

Blue Gold Program

Report on the Rapid Assessment on Women's Workload

1. Background

The Blue Gold Programme (2013-2020) aims to reduce poverty in its project area, 22 polders in Patuakhali, Khulna and Satkhira, by increasing productivity in agricultural production, making use of enhanced opportunities because of improved water management. Integral to BGP's work is its contribution to increased gender equality and women's empowerment, focusing on women's economic empowerment and women's leadership, resulting in improved well-being of women and their families. Reduced violence against women and improved nutrition are examples of the latter.

The recent study on outcomes of Blue Gold interventions (Technical Report 25) found an increase in cropped areas and in cropping intensity as well as increased yields. This requires more labour input to which also women contribute. Various ways of women's increased participation in agricultural production¹ can be distinguished:

- New or increased production at the homestead, especially poultry, vegetables and/or livestock, especially by women who participated in the concerned FFS, or learnt about homestead production through field days or from neighbours;
- In part of the Blue Gold polders improved water management allows (more) rabi crops, which were previously not produced; women tend to contribute substantially to the labour in rabi crops;
- Improved water management and the introduction of new varieties also enhanced rice production (aman and boro) in terms of production area and yields, requiring more labour; women are found to contribute more labour in rice fields than they did before.
- Apart from an increase of women's participation as a farmer in family labour, the demand for wage labour in agriculture has increased. There are signs that especially the demand for women's labour increased because of women's lower daily wages², whereas their productivity is often equal to men's productivity.

Interviews with women beneficiaries of BGP tend to confirm that their involvement in agriculture increased after BGP interventions. This makes that women's total workload, consisting of reproductive (domestic and care work) and productive work, which was already high, increases when agricultural production increases. Sharing domestic and care work³ with husbands is currently not common, and often limited to occasions that women are away from home, e.g. attending FFS. Women and men used to see domestic work as the responsibility of women only. Women usually do not complain about their workload, because for them the increase in production and household

¹ Women do not form a homogeneous group and therefore these findings do not apply equally to all women in BGP's project area. For example, women in households with relatively large land holdings may not contribute themselves to agricultural work; also patterns for women from landless households may be different.

² There are some signs that the wage gap between men and women (women's wages used to be 60-65% of men's wages) may becoming somewhat smaller, e.g. in 2 Patuakhali polders women's wages were about 80% of men's wages due to the high demand for labour and/or the high rate of male (seasonal) labour migration.

³ Often abbreviated as "domestic work", "care work" or "unpaid care work (UCW)". OECD's definition: Unpaid care and domestic work refers to all non-market, unpaid activities carried out in households – including both direct care of persons, such as children or elderly, and indirect care, such as cooking, cleaning or fetching water.

income has priority; moreover they are proud to contribute to improved production, which also tends to increase their status and self-confidence. Because of culture and traditions even women do not realise that also male family members could do domestic work. But when discussing this, the women feel that if all family members would participate in domestic work, they can more easily engage in productive work.

The total workload –and possible overburdening- of women should not be overlooked for several reasons:

- The total workload of women can limit their involvement in productive work. Reduction of domestic and care work can free up extra time for women to spend on income generating work and/or to allow more leisure and rest time.
- The sole responsibility for domestic and care work can also limit women's empowerment, reducing opportunities for engaging in other segments of the value chains, such as in marketing, and in social and/or community activities;
- From an equality perspective a huge gap in total workload between men and women cannot be justified;
- Increasing women's workload above a certain level is also harmful for women, hence conflicting with the basic do no harm principle.

Reduction of women's load of domestic and care work is therefore aimed for. Internationally, the 3R approach is common: (i) Recognition of domestic and care work, both of the amount and its importance; (ii) Reduction of domestic and care work, e.g. by time-saving measures; and (iii) sharing of domestic and care work by all household members, including husband and sons. Within Blue Gold this topic already gets attention in the gender flip chart, a tool used in the Gender and Leadership Development (GLD) training and in gender court yards sessions.

2. About the assessment

In order to get more insight in the workload of women in the BGP project area, a rapid assessment of women's workload was done during the visit of the international gender expert of February-March 2019. Information was collected through 12 individual interviews with women and 3 Focus Group Discussions⁴:

- The individual interviews with 12 women collected detailed data on their time use on the full day before the interview (the "recall day"), for which purpose a time diary form was developed, allowing the entry of up to 4 different activities per hour. The collected data were analysed in an Excel sheet.
- Three FGDs were held with women to discuss their work in agricultural production, including how it changed after BGP.

