From Promises to Actions: Shifting gender norms and public perceptions about unpaid care work in workplaces and families in Uganda

Baseline Quantitative Survey Report

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ACRONYMS

CDOs	Community Development Officers
CONSORT	Consolidation Standard of Reporting Trials
CSOs	Civil Society Organisations
ECDs	Early Child Learning Centres
EPRC	Economic Policy Research Centre
GBV	Gender-Based Violence
GDSs	Gender Dialogue Groups
MDAs	Ministries, Departments and Agencies
MFPED	Ministry of Finance Planning and Economic Development
MGLSD	Ministry of Gender Labour and Social Development
NDP	National Development Plan
PO	Promoting and Organizing
RCTs	Randomised Controlled Trials
SDGs	Sustainable Development Goals
SGNs	Social and Gender Norms
SNA	System of National Accounts
T0	Control group
T1	Treatment one
T2	Treatment two
T3	Treatment three
ToC	Theory of Change
TUS	Time use survey
UBOS	Uganda Bureau of Statistics
UCW	unpaid care work
UGX	Uganda Shillings
UN	United Nations
VSLA	Village Savings and Loans Associations
WER	Working, Engaging and Reaching out

1. INTRODUCTION

Social and Gender Norms (SGNs) and unpaid care work are intrinsically linked. Global perceptions of SGNs have evolved with globalisation but remain entrenched in most societies at varying levels. The SGNs (Box 1) continue to shape unpaid care work. The 2030 Sustainable Development Goals (SDGs) demonstrate a need to address the negative SGNs that continue to derail women's and girls' progress in the world of work. SDG 5 target 5.4 recognises unpaid care and domestic work and calls explicitly to monitor the time spent on unpaid work (United Nations, 2030).

Box 1: Definition of social norms, gender norms and unpaid care work

1. *Social norms* are informal rules and shared social expectations that shape individual attitudes and behaviour (Arias, 2015; Marcus and Harper, 2015).

2. *Gender norms* are social norms that relate specifically to gender differences. A common gender norm, for example, is that women and girls will and should do most of the domestic work (Marcus and Harper, 2015).

3. *Unpaid care work* refers to all unpaid services provided within a household for its members, including care of persons, housework, and voluntary community work (Elson, 2000). These activities are considered work because, theoretically, one could pay a third person to perform them.

- Unpaid = the individual performing this activity is not remunerated.

- Care = the activity that provides what is necessary for the health, well-being, maintenance, and protection of someone or something.

- Work = the activity involves mental or physical effort and is costly regarding time and resources.

Source: Elson, 2000; Arias, 2015; Marcus and Harper, 2015

Literature from various countries (Haider, 2017) with different levels of development and culture continues to emphasise the need to address SGNs as a pathway for addressing the Recognition, Reduction, Redistribution and Representation (4Rs) of unpaid care work (UCW) (Oxfam, 2016; Pittman and Haylock, 2016). These primarily focus on the means to bring about social change and aspects of awareness and access, although there is limited empirical evidence on how SGNs address UCW.

Empirical evidence on SGNs has been mainly applied to addressing health issues, especially HIV prevention (Govender et al., 2013 in South Africa; Mahoney, 2013 in Botswana; Mai et al., 2014 in South Africa; Teffrey-Goatley, 2014 in rural Africa; Erulakr and Medhin, 2014 in Ethiopia; Kaufman et al., 2014 in Malawi; Figueroa et al., 2016 in Mozambique; Skeington et al., 2013; Abramsky at al., 2014 in Uganda; Watts et al., 2015 in Uganda) and adolescent reproductive health (Rani et al., n.d; Population Council, 2016 in Zambia; Pulerwitz et al., 2015 in China). Collectively these studies used a variety of methods ranging from Randomised Controlled Trials (RCTs) to qualitative approaches to examine the effects of interventions such as Gender Dialogue Groups (GDGs), SASA!, Communication interventions and 'One Man Can," among others. Studies found that the interventions shifted the terrain of rights and shared power and enhanced HIV prevention. However, some found no significant impacts of the interventions while others found that the impacts were even higher with a longer intervention period. Communication (community dialogues, and media (social media, newspapers, radio, phones)) played a key role in delivering impacts.

Other studies focused on the interactions between SGNs and gender-based violence using impact evaluation methods (Molly, 2016 in Bangladesh; Breakthrough, 2011, in India; Hodges, 2016 in Tunisia; Path, n.d in China; Pulerwitz et al., 2015 in Ethiopia; Miller et al, 2014 in India; Abramsky et al., 2016 in Uganda; Lundgren and Amin, 2015; Gupta et al., 2013 in rural Cote d'Ivoire; Wagman et al., 2015). Findings from these studies reveal that participants in treatment groups were more likely than the control group to show increased support for gender-equitable norms and changed participant opinions and behaviour on gender-based violence (GBV). Women were noted to increasingly take on proactive stands against domestic violence e.g. in India (Breakthrough, 2011). Using village savings and loans associations (VSLAs) combined with GDGs, Gupta et al. (2013) found an increased likelihood of women reporting economic abuse than VSLA-only counterparts.

Evaluation studies focusing on SGNS to shift the negative perceptions of UCW have largely used randomised field experiments. These include Marcus (2014); Falb (2014) in Cote d'Ivoire; Van den Berg et al., (2013) in Eastern Cape, South Africa; Tumwebaze (2015) in Uganda; Doyle et al., 2014 in Rwanda; Lundgren et al., 2013 in Nepal and Arias (2016). Arias (2016) and Marcus (2014) found that media and community dialogues-based programmes were effective in shifting social and gender norms with gendered differences in which men who participated in GDGs improved relationships with their spouses (Falb et al, 2014). However, social interactions were not necessary to influence attitudes and social norms; public delivery was. Boys and girls were also more likely to consider various household roles, such as washing dishes and reducing rigid stereotypical gender norms (Lundgren et al., 2013). Besides, Doyle et al. (2014) found that father groups which engaged men in deliberate questioning of gender norms increased men's involvement in ways that shifted the burden of care work and addressed unequal power relations. Masculinity and fatherhood were questioned and the absence fathers in childcare and presence improved (Van de Berg et al. 2013).

