



Indo-Global
Social Service Society
Celebrating the Spirit of Humanity

GENDER WATCH TOOLKIT



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Interesting Findings from Gender Watch Tool
in various cities



The Gender Watch Tool is a participatory tool which reports regular activities that the target groups are engaged in daily, within a time frame of 24 hours. This book tries to explore some of the aspects of **Gender Watch Tool**.



INTRODUCTION

Women occupy a large share of the urban informal workforce. There are some urban informal professions where majority of the employees are women. However, gender based roles in a patriarchal society add to the vulnerability of informal women workers in addition to the informal nature of the sector itself. No workers' rights, lack of a dignified existence at home and the work place, harassment or gender based violence at home, in transit and at the workplace, lack of decision making powers at home are some of the major vulnerabilities faced by women. The history of patriarchy as well as the insecurity of the vast informal sector relegates this group to the edges of the urban population.

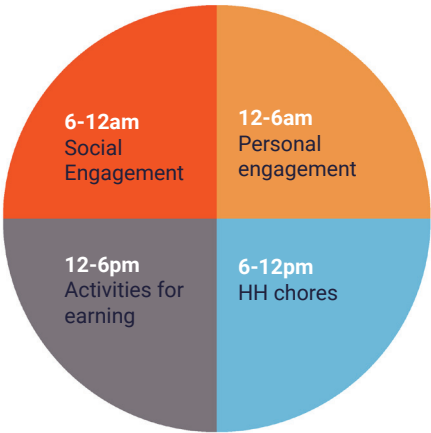
The reality of most women's lives is that they are compelled by poverty and deprivation to seek an income outside the home as sole or supplementary breadwinner. The informal sector in urban areas employ many women on low incomes which may guarantee basic survival. Women are compelled to take up low paying, insecure jobs which are the bottom rung of the informal economy. Seasonal, casual or self employment is a huge part of women's work in informal livelihoods. Unskilled, laborious jobs like petty traders, street vending, construction work offer almost no upward mobility or security.

This employment situation is almost always worsened by social discrimination that women are subject to. Entrenched social biases against women not only hinder their opportunities in the employment sphere but also demand unpaid labour to be dedicated to their household chores and child rearing, which falls squarely and solely on their shoulders, affecting their workplace productivity. This Gender Watch tool aims to extract real household data from affected communities to paint an accurate picture of women's lives within the spectrum of informal livelihoods. This tool and the data that it collects can hopefully help raise awareness about the realities of the verifiable socio-economic gender gap in urban settlements.

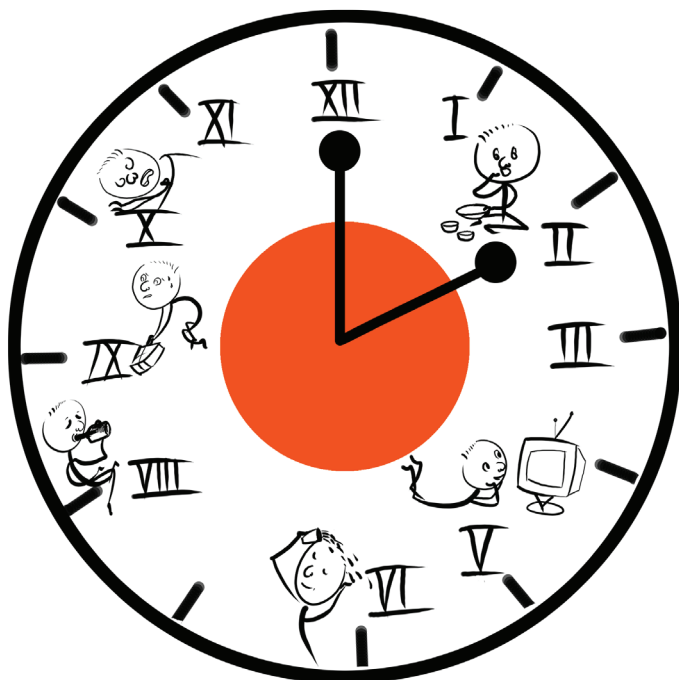
ABOUT THE GENDER WATCH TOOL:

The Gender Watch Tool is a participatory tool which reports regular activities that the target groups are engaged in daily, within a time frame of 24 hours. A sample gender watch is presented below where the 24 hours of a day have been clocked into 6 hours intervals. The activities listed are the broad categories in which the daily workload is divided into. The GW Tool is aimed at identifying and dividing the work done by each member of the household into these categories and timings so as to analyse the difference in workload between men and women.

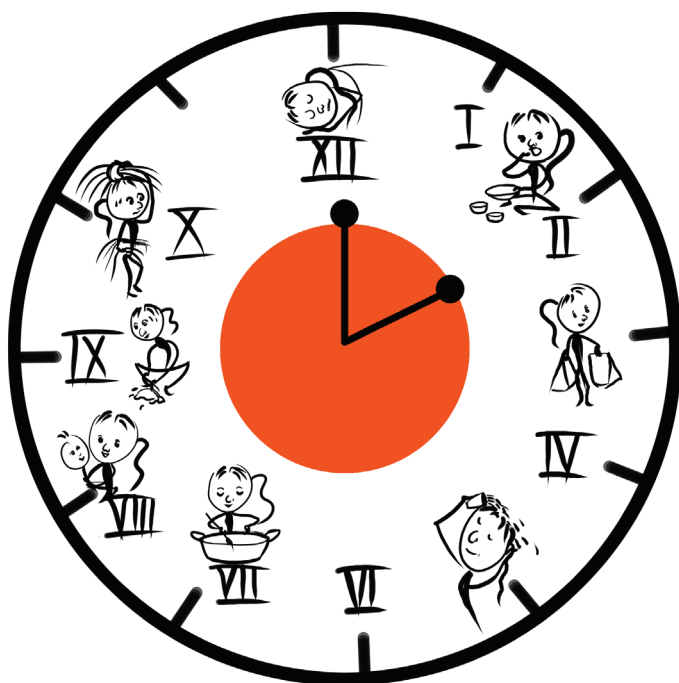
It is a sensitizing tool and can be used as a starting point for community mobilization, situation analysis or for planning and implementing Gender Based Interventions. By itself, it cannot claim to impact gender roles within the target community where it is implemented. The findings from the GW exercises as presented in this document were the spontaneous responses of the participants.



HOW HE SPENDS HIS DAY



HOW SHE SPENDS HER DAY



OBJECTIVES:

The following are the objectives of using the gender watch tool:

- Identifying activities carried out daily by the target group.
- Estimating the daily work load of the target group.
- Analysing the difference in participation of target groups in household activity and social engagement.
- To raise awareness about the socio economic gender gap in urban settlements.

Unorganised sector workers residing in urban slums mostly form the target group. The tool can be applied separately to both male and female street vendors, construction workers and waste pickers and other such groups. There are some professions where majority of the employees are women such as domestic workers, flying and brothel sex workers. The Gender Watch tool is also useful in these groups as it can collect data and analyse the workloads of women informal workers. The GW Tool is not merely a comparative tool which measures daily workloads of males against females, it also aims to understand how gender roles affect informal livelihoods and societal engagement at large and is not only limited to the household responsibilities



WHO IS THIS FOR?

These are the target groups that are surveyed through the Gender Watch tool in urban informal settlements. These groups make up the bulk of the informal sector in urban areas and they are mostly housed in bastis. The twin injustices of gender based discrimination, insecure and underpaid informal sector work fall on this target group specifically.