The FGDs on women's workload were combined with the FGDs on GLD training; hence the FGD participants were women who are WMG members participating in the new approach of GLD training. From each group four women were purposely selected for the individual time use data collection, trying to include women of different socio-economic classes.

Data collection and processing

The **time use forms** were completed in Bangla, writing down the activities in the words of the women, i.e. not using a pre-set list of standard activities. At the end of the day, the information in

⁴ A fourth planned FGD had to be cancelled due to heavy rain.

the time use sheets was translated into English, thereby assigning a time (in number of minutes) to each activity, using the information given by the interviewed woman and insight knowledge of the national gender coordinator. If there had been only one activity in the concerned hour, 60 minutes were allocated to that activity. But often several activities were reported in one hour, for example, feeding chicken, preparing breakfast and praying. For praying a standard time of 15 minutes was allocated; for other activities the time allocation was based on an educated guess, either dividing the (remaining) time equally among the activities, or allocating an apparently realistic time. For example, if in one hour the two activities were serving food to the husband and cleaning, a larger proportion of time would be allocated to the cleaning than to “adult care”.

After translation, the time of the different activities were added up, using the following categories:

1. Reproductive work / unpaid care work (domestic work and care)
 - 1.1 Housework (cleaning, cooking, laundry, buying groceries, sewing (for self), etc.)
 - 1.2 Collection of water
 - 1.3 Collection of fire wood / fuel
 - 1.4 Child care
 - 1.5 Adult care (sick, elderly and disabled, but also including serving food to husband)
2. Productive work (income generating and subsistence agriculture)
 - 2.1 At homestead (especially vegetable gardening and poultry)
 - 2.2 Livestock (at homestead and/or in field)
 - 2.3 As family labour in field (or gher)
 - 2.4 As agricultural wage labourer
 - 2.5 LCS work
 - 2.6 Other IGA work (self-employed)
 - 2.7 Salaried work (paid by an employer)
3. Community / public activities (including attending meetings)
4. Personal care (including bathing, eating, prayer, etc)
5. Leisure and socializing (including watching television, chatting, etc)
6. Rest and sleeping
 - 6.1 Rest
 - 6.2 Sleeping
7. Study (including any training)

The data were entered into an Excel sheet to calculate totals and/or average values.

The **Focus Group Discussions** were about women’s involvement in agricultural work, also discussing the extent to which their involvement changed or increased after BGP interventions (i.e. related to intensification of agricultural production). Women’s opinion on being overloaded with work was also discussed as well as their views on how to reduce this. The questions and the summarized answers per FGD are attached in Annex 1.

3. Findings from the time use data collection

The 12 respondents were all WMG members with 4 women interviewed from the following WMGs: respondents 1-4 from Karizamma khal WMG (P55/2C); respondents 5-8 from Tolna WMG (P25); and respondents 9-12 from Bahadurpur WMG (P27/2). Annex 2 provides an overview of some main characteristics of the individual respondents.

The age of the 12 respondents was between 19 and 45 years; all women were married. 9 women had one or more children, 2 of whom had only adult children of 18 years and older. The families of 10

respondents owned or leased land, between 10 and 150 decimals. One respondent has a husband who does not have land and is not a farmer (he works in the army), but she stays with her father-in-law, who does have land. Three other respondents –all from Bahadur WMG- have husbands deriving their main income from other work than farming: as rickshaw driver, easybike driver and carpenter.

The findings from the time use survey are summarized in table 1 below.

Table 1. Time use for various categories of activities, based on interviews of 12 women

Description of activity	# of respondents mentioning this task	for all 12 respondents			
		Lowest time spent (min)	Highest time spent (min)	average time in minutes	average time in hours
1 Reproductive Work					
1.1 house work	12	245	560	355	5.92
1.2 collection of water	7	0	105	21	0.35
1.3 collection of wood / fuel	7	0	60	21	0.35
1.4 child care	7	0	230	72	1.19
1.5 adult care	12	15	140	64	1.07
Total Reproductive Work	12	320	740	533	8.89
2 Productive Work					
2.1 At homestead (veg / poultry)	9	0	105	49	0.81
2.2 livestock (homestead / field)	10	0	190	110	1.84
2.3 Agr. work field crop for family	7	0	250	88	1.47
2.4 As wage labourer	0	0	0	0	0
2.5 LCS work	0	0	0	0	0
2.6 Other IGA work	4	0	390	43	0.72
2.7 Salaried work	1	0	60	5	0.08
Total productive work	12	105	505	295	4.92
3 Community / volunteering	0	0	0	0	0
4 Personal time, incl prayer	12	95	200	149	2.48
5 Leisure, incl socializing	8	0	175	32	0.53
6 Rest and sleeping					
6.1 Rest	8	0	165	51	0.85
6.2 Sleeping	12	255	420	355	5.92
Total rest and sleeping	12	255	570	406	6.76
7 Training and/or study	1	0	300	25	0.42
Total				1440	24

Comments on the various daily activities:

- The survey demonstrates that the amount of **reproductive work** varies considerably from one woman to another. Among the respondents reproductive work was from less than 6 hours per day to around 12 hours per day, with the following comments:
 - Housework, such as cleaning, cooking, shopping, laundry and sewing (mending) for household members, took about 4 to 7 hours per day;
 - Several respondents separately reported about fetching water and fuel wood (mostly less than 1 hour each); others did not report on this. The latter are likely to have included fetching water and fuel wood in other activities such as “cooking preparations”, which were counted under housework. One woman reported to spend much time on fetching water, i.e. 105 minutes in total, because she had a husband and two adult sons, all of whom needed a lot of water for bathing.
 - The amount of time spent on child care varied from 0, if no children, to about 4 hours, if several small children.
 - The average time spent on “adult care” was nearly as high as the average time for child care (64 and 72 minutes, respectively). The respondents spending most time on adult care had to look after elderly in-laws, who needed help with feeding, taking a bath, etc. In addition all women also spent some time –though not much- on “caring” for their husbands, usually described as serving food to them.
- All women did some form of **productive work**, i.e. work that generates goods or services, in most cases contributing to agricultural production. The total time spent on productive work varied from less than 2 hours to over 8 hours.
 - All 12 women were involved in homestead work and/or livestock, of whom:
 - 9 women conducted homestead tasks related to backyard poultry and/or vegetable cultivation (between over 0.5 hour to close to 2 hours) and
 - 10 women looked after livestock, mostly at the homestead, but also taking the livestock to the fields for grazing. Time spent on livestock varied between about 1 to 3 hours.
 - 7 women were involved in field crops, of whom one did post-harvest related work; 6 actually worked in the fields on the recall day. Most of the latter worked between 2 and 4 hours in field crops.
 - None of the respondents did wage labour work on the recall day. One respondent spontaneously added that she uses to do wage labour work, and if so, it is usually 6 hours per day.
 - None of the women did LCS work on the recall day.
 - Four respondents did some form of incoming generating work: 2 spent some time tutoring neighbour children and one helped her husband with his business, all around 0.5 to just over 1 hour. A fourth woman works as a tailor and spent 6.5 hours on the recall day on tailoring.
 - There was one woman who had a flexible job as “employee” working for an insurance company, spending one hour on this during the recall day.
- None of the respondents had spent time on the recall day on **community or voluntary activities** (other than caring for family members). If respondents would have attended a WMG meeting, this would have been included under this category.

- The time spent by the respondents on **personal care** varied from about 1.5 to over 3 hours; on average about 2.5 hours. Such personal care includes bathing, eating and praying.
- 8 of the 12 women reported some **leisure activities**. 7 of them reported between 15 minutes to one hour leisure time, mainly consisting of socializing with others and/or watching television. One woman reported 3 hours leisure time, mostly watching television; she was without children, they had very little land and her husband worked as a carpenter. Several women reported to have spent some time on sewing for themselves (not as income generating activity), which they sometimes see as leisure, however, in this assessment such time has been counted as part of the housework.
- The average time that the respondents use for **rest and sleeping** is just below 7 hours, varying from less than 5 hours to just below 8 hours, with the exception of one woman who had 9.5 hours sleep and rest together.
 - Resting time during the day varied between the 12 women: from taking no rest at all (4 women) to 3 hours of rest (the same women who had also 3 hours leisure time). For most women who took some rest, it was nearly one hour.
 - Respondents had relatively short night rest (sleeping), varying from less than 5 hours to about 7 hours. Almost all women get up at about 5 am at the first call for prayer.
- One of the respondents, who is a graduate student, spent time on **study** during the recall day, i.e. 5 hours. None of the women attended any training during the recall day.