While such enormous evidence exists, minimal interventions have been applied in Uganda, focusing on shifting negative SGNs and public perceptions of UCW activities that continue derailing women's participation in the paid economy. Gupta et al. (2013) study, though ideal, was geared towards addressing GBV. Using similar approaches, but adopting the POWER model, this study attempts to fill this gap where the use of VSLAs, model men, and community engagement interventions are to be applied in the intervention phase to estimate the impact of the model on shifting SGNs to address UCW.

Specifically, the baseline study focuses on establishing the status quo for measurement at the endline. Specifically, the baseline highlights the underlying gender/social norms, public perceptions, laws, and policies that perpetrate the UCW burden on women. This report presents findings only related to the quantitative data at the baseline-prior to the experiment. However, qualitative data in the study districts was gathered to strengthen the narrative. The design of the experiment is detailed in the available inception report. Each part of the evaluation is designed to answer different but complementary questions:

Impact evaluation

a) Does the POWER model increase awareness (recognition) of the negative SGNs and lead to a reduction and redistribution of UCW?

b) Which components of the POWER model (household level versus community level) matter for changes in key outcomes?

c) Does the POWER model improve individuals' (men's and women's) and community perceptions of SGNs and UCW?

Cost-effectiveness

a) How cost-effective is the POWER model in addressing or shifting SGNs in the world of UCW?

Process evaluation

a) Was the POWER model implemented as designed for this study? If not, why? Also, what were the challenges to implementing it as designed, and how was it implemented?

b) How did the implementation of the POWER model vary by district and parish?

c) Did perceptions of SGNs and UCW differ among parishes, districts, and gender? If yes, how?

This report presents the baseline quantitative results of the RCT by control and treatment group to lay the groundwork for measuring the impact of the POWER model at the endline's. It specifically analyses the differences between the treatment and control groups along the causal chain of the theory of change. The primary UCW outcome is the time spent on UCW activities. The report also presents multi-level regression analyses to estimate the predictive power of women- and men-level characteristics in determining UCW and perceptions of SGNs outcomes.

The report is structured as follows: section 1 is the introduction; Section 2 presents the context of SGNs in the context of UCW in Uganda and analyses the extent to which the legal and policy environment addresses such vices. Section 3 describes the theory of change (ToC) while section 4 presents the survey design and the data collection process. Section 5 delves into a detailed analysis of the baseline results and presents results based on the treatment type at the parish level. In addition, regression results are presented on the correlates of time use. Section 6 concludes by summarising findings and implications for future endline data collection.

2. CONTEXT

2.1 Social and Gender Norms and UCW in Uganda

According to the Uganda Bureau of Statistics definition, UCW is the set of activities done in one's home without receiving any payment for it (UBOS, 2019). UCW entails domestic chores such as cooking, cleaning, washing clothes, and caring for the sick and the elderly, among others. Whereas time spent on UCW activities is not accounted for in the economy, it represents most work hours for rural families and mostly falls to women (UBOS, 2019). In Uganda, UCW in households is shaped by gender, social norms, and power relations, which define what men and women should do (Maestre and Thorpe, 2016; Mwesigye, 2019). As Mackie et al. (2015) suggest, social norms encompass: (1) behaviour – what women and men do (i.e. the amount and intensity of their care work); (2) attitudes – what women and men believe they should do; (3) empirical expectations – what women and men believe others do; and (4) normative expectations – what women and men believe others think they should do.

Noteworthy, Uganda is a multi-ethnic country with various ethnic groups which possess various traditional customs and informal rules that define the gender roles of women and men in society (Otiso, 2006). More so, these norms are sticky and resistant to change as they are socially acceptable and subject offenders to stigmatisation and shame within society (Watson, 2014; OECD, 2015). Instead, many women feel empowered and derive pleasure and satisfaction from undertaking these responsibilities. For instance, in most Ugandan communities, women are expected to undertake care of domestic work, while men are the breadwinners

responsible for providing the economic livelihood of the family (Lucia, 2021; ODI, 2021). This entrenched stereotype, therefore, exposes women to shoulder a lion's share of UCW activities.

A study by Oxfam in the 3 districts of Kabale, Kampala and Kabong shows that men who help their women in UCW suffer stigma and ridicule in society (Guloba et al., 2018). Key informant interviews revealed that men involved in domestic chores are perceived as 'bewitched' in Kampala and Kabale, while men who cook in Kaabong are perceived as 'loroomot', translated as greedy (*ibid*). Relatedly, findings from a UNWomen study in Uganda revealed that women would not allow their husbands to participate in unpaid household work for fear of the community demeaning them as stupid men (Mwesigye, 2019). Furthermore, research also shows the prevalence of harmful social norms in some Ugandan communities that attach more importance to sons than daughters (OECD, 2015). These norms are used to justify parents engaging girls in UCW activities while boys have free time to play and do their school homework (*ibid*). Emerging evidence also shows that gender social norms about UCW in Uganda are related to various socioeconomic factors. For instance, the generation of young and educated people is less likely to consider UCW activities as a woman's responsibility because they are less rigid to the social norms that are entrenched in their society (Mwesigye, 2019; Lucia, 2021).

Indeed, