by women.

Step 4 helped to identify which care activities are most problematic for women. It is already known fact
that as a result of the care work women face difficulties. In order to identify what element of care is
most difficult to manage on a daily basis, the burden of care on women was ranked according to three
major issues: time spent doing care work, demanding much physical labour and restriction on mobility,
adverse impact on health.

According to women, washing clothes is much time consuming care work. Weeding and making dough
are the second care activities that women spend more time compared to others. Making pickles, jams,
compots are the third on the listing.

Taking care of chicken and poultry is the care activity that requires much physical labour. Fetching
water is in the second place in this regard. Weeding comes third on this list.

Taking care of chicken and poultry has most adverse impact on health because of the
medicines given to the animals that may be
dangerous for human in case of the contact. Fetching water is the second harmful care work
for health. Because of demanding much physical
activity, weeding is the third care work that has
negative effect on women’s health.

In order to make clear to what extent men are aware of women’s burden, the same FGD was
conducted with them. With slight difference from women’s
ratings, men’s similar ranking of burden of care on women
allows us to state that men have understanding of women’s
workload and burdens when they are made to think of this.

According to men, weeding and making bread takes too
much time to do along with requiring
much physical
activity, so has the most negative impact on health.

Washing clothes and cooking, because women cook 3 times
a day, are second and third time consuming activities accordingly.

The second physical labour demanding activity is picking fruits and vegetables. Fetching water is the
third in this ranking.

Men also consider fetching water to have adverse impact on women’s health, so they ranked this
element on the second place and giving medicines to the vegetables, chicken and poultry were ranked
the third.

The below tables show both women and men’s rankings of the burdens of elements of care in a more
visible and clear way.
### Women’s Group

<table>
<thead>
<tr>
<th>Ranking</th>
<th>Time burden</th>
<th>Physical Labour/restriction on mobility</th>
<th>Adverse impact on health</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Washing clothes</td>
<td>Taking care of chicken and poultry</td>
<td>Taking care of chicken and poultry</td>
</tr>
<tr>
<td>2</td>
<td>Weeding and making dough</td>
<td>Fetching water</td>
<td>Fetching water</td>
</tr>
<tr>
<td>3</td>
<td>Making pickles, jams, compots</td>
<td>Weeding</td>
<td>Weeding</td>
</tr>
</tbody>
</table>

### Men’s Group

<table>
<thead>
<tr>
<th>Ranking</th>
<th>Time burden</th>
<th>Physical Labour/restriction on mobility</th>
<th>Adverse impact on health</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Weeding and making bread</td>
<td>Weeding and making bread</td>
<td>Weeding and making bread</td>
</tr>
<tr>
<td>2</td>
<td>Washing clothes</td>
<td>Picking fruits and vegetables</td>
<td>Fetching water</td>
</tr>
<tr>
<td>3</td>
<td>Cooking</td>
<td>Fetching water</td>
<td>Taking care of chicken and poultry</td>
</tr>
</tbody>
</table>

The last FGD tried to found what options exist for reducing or redistributing care work. In order to find that, different categories of care work – household care, nonfarm enterprise and etc were looked at. Solutions were brainstormed on how care work can be distributed within the household, between men and women, boys and girls. Women told having drinkable water in the community would reduce their workload by 80% and save 20% of their time. However, installing new water pump doesn’t seem to be realized in the community at a soonest period. Community members told they had already calculated expenses for installing new water pump and pipes to supply each house with drinkable water, but due to great amount of money people cannot afford the required sum. Municipality doesn’t also have enough financial resources to realize the project. The second care reducing option would be having child care service in the community. Stressing the necessity of the kindergarten in the community, women noted it would reduce 50% of their work and free their time by 25-30%.

In order to find to what extent men are aware of how women’s workload in care can be reduced, the same FGD was also conducted with them. Like women, men also stressed the importance of existence childcare service in the community. Men also think it would reduce women’s workload much, approximately 70%. In order to reduce the amount of care work done by women, men also noted the necessity of installation of new water pump. They think it will reduce women’s workload by half (50%). Furthermore, men also mentioned some technology, such as vacuum cleaner or washing machine could be used by men to support women. However, as already mentioned even the majority of families possess such equipments they are used by men very rarely, when women have serious health or other concerns. Support to women is not rendered daily.

The analysis of care calendar shows that 3-4 months in winter, men do not perform much care work in agriculture; however, the majority of care work for markets is performed during spring and autumn. But for women, along with unpaid care work for market and home consumption, much more unpaid care work for household is in summer. So, regardless of the season, in overall, women do much care work more than men, that is the result and fact which FGDs within RCA tool concluded.