Street Vendors	A category of unorganised workers, that offer goods and services to the public without having a permanently built structure or temporary static structure with a mobile stall. There are a significant number of both male and female street vendors visible on the streets who should be considered for the exercise.
Waste Pickers	A category of unorganized workers, picks up rags and other waste materials from city streets, garbage dumps or reuse heaps for earning. There are a significant number of both male and female wastepickers visible on urban spaces who should be considered for the exercise.
Construction Workers	A category of unorganized workers, works in physical construction sites of built environment and its infrastructure as a tradesperson, labourer or professional employed worker. This sector has both male and female workers who are both skilled and unskilled labourers. This sector has more males than females
Domestic Workers	A category of unorganized workers, works within the employer's household to help with cleaning and other menial tasks for earning. We did not consider DW males, and only their spouses who were mainly CW
Sex Workers (Flying)	Women, men and transgendered people who receive money or goods in exchange for sexual services and who consciously define those activities as income generating even if they do not consider sex work as their occupation. The focus here is mainly on flying female sex workers as they are much more prevalent as compared to males. The flying female sex workers reside in outskirts of the city or in neighboring villages with their family Come to red light area daily for their occupation Hide their occupational identity Family and relative think they work as domestic workers or nurse (ayahs) in the city

METHODOLOGY

With the inception of Samaveshi Sheher, the difference in participation of unorganised women and men workers in their household activities and in slum Governance activities has been identified by participatory gender watch tool. The tool was applied with men and women unorganised workers separately in the slum premises. Not more than 20 women or men have been considered when the watch was applied in the slums.

A pilot shall be arranged in each slum per city for finalising the tool before sample application. The daily activities shared by unorganised women and men workers in the slums at the time of pilot study have been categorised in the following ways.

The GW is applied to groups of the target constituency, normally 15-20 participants. The findings help each group to understand their assigned roles, responsibilities, decision making capacities and, the type of work, hours worked and the total work load. Sharing of findings can also help other stakeholders (for example spouses or wider community) in their understanding of the activities and burden

shared by the women in the community. The GW Tool will also aim to prompt positive actions to solve the situation of gender based inequalities of roles and the GW can lend itself to a variety of situations and contexts.



Activities for personal engagement	Self activity	Sleeping, Bathing, Eating, Prayers etc
	Leisure	Gossiping with neighbors, Watching TV etc
	Domestic violence / conflict	Mental and physical harassment by husband and other family members
	Addictions	Alcohol consumption, (few cases of drug abuse)
Activities for earning	Occupational engagement	Workers at employers homes, Serving in construction sites, Vending Trainings and meetings for skill up gradation, unionization etc
Activities for HH chores	Household activity	Cooking, Washing clothes and dishes, Dusting, Vegetable shopping Other household chores
	Caring of family members	Children- Bathing, feeding, preparing for school, taking to school and coaching classes, taking to doctor, serving medicines etc. Family members- Taking to doctor, serving medicine, serving meals etc
Activities for social engagement	Social engagement	Participating in local festivals and events, attending invitation of neighbors and relatives etc. Training and meeting for slum Governance, interface with local admin bodies, line department officials, corporation representatives etc (project interventions)

Qualitative research methodologies have been used during application of the Gender watch tool. Primary data has been collected through informal interviews and focus group discussions with the target group. Secondary data has been collected through literature review and surveyors' observation.

The primary and secondary data was scrutinized and organized in MS Excel spreadsheet. The data & responses were used for statistical analysis using tools such as percent frequency, average, median, mode etc. Finally, a report was generated.



HOW TO RECORD FINDINGS

QUALITATIVE RESEARCH METHODOLOGIES:

SURVEY: The relevant data required to get an idea of how members of households spent their days was collected through a survey process. Surveys can be individual, wherein the surveyor goes from house to house and as per the residents' convenience record information about them. Surveys can also be group surveys wherein the target groups are called to a meeting area, as per their convenience and their opinions as a group is taken in a collective manner. The entire group talking about the subject is likely to make everyone voice their opinion. It is also dependant on the surveyor and their skill to draw out unpopular opinion and lesser known or divergent data as per their observations.

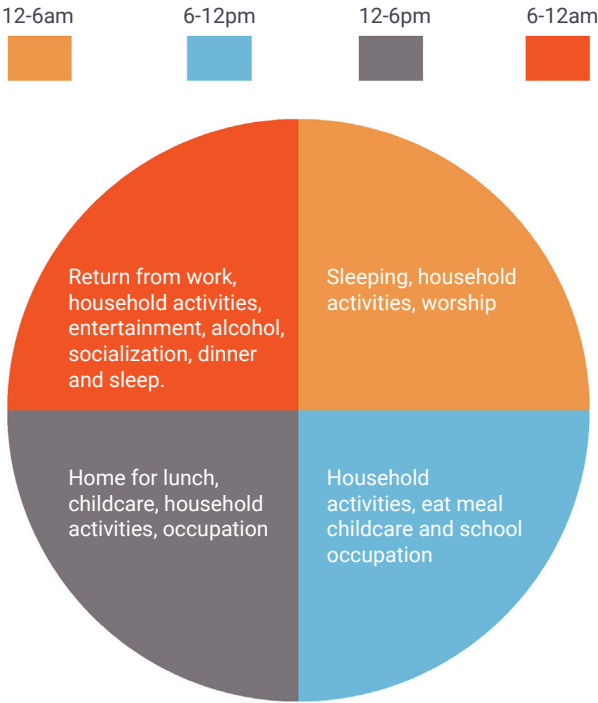
FOCUS GROUP DISCUSSIONS: Focus group discussion is a form of qualitative research method in which the interviewer (also called the moderator) asks research participants specific questions, about a topic or an issue in a group discussion. Focus groups, unlike individual interviews, provide the added dimension of the interactions among members and inter and intra group variations. FGD also may help persons with different personalities and traits argue in a safe environment about the issue at hand, leading to more detailed observations.

TOOLS TO RECORD FINDINGS

1. The daily clock can be divided into 4 parts through TOOL number 1.
2. The time distribution in each activity can be recorded in this tool number 2
3. The actual diversification of the work between men and women can be recorded in tool number 3

TOOL 1 :

This tool simply divides the activities if the day into 4 different parts. This tool is used to make the daily clock



TOOL 2:

This table shows the comparison between how many hours women and men spend doing their daily activities and who has more workload.

Time distribution in each activity carried out regularly			
SL. NO.	CATAGORIES	Time distribution	
		MEN (how many hours)	WOMEN (how many hours)
1	Self activity		
2	Sleeping		
3	HH activity		
4	Fetching water		
5	Caring of family members		
6	Social engagement		
7	Occupational engagement		
8	Participation in Urban Governance		
9	Entertainment		
10	Domestic violence/ conflict		
11	Alcohol and drug abuse		
	Total		

Self activity	HH activity	Caring of family members	Social engagement		Occupational engagement		Urban Governance		Entertainment		Domestic violence/ conflict		Alcohol and drug abuse
			W	M	W	M	W	M	W	M	W	M	

This table shows the comparison between the activities women and men spend their time doing. Men and women will have different activities under 'self activity' and 'social engagement'. Simply the name of the detailed activity being done under these categories must be filled in these boxes by the community to see the comparison of activities between two genders.

FOR RESEARCH AND DATA COLLECTION

Tool 2 can be represented in a graph format while arranging data for analysis. The graphs in the subsequent pages below comes directly from the Tool 2 which is gathered from the discussions with the CBOs.

HOW TO CALCULATE WORK LOAD

Workload means the amount of work done by a particular person in a particular period of time.

In the context of the Gender watch tool, the amount of work is the number of duties carried out by the man and the woman. The particular period of time is typically one day (24 hours)

The formula for calculating workload is equal to
$$\frac{\text{Number of works}}{\text{Number of hours}}$$

For example

Number of works

Men - 20

Women - 25

Number of hours spent working

Men - 16

Women - 18

- Men do 20 types of (household, self as well as work). The women do 25 types of work daily
- In 24 hours, men get 8 hours of rest whereas women get only 6 hours of sleep
- Correlating the type of work and hours of work, it is clear that the women have more work load than men.

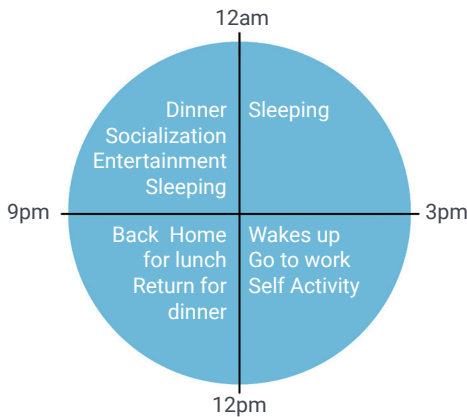
Category	Taking rest/ sleeping (Hours)	Working (Hours)	Number of work	Work load (amount of work per hour)
Men	8	16	20	1.25
Women	6	18	25	1.4

Woman workload (1.4) > Men workload (1.2)

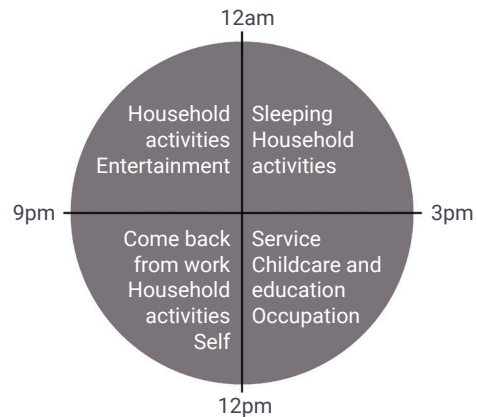
This means that in one hour the woman does 1.4 duties while the man does 1.2 duties while both are earning.

** This is a participatory method to calculate approximate workload. In this tool we are not considering the scientific formula to measure exact workload.*

**Demonstration of Gender Watch Tools with
Construction Workers of Cuttack**



MEN



WOMEN

- Female construction workers get 6 hours of sleep time whereas their husbands get 8 hours daily.
- Women are solely responsible for household chores such as cleaning house, utensils, washing clothes, cooking etc and spend 4 hours daily on these. They do not get any assistance from other family members.
- Women also spend 2 hours daily in caring for their children and other family members. Men have very limited participation in this.
- Both men and women spend the same amount of time, a mean average of approximately 15 minutes per day in participating social events & festivals

TOOL 2:

This table shows the comparison between how many hours women and men spend doing their daily activities and who has more workload.

Time distribution in each activity carried out regularly			
SL. NO.	CATAGORIES	Time distribution	
		MEN (how many hours)	WOMEN (how many hours)
1	Domestic Conflict	0.25	0.25
2	Consuming Alcohol & drugs	2	0
3	Household activity	1	4
4	Caring of family members	0.5	1
5	Social engagement	0.5	0.5
6	Occupational engagement	8	8
7	IGSSS project related engagements	0.5	0.5
8	Entertainment	2	2
9	Sleeping	8	5.5
10	Worship	0.25	0.75
11	Alternative income	0	0.5
12	Self Activity	1	1
	Total	24 hours	24 hours

- Women spend 8 hours daily on an average working at their employers' residence. Men spend 7 hours daily for their earning their livelihoods.
- Out of 24 hours, men get 8 hours to sleep and spend the rest in work and entertainment in the remaining 16 hours on an average.
- The Women get only 6 hours of sleep and work at either their employers' or at their own homes including some time off or entertainment for
- The remaining 18 hours in a day
- The men have 11 types of work whereas women are doing 29 types of work daily in general at both the workplace and home.
- Women reported that alcohol induced physical and mental abuse by their spouses is a daily routine in all houses in the slum

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[illegible]

After analysing these 3 tools, we can calculate the workload of both men and women. For this above example, the workload was calculated in the following way:

Work load (Construction Worker from Cuttack):

- Men sleep for 8 hours. Therefore $24 - 8 = 16$ hours is the total number of hours man is active for.
- In this time men typically do 16 types of (household, self as well as work) work which implies one type of work per hour.
- Women sleep for 5.5 hours therefore they are active for $24 - 5.5 = 18.5$ hours
- In this time, women do 30 types of work daily in general or 1.5 type of work per hour.
- Correlating the type of work and hours of work, it is clear that the women CW have more work load than men.

Workload is equal to
$$\frac{\text{Number of works}}{\text{Number of hours}}$$

Category	Taking rest/ sleeping (Hours)	Working Hours	Number of work	Work load (amount of work per hour)
Men	8	16	20	1.25 (approx. 1)
Women	5.5	18.5	30	1.6 (approx 1.5)

$1.6 > 1.25$

Therefore women's workload is more than man's workload.

INTERESTING FINDINGS FROM GENDER WATCH TOOL IN DIFFERENT CITIES

DOMESTIC WORKERS FROM RAIPUR

- Domestic workers get 6 hours of sleep time whereas their husbands get 8 hours daily.
- Women spend 8 hours daily on an average working at their employers' residence. Men spend 7 hours daily for their earning their livelihoods
- Women reported that alcohol induced physical and mental abuse by their spouses is a daily routine in all houses in the slum
- The men have 11 types of work whereas women are doing 29 types of work daily in general at both the workplace and home.

Calculated from the field data, the work load in women is more than that of men. The men are doing less than 1 work per hour whereas women are doing 1.5 works per hour.

STREET VENDORS FROM VIJAYWADA

- Male street vendors reported 8 hours of sleep per day whereas women got only 4 hours for sleeping as they have household works, caring of family members etc where no involvement of males reported.
- Only women are responsible for fetching water for their family's needs, and spend 2 hours daily in queuing up at water points
- Male SVs spend on average, 9 hours daily in for street vending whereas women spend 10 hours daily for the same. Women's involvement reported only in opening, closing of shops, carrying goods etc very limited participation in purchasing & selling goods reported. There were a few widow street vendors at the GW exercise. The widows usually have a male member, most commonly their son who is responsible for vending while the widow is responsible for opening and closing the stall and carrying their wares.

Calculated from the data, workload of women is greater than that of men. On average men are doing 0.9 work per hour whereas women are 1.25 doing works per hour.

WASTE PICKERS FROM VISHAKAPATNAM

- Male waste pickers get 9 hours of sleep on an average daily whereas the female waste pickers get only 6 hours for sleeping as they also have household chores, caring of family members etc where men are not involved.
- Both men and women spend 5 hours daily in waste picking and segregating.
- Gender Watch tool with Women reveal 0.25 hours that is 15 minutes average of physical and verbal abuse faced by them by their inebriated spouses every night.
- Only the women are responsible for managing money for household emergencies. They are responsible for taking loans from local money lenders and weekly repayment. Due to irregular earnings, they often fail in the weekly repayment and as a result, face tremendous harassment by money lenders.

Calculated from the data, workload of women is greater than that of men. Men do 1 type of work per hour for and women do 1.5 types of work per hour for women.

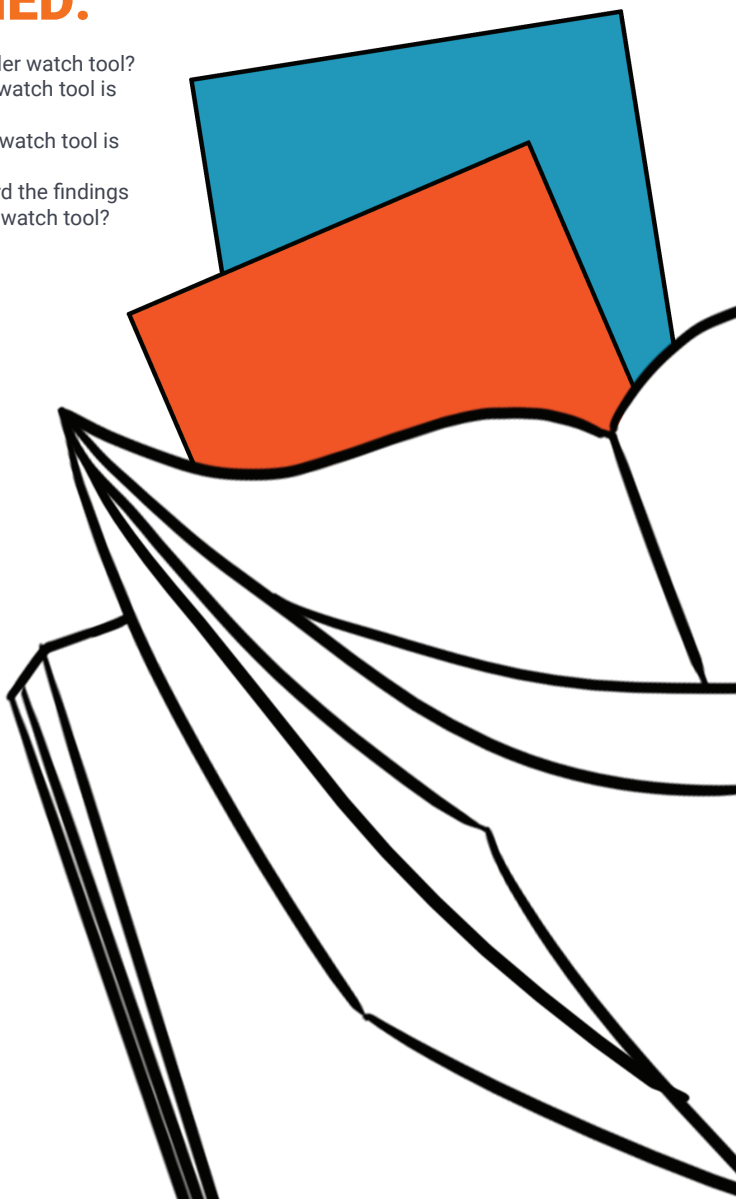
FLYING OR NON BROTHER SEX WORKERS FROM KOLKATA

- The Sex Workers (flying) report 5 hours of sleep on average daily.
- They spend half an hour daily in caring for their children and other family members. The SWs (flying) spend on an average 2 hours daily in make-up and beautification.
- The Sex Workers (flying) spend on an average 8.75 hours daily, negotiating with customers & local tout for work and in attending customers.
- All Sex Workers (flying) report physical & mental harassment by their husband.

From the data, it is observed that sex workers have 30 types of work daily in general. Therefore the amount of work per hour is 1.5 types for the flying sex workers.

WHAT WE LEARNED:

- What is gender watch tool?
- Why gender watch tool is used ?
- How gender watch tool is used?
- How to record the findings from gender watch tool?



About IGSSS

Indo-Global Social Service Society is a non-profit organisation working with the mandate for humane social order based on truth, freedom, justice and equity. Established in 1960, IGSSS works for development, capacity building and enlightenment of vulnerable communities across the country for the effective participation in development.

With its presence in 25 states and one Union Territory of India, IGSSS has set its thematic focus on promoting sustainable livelihoods, energising the youth as change makers, protecting lives, livelihood and assets from the impact of hazards, advocating for the rights of CityMakers (Urban Poor Residents) and developing a cadre of leaders from the community and civil society organisations. Gender and Youth are underlying themes across all its interventions.

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