

# LABOR SUPPLY AND INCOME OF UNPAID FAMILY WORKERS IN KENYA

by

Moses Muriithi, Reuben Mutegi & Germano Mwabu

University of Nairobi, Kenya

*Paper presented in Dakar, Senegal, June 22<sup>nd</sup> 2016 at  
the 11<sup>th</sup> Global NTA Meeting*

*(Revised June 30, 2016)*

# Introduction

- We use the concept of a 'household economy' to identify and value paid and unpaid work by gender and age in Kenya
- A household economy comprises the *home*, the *farm*, the household *enterprise*, and the *marketplace* and *other public spaces*
- ▶ Women perform paid and *unpaid work* in all of the four spheres: Examples of unpaid work are cooking, child care, fetching water, and cleaning

# Why count women's work?

- ❑ The purpose of the Counting Women's Work (CWW) project is to inform the design of public policies that promote gender equality in all spheres of the economy
- ❑ CWW cannot be separated from its purpose; thus counting *men's* work is the other side of the same coin
- ❑ We count and monetize both women's and men's work

# Why CWW?...

- ❑ “Paid work’ and ‘unpaid work’ of men and women may complement, supplement, or substitute for each other
- ❑ This has implications for consumption, saving, and the wellbeing of men, women, children and the elderly
- ❑ When counting unpaid work (rather than *paid* work), the focus is on women, because the bulk of unpaid work is done by women

# Methodology

- ❑ For CWW (and unpaid work in general), we need a methodology
- ❑ NTA has developed NTTA (National Time Transfer Accounts) to count and value unpaid work, with a focus on the work done by women
- ❑ Only tasks that meet the 'third party' criterion are considered
- ❑ The 'third party' is the person who would have been paid to do the work, had it not been performed by an unpaid family member. The beneficiary or/and the payer are the other parties.

# Methodology...

- ▶ We assume an individual has *multiple* skills that have multiple replacement costs and opportunity costs:
  - e.g., an engineer can be a cook, a care giver, and a plumber
- ▶ Thus, different replacement and opportunity costs (Donehower 2014) can be used for the same person

# Methodology...

- ▶ Data from time-use and household surveys are needed to count and value unpaid work
- ▶ We used data from a household survey to count *all* work
- ▶ We used administrative data on minimum wages to value unpaid work and market wages to value paid work

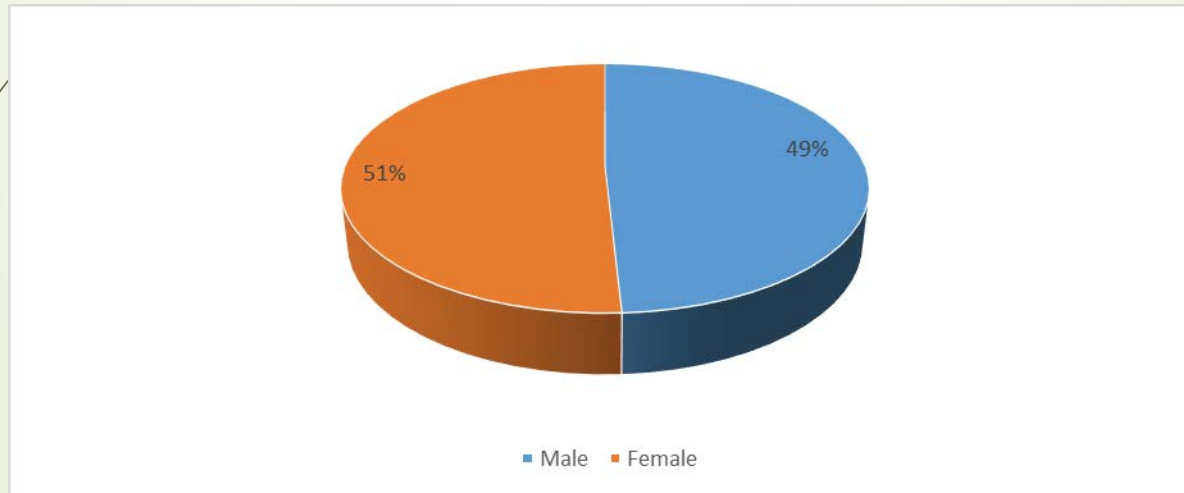
# The data sets used to identify, count, and value unpaid work

- ❑ KIHBS, 2005/2006
  - has data on paid and unpaid work by gender
  - has time allocations to paid and unpaid work on farms and family enterprises
- ❑ Minimum wage data from Kenya Gazette No. 9 (Republic of Kenya, 2015)
  - contains *hourly wages* for unskilled work (we use them as *replacement costs*)
  - i.e., to replace the unavailable wages of the unpaid family workers
- Value of unpaid work = Time\*wage: => wage=MPL\*P



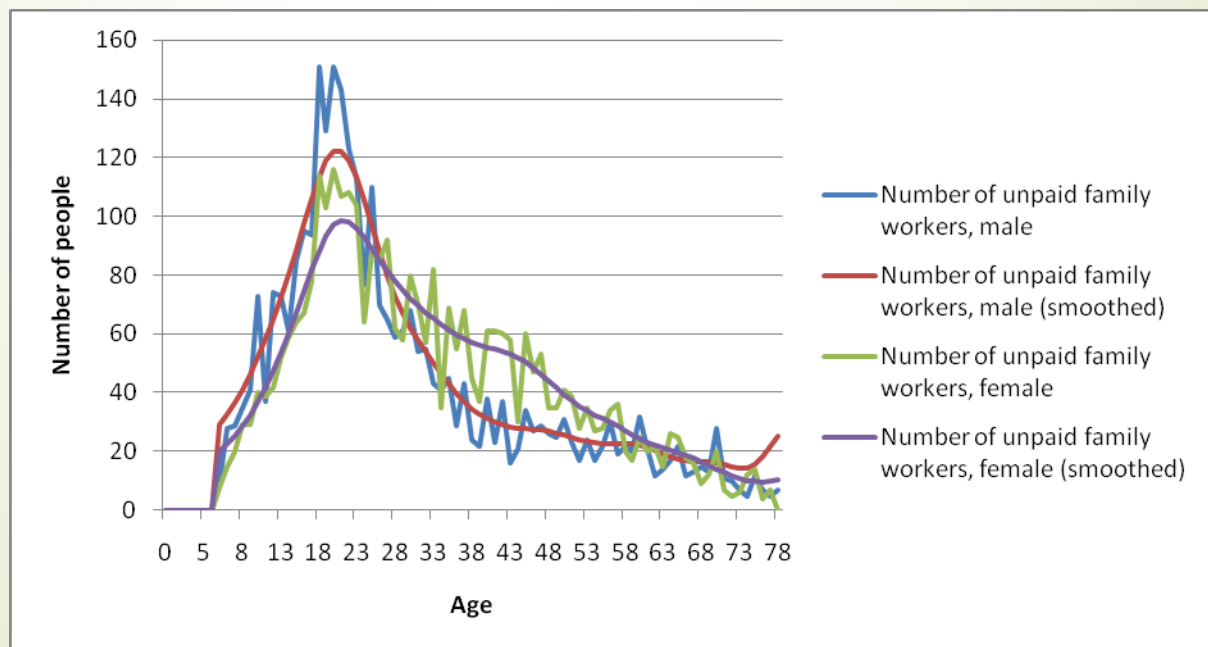
# Findings

**Figure 1: Proportion of unpaid family workers by gender (equal participation but different work intensities by gender and age)**



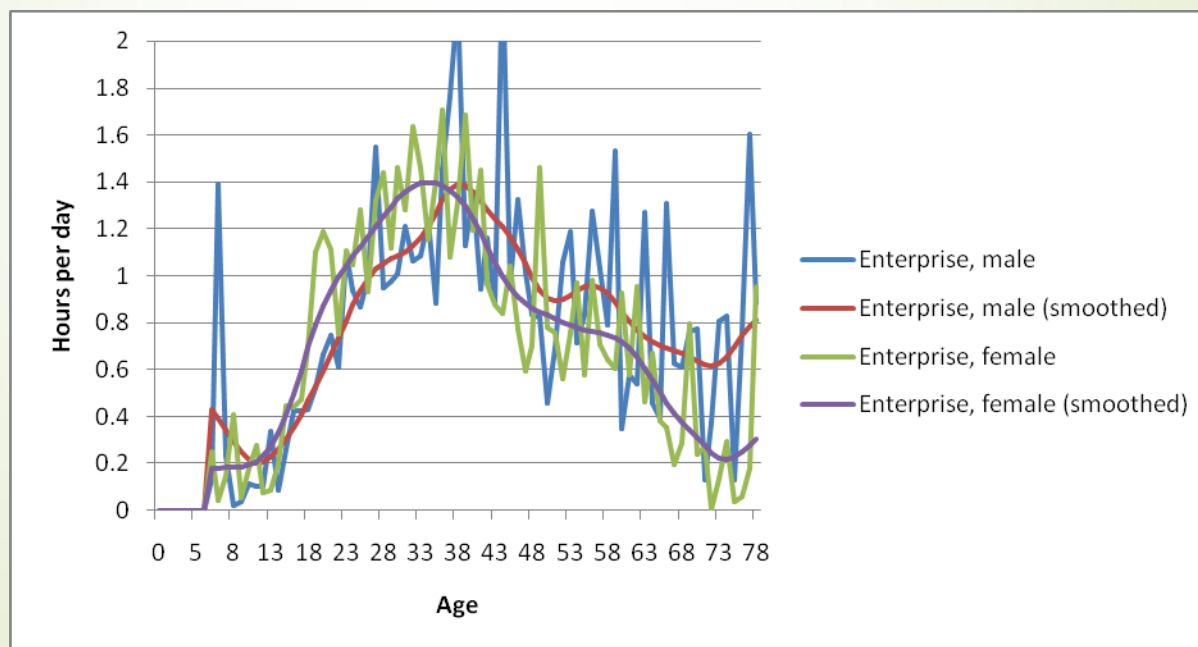
# Findings: Numbers of unpaid workers

Figure 2: Number of unpaid family workers in all activities



# Findings: Unpaid enterprise work, hours

Figure 3: Unpaid work in household enterprises



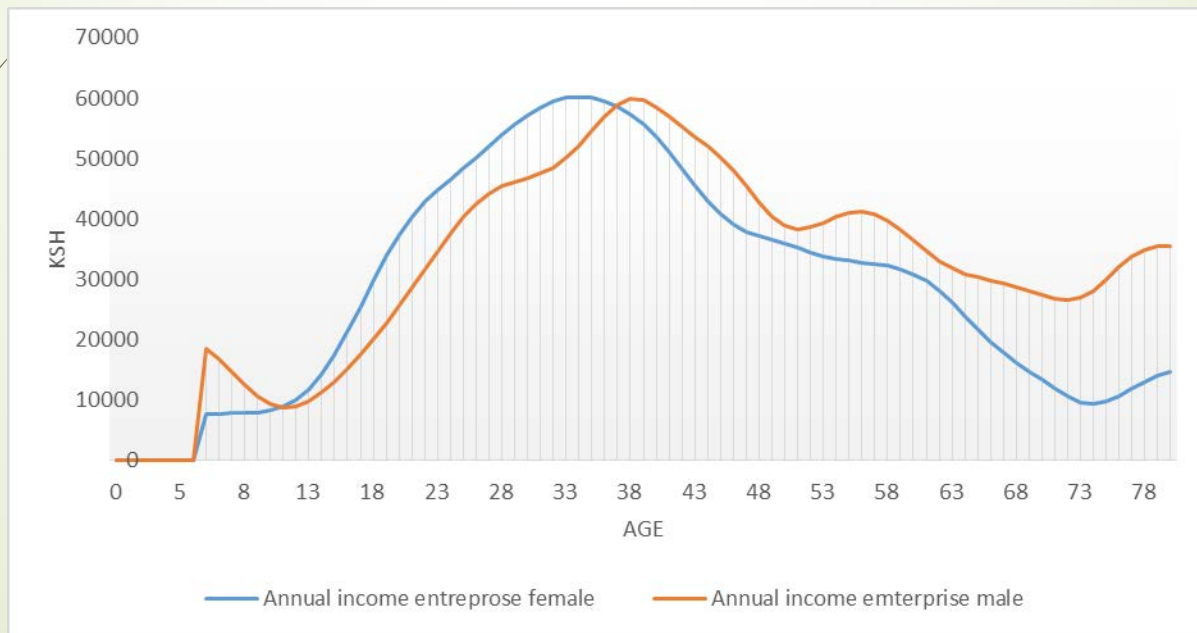
# Findings: Unpaid farm work, hours

Figure 4: Unpaid work on the farm



# Findings: Imputed value of unpaid enterprise work, KShs/year

Figure 5: Imputed income from unpaid enterprise work



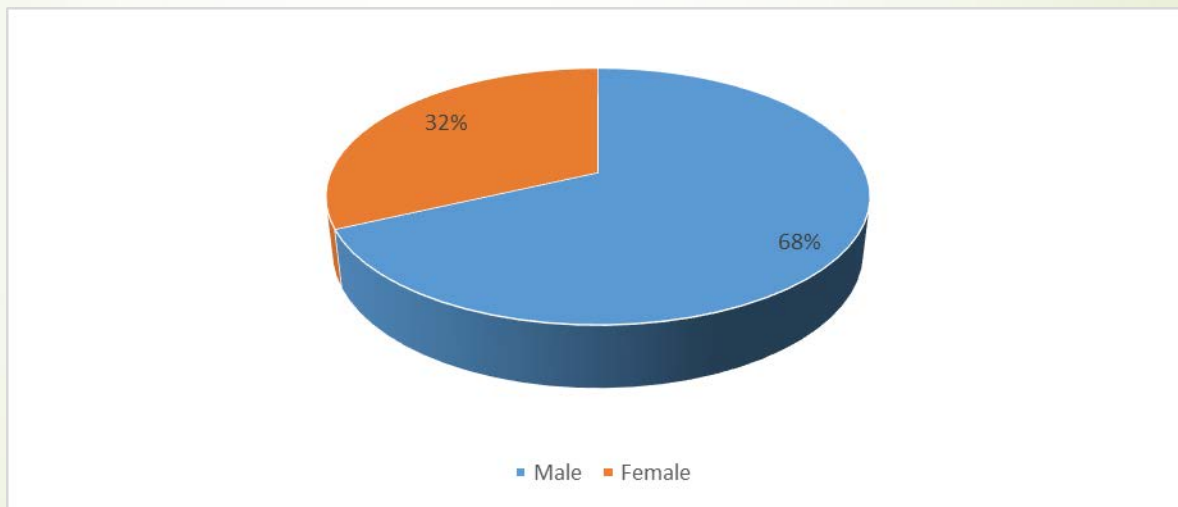
# Findings: Imputed value of unpaid farm work, KShs/year