It is hard to say to which extent certain activities, such as resting or socializing, were correctly reported or maybe underreported, as respondents may more easily report “active” activities than brief rests or a brief social talk. However, the women were explicitly requested to also report on activities such as rest, and it therefore seems that if there was underreporting, this concerns especially brief spells of time.

4. Findings from the Focus Group Discussions

Changes in agriculture after to BGP: All FDG participants were WMG member, but many did not know the name of their WMG. Earlier involvement in Blue Gold activities differed per group: none of the women of the first FGD group participated in any BGP training, although they all had attended demonstrations. About half of the women of the second FGD group participated in FFS or CAWM training; and nearly all women of the third FGD group participated in an FFS cycle. There was consensus across all groups that after BGP changes in agricultural production took place: more rabi crops, increased rice production, more homestead production (poultry and vegetables) and/or more livestock. Compost making and (more) vegetable production on dykes of gheers or in fields near the homestead were mentioned as new activities.

More agricultural work for women as family labour: There was also consensus that women now work more in agricultural production due to the -BGP induced- improved agricultural practices. The nature of the increased work depends on local circumstances. The women of FGD1 now work more in rabi crops and rice cultivation, especially as family labour on own or leased land. The women of FGD2 emphasized that they do now all kind of work, including irrigation (several of them were in CAWM training). Women of FGD3⁵ who belong to families with field crops, now do more field work

⁵ Especially in FGD3 several women were from (near) landless households with husbands earning from non-farm work. For these women the increase in field work did not apply (as they do not do such work), but they did increase their time spent on homestead production.

as family labour. About all women of the three FGD groups reported to spend more time on homestead vegetable cultivation, poultry and/or livestock.

More wage labour work: in FGD2 6 of the 14 women were engaged in wage labour, which increased considerably since BGP. They estimated that the number of days of wage labour work increased from 15 to 90 on an annual basis. There was also some increase in daily wages, e.g. from 150 Tk/day to 200-250 Tk/day outside the peak season.

Extra time on agricultural work⁶: The women were asked to estimate the extra time they now spend in agricultural work on their own farm as compared to before BGP. Though this may be a difficult question because of the seasonality of agricultural work and the differing situations, all women could give examples of how their productive work increased:

- Women of FGD1 reported to work 2-4 hours in agricultural (field) work before BGP; after BGP they work up till 12 hours per day in the peak rabi season.
- The women of FGD2 reported to spend maximum 2 hours on homestead and field work together before BGP; at the time of the FGD (which was not peak season) they often spend at least 4 hours per day.
- The women of FGD3 reported to work maximum 2 hours per day in agricultural work before BGP, which increased to up to 6 hours per day in peak aman and boro production.

As mentioned, part of the increased workload is seasonal, especially the work related to field crops. In slack seasons and during rains there is less or no work in the fields and women get more rest. Homestead work, such as taking care of poultry and livestock, is usually year round, and the increase in homestead production, such as poultry and livestock keeping, therefore means more work during the year.

Coping with increased workload: The women were asked which activities they do less than before when their workload on agricultural work increased. The women explained that especially rest and leisure time is now reduced; in FGD1 the women said to skip care work for their parents-in-law, care for their husbands and also child care. The women of FGD3 answered that domestic work rather increased for them, because they have become more aware on the importance of hygiene and cleanliness. In each group there were a few women who reported that other household members, especially their mother-in-law and/or their husband, had started to help them –a bit- more with domestic work. However, this is not yet common.

Being overloaded: In all three FGDs there was much consensus that women are overloaded with work. The FDG1 women referred especially to the rabi and paddy seasons, whereas the FDG2 women explained the overload because of doing agricultural tasks that before were only done by men. In the FDG3 group also some women without (much) land reported to being overload even if they did not do field work, due to the combination of much domestic work and (increased) homestead production including livestock. The work overload causes the women back pain or muscle pain, they are often tired and they sleep less than is needed; some women said that they are more often sick due to the work load. However, such a heavy workload is not experienced every day of the year: especially during rainy days and in slack seasons women do less agricultural work, especially less field work. During such

⁶ The women in the FDGs tended to understand the concept of “agricultural work” as work that takes place in the fields. Productive tasks at the homestead, such as vegetable cultivation, poultry and livestock keeping, and/or homestead based activities related to field crops, such as seed storage or post-harvest activities were rather seen as part of their domestic work.

days they can get more rest, but they also reserve such time for doing repairs related to clothing and housing.

The workload of their husbands also increased after BGP, but the men are less overloaded. For example, men get more sleep in the night as they usually wake up after their wives have completed the cooking of the breakfast; they also have time to go to tea stalls.

Reducing workload: Sharing domestic work with other household members, including husbands, had been discussed during GLD sessions in the months before these FGDs in which all women had participated, hence this was not a new topic to the FGD participants. All FGD participants expressed that more sharing of domestic work would be very helpful to them (it is their dream), though many women had doubts whether their husbands would be actually interested in doing a share of domestic work. But if their load of domestic and care work would be reduced, they envisage that they can take a larger share in the agricultural work but also enjoy more leisure time, including *“jointly with our husbands”* as the women of FDG1 said.

5. Conclusions

- The daily time use of women in the Blue Gold polders varies considerably from one woman to another, depending on the household situation, including the presence of children and elderly, and the access to land of the household to which the woman belongs.
- Overall, women have a heavy workload, with the average amount of productive and reproductive work totalling to 13.8 hours for the sample of 12 women, varying between about 9 and 16 hours. The time for rest and sleep seems insufficient with 6.75 hours on average; during rainy days and in the slack seasons this is usually more.
- This assessment suggests that women's workload increased due to the intensification of agricultural production, including field crops and homestead production. This seems to hint at BGP interventions contributing to an increase in women's work load. Men's workload reportedly also increased, but as men do not have responsibilities for domestic work, men's total workload is considerably less than women's.
- Hardly any domestic work is done by men; women reported that their husbands are not interested in doing domestic work as it is culturally seen as women's work. Men neither seem to realize that women are often overloaded with work.
- However, women would very much appreciate that other household members, including husbands, would take up a share of the domestic work, to alleviate women's burden of domestic work, but they acknowledge that currently men are not really interested. Hence, awareness raising and attitude change is needed.
- Women generally do not favour not to participate in agricultural work; they even say that if their domestic work would reduce, they would like to do more productive work.
- Various reasons were found why attending FFS or similar training (e.g. CAWM) benefits women. Not only can they apply the learnings, also their confidence and knowledge is increased, which makes that their husbands take them more seriously e.g. in decision-making. Such increased appreciation of husbands for the agricultural knowledge and work of their wives may be used as an opportunity to create more awareness among the men to better share domestic work.
- All women reported about the drawbacks of (too) much physical work, such as back pain. This suggests that technologies that can support women by making their (field) work lighter are very important.

Annex 1. Key questions for Focus Group Discussions on women's workload

Date, Participants, WMG/polder:

FDG1: 20/2, 17 women, Karizzama khal WMG, P55/2C (same group as FGD1 for GLD training)

FDG2: 27/2/2019, 14 women, Tolna WMG, P25 (partially same group as FGD2 for GLD training, but the men left and a few other women joined)

FDG3: 28/2/2019, about 20 women, Bahadurpur WMG, P27/2 (same group as FDG3 for GLD training)

1. Were you involved in agricultural work (in homestead, in field or for others) before BGP? If yes, how?

FDG1: Before BGP they were not or little involved in agriculture, but now they are (more) involved, esp in rabi crops (before BGP only a bit rabi crops). They are now also more involved in rice cultivation (though not all) eg harvesting and weeding.

FDG2: All 14 FGD participants have at least homestead land; 6 of the 14 are engaged in wage labour work. Before BGP they helped their husband in field crops, especially with weeding and harvesting. They had no (or very little) vegetable cultivation in their homestead land.

FDG3: Before they only had one field crop per year; they did not (or hardly) grow vegetables in their homestead, and had less livestock and poultry.

2. How are (or were) you involved in BGP related activities?

- As WMG member (general or EC)
- FFS or CAWM participant
- Participant in other training or workshops
- Attending demonstrations

FDG1: They are all WMG member and participated in demonstrations (poultry and rabi crops were mentioned). Neither their husbands (or other hh members) participated in any BGP training, but they also participated in some demonstrations and they learned from neighbours.