Figure 6 Imputed income from unpaid farm work

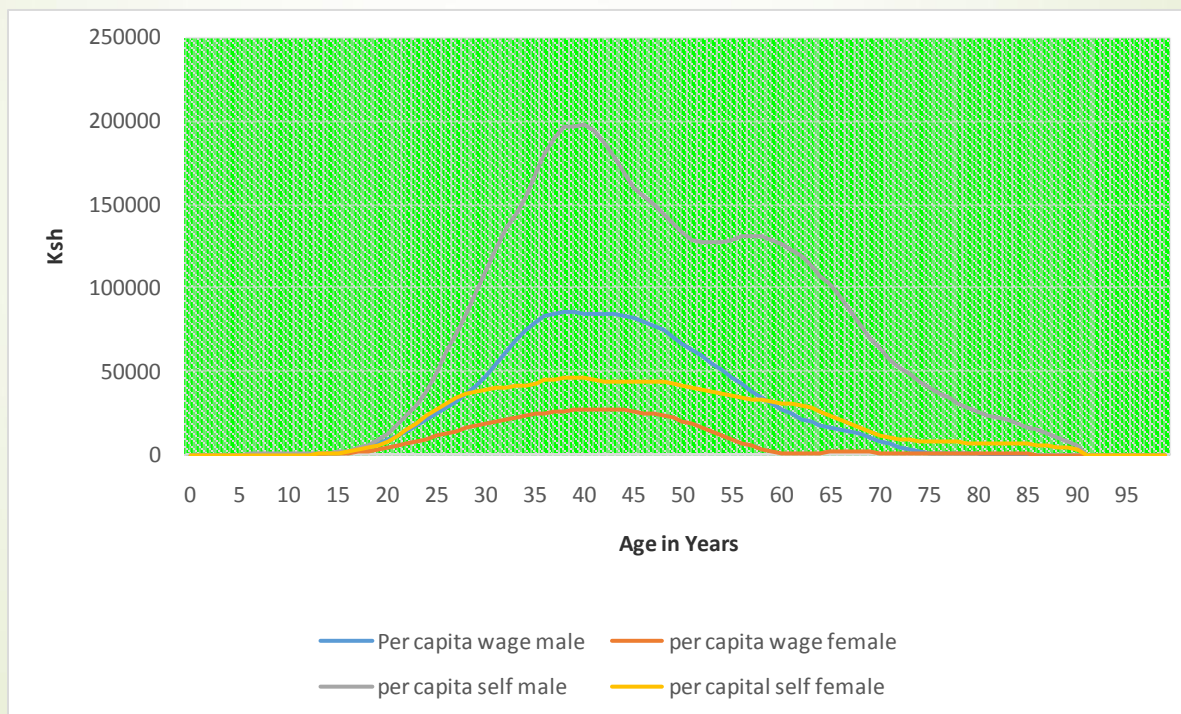


# Annexes: Paid work in formal and informal sectors

**Paid sector participation rates by gender**



# Annual wage and self-employment income, per capita, Kshs





# Annual wage plus self-employment income, per capita, Kshs



# Conclusions

- ▶ Women in Kenya (and elsewhere in Africa) are disproportionately engaged in unpaid family work compared with men
- ▶ Women's unpaid work is given a low value
- ▶ The hourly wage for paid work done by women is much lower than for men

# Recommendations

- ▶ African governments need to design, implement, or intensify policies that:
  1. Break the cultural beliefs that women should perform socially prescribed work within the home and on the farm, e.g., subsidy schemes for education of girls and young women – currently underfunded
  2. Ease women's unpaid work and enable women to acquire skills for formal-sector employment
  3. Empower women to avoid early marriages
  4. Help women access resources to create self-employment
  5. Promote investment in time-use surveys
  6. Recognize that unpaid work reduces poverty