FDG2: they are all WMG members, and a 8 of them are participating in FFS or in CAWM training. Many women do not know the name of their WMG.

FDG3: They are all WMG members, but many of them do not know the name of their WMG. One of them is treasurer of their WMG and also WMA member; one is EC general member. About 17 of them are FFS participants.

3. Did you (or your household) improve your agricultural practices due to BGP (improved water management and agricultural advice)? For example, is your household now applying HYV, crop diversification, cropping intensity, (more) homestead gardening, poultry, livestock?

FDG1: All women's hhs had more rabi crops such as watermelon, mungbean, chili, peanuts, potatoes, okra; at homestead: tomato, brinjal etc. Increased aman production including HYV. 10 women now do improved poultry rearing.

FGD2: They now use all their homestead land for vegetable cultivation and poultry; they make compost now. There is also more field work to do.

FGD3: Not all households of the participants have agricultural land, apart from their homestead. The households with access to land have now 2 to 3 crops per year, especially aman and boro, using HYV. They all now have vegetables, either in their homestead, on the dyke of a gher or in a field near their homestead. They also have more poultry and livestock.

4. Did your involvement in agricultural work increase due the above mentioned improved agricultural practices? For example;

- **More work as family labourer**
- **More work on homestead gardening (vegetables)**
- **More work on poultry / livestock**
- **More wage labour**
- **More post-harvest activities**
- **Maintaining market linkages (buying inputs or selling produce)**

FGD1: Yes more work in agriculture, workload increased, esp as family labour, often on lease land. None works as wage labour, but the husband of one woman does (Tk500 against Tk200 for females); she works more on their lease land as family labour.

FDG2: Yes, more work on own homestead (see above). Also their work in the field increased, they do now all kind of work, e.g. irrigation. Their husbands seek their assistance and opinion, and involve them in decision-making, e.g. on the crops to grow. Before BGP they stayed at home and were not involved in decision-making, but now that they participate in trainings and meetings, they got the capacity of decision-making. They feel that both men and women are accountable for the family! And joint decisions are better decisions.

FGD3: About 7 of the women work in the field as family labour, now more than before BGP. Almost all women spend more time on vegetable cultivation, poultry and/or livestock work. No one works as wage labourer.

5. How much extra time do you spent on the extra (agricultural) activities?

- **Either daily or seasonally**

FGD1: Before they worked 2 to maximum 4 hours in agricultural work per day; and did DW. After BGP they work up to 12 hours per day in agriculture work in peak rabi season, with the increase due to BGP. Now only 2 of the 17 women can take rest during the day.

FGD2: Before BGP they worked maximum 2 hours in agricultural work (a bit homestead and a bit field); now a lot of homestead work and more in the field, at least 4 hrs per day (this is outside peak season).

The women who work as wage labourers estimate that the amount of days of wage labour work increased from about 15 days/year to 90 days/year, which is a huge increase (usually 6 hours/day). Wages outside the peak season did increase from 150 Tk/day for a woman before BGP to 200 – 250 Tk/day; in peak season it is now 300 Tk/day for women. Men get 350-400 Tk/day (in peak season up to 650 Tk/day). Women more often do wage labour work than men as they are cheaper, but they do the same amount of work per day as men. One woman explained that the lower wages of women are due to the lack of other work opportunities for women.

FGD3: Before BGP they worked maximum 2 hours per day in any kind of agricultural work. Now it can be up to 6 hours per day, especially in peak time in the aman and boro production.

6. How much time do (did) you spent on BGP related activities, such as attending WMG meetings, FFS participation, etc? (in fact a kind of “community activities”).

FGD1: not discussed. But for GLD training at least 2 hours per session.

FGD2: 8 of the 14 women are in a BGP training (FFS or CAWM), weekly from 9-12.

FGD3: FFS and GLD sessions; two women also in WMG meetings (one as treasurer) and one also in WMA meetings. Time per session or meeting is between 1.5 and 2.5 hour, excluding walking time.

7. Which daily activities are you doing less (skipping) due to more work on agriculture (and/or community activities)?

- **For example, do you have less leisure time or rest now?**
- **Or time for personal care?**
- **Do you spend less time on domestic work?**

FGD1: they skip looking after father-in-law and mother-in-law, care for husband, less care for children, less sleep, less time for personal care; no leisure time.

FGD2: They do the same amount of domestic work, apart from sometimes a little (more) help from husband or children, especially when they go for trainings or meetings. Their time for rest and leisure reduced, although most of them still have some time for rest during the day. Rest is more during the rainy days, and less during dry days.

FGD3: They cannot reduce their domestic work; but their domestic work rather increased, because they have become more aware on the importance of hygiene and cleanliness, which requires more time. When there is a lot of agricultural work for them, especially in peak times, they skip their rest and get less sleep.

NB most of them usually take daily about one hour rest after lunch time. Some refer to having leisure time sometimes, however, this is usually sewing, i.e. domestic work.

8. If your total workload increased, do other household (or family) members, such as husbands, mothers-in-law, children, etc now help you more, especially with domestic and care work (UCW)? If so, explain?

FGD1: sometimes husbands and M-i-L help them

FGD2: Some husbands have started to help.

FGD3: The women say that all family members, including men, help a bit with domestic work. Asking whether this is enough, they answer that they are happy with any help, as in their opinion all domestic work is women’s responsibility. At the same time they say that men are not interested in doing domestic work.

9. In your opinion, are you “overloaded” with work? Meaning that the total amount of UCW and agricultural work are difficult to manage? Or that you cannot get enough rest or sleep? Do you still have some leisure time? And if you are “overburdened”, how often and what do you do?

FGD1: Yes, they are overloaded! All agree. Especially during rabi and paddy season. In the rainy season there is less agricultural work, but then they are more involved in repair work, such as restoring clothes and sewing new clothes for winter.

How is overload showing? More tired, sometimes more sick.

Husbands have also more work since BGP, but they still have leisure time, e.g. to go to tea stall.

FGD2: Yes, they are all overloaded with work, but they are used to take the overload. They are especially overloaded because now they are also doing agricultural activities which before were done only by men, such as carrying the harvested produce. The work overload causes them back pain, muscle pain and sleep shortage.

Also men's workload in agricultural work increased after Blue Gold, however, men's total workload is less than women's total workload.

FGD3: Yes, they all confirm they are overloaded with work, in particular, they are often tired and most women suffer from back pain. Despite this, they still have to do all work. Their husbands are less overloaded. For example, husbands usually wake up after their wives have completed the cooking of the breakfast.

Only during days with heavy rain they can get more rest and sleep.

10. How can their workload be reduced?

FGD1: If all work shared jointly, the workload will be better distributed.

When discussing about the GLD training, the women of this group said that if their workload on domestic work would be less, they could do more productive work (and enjoy more leisure time jointly with their husband).

FGD2: Sharing domestic work with their husbands.

FGD3: They cannot give suggestions as their husbands are not interested in doing a share of the domestic work. But they dream that their husbands would do more domestic work, even if they will do a larger share of the agricultural work, then women's total workload will also reduce.

Annex 2. Some background information on the 12 respondents

Description	Resp 1	Resp 2	Resp 3	Resp 4	Resp 5	Resp 6	Resp 7	Resp 8	Resp 9	Resp 10	Resp11	Resp 12
Age	35	20	35	19	30	34	45	24	28	31	45	38
# of children	4	1	2	0	2	2	2	0	1	0	2	3
Age youngest child (yrs)	7	3	1	na	5	14	22	na	12	na	18	9
Land (own & leased) decimals	60	150	150	30	60	134	1 biga	0*	30	10	0	125
# of hh members working, incl self	3	2	2	3	2	3	4	3	2	2	3	2
Recall day was average?	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y

Notes:

Resp 1	Eldest son (17/18) contributes to hh income; leisure is socializing with neighbours
Resp 2	Woke up 3 times during night for breastfeeding (= childcare)
Resp 3	Woke up in night for praying; combines field work with looking after child; leisure time is watching the tv news
Resp 4	F-i-l is sick and needs much care; much hh work as due to sewing (for self); m-i-l contributes to productive work
Resp 5	She is a singer, and sings daily, taken as leisure time (15 minutes on the recall day). Less time for personal care as less praying time. IGA is tutoring neighbour child
Resp 6	M-i-l needs much care; son contributes to productive work
Resp 7	If she does wage labour work (but not on recall day), she usually works 6 hours per day as wage labourer; 2 adult sons (25 and 22 yrs) contribute to productive work
Resp 8	She is studying (2nd year graduation), but also does homestead work; husband is in army and pays for her study costs; she lives with f-i-l, who has land and is farmer; she has a small job with insurance company (1 hr on recall day); leisure is socializing with neighbours.
Resp 9	Her husband drives an autorickshaw; their only son is in Khulna in her mother's house (because of schooling), hence no childcare apart from phone call with son; her inlaws live close by, she looks after them (adult care) and work on their land (productive work)
Resp 10	No children (as all stillborn); husband works as carpenter, little land; IGA work is tuition of other children
Resp 11	Only homestead; husband works on easybike; she is WMG treasurer and WMA member; IGA = cleaning easybike; housework includes sewing for self; needs much time for fetching water, also for use of sons. she has 2 adult sons (25 and 18).
Resp 12	She is a tailor; her husband a farmer. Her work on the field crop concerned the cleaning of the storage for the rice (post-harvest work);
Resp 9, 10, and 11	Recall day was not an average day as rain in the night and day before (hence no need for watering crops); for Resp12 it was an average day as her main occupation is tailoring.

Annex 3. Time use for the 12 individual respondents

Description	Resp 1	Resp 2	Resp 3	Resp 4	Resp 5	Resp 6	Resp 7	Resp 8	Resp 9	Resp 10	Resp11	Resp 12	Av (min)	Av (hr)
1 Reproductive Work														
1.1 house work incl sewing for self	360	380	325	440	330	290	340	295	425	245	560	275	355,42	5,92
1.2 collection of water				30	20	15			20	20	105	40	20,83	0,35
1.3 collection of wood / fuel	45	30		60		30		30		40	20		21,25	0,35
1.4 child care	130	230	205	0	195	30			10			60	71,67	1,19
1.5 adult care	70	70	45	140	20	100	80	30	120	15	55	25	64,17	1,07
Total Reproductive Work (min)	605	710	575	670	565	465	420	355	575	320	740	400	533,33	8,89
Total Reproductive Work (hr)	10,08	11,83	9,58	11,17	9,42	7,75	7,00	5,92	9,58	5,33	12,33	6,67		
2 Productive Work													0,00	0,00
2.1 At homestead (veg / poultry)	85	60	60	105	75	65	40		45		50	0	48,75	0,81
2.2 livestock (homestead / field)	115	75	115	0	0	185	190	105	150	145	150	95	110,42	1,84
2.3 Agr. work field crop for family		130	250	0	200	180	240		40			20	88,33	1,47
2.4 As wage labourer													0,00	0,00
2.5 LCS work													0,00	0,00
2.6 Other IGA work					25					75	25	390	42,92	0,72
2.7 Salaried work								60					5,00	0,08
Total productive work (min)	200	265	425	105	300	430	470	165	235	220	225	505	295,42	4,92
Total productive work (hr)	3,33	4,42	7,08	1,75	5,00	7,17	7,83	2,75	3,92	3,67	3,75	8,42		

3 Community / volunteering (min)													0,00	0,00
Community / volunteering (hr)														
4 Personal time, incl prayer (min)	200	195	120	200	95	100	130	140	160	155	145	145	148,75	2,48
Personal time (hr)	3,33	3,25	2,00	3,33	1,58	1,67	2,17	2,33	2,67	2,58	2,42	2,42		
5 Leisure, incl socializing (min)	20	15	35	0	15	30		60		175	30	0	31,67	0,53
Leisure (hr)	0,33	0,25	0,58	0	0,25	0,5	0	1	0	2,92	0,5	0		
6 Rest and sleeping														
6.1 Rest	70	0	0	105	60	40	60	60	50	165	0	0	50,83	0,85
6.2 Sleeping	345	255	285	360	405	375	360	360	420	405	300	390	355,00	5,92
Total rest and sleeping (min)	415	255	285	465	465	415	420	420	470	570	300	390	405,83	6,76
Total rest and sleeping (hr)	6,92	4,25	4,75	7,75	7,75	6,92	7	7	7,83	9,5	5	6,5		
7 Training and/or study (min)								300					25,00	0,42
Training and/or study (hr)														
Total	1440	1440	1440	1440	1440	1440	1440	1440	1440	1440	1440	1440	1440,00	24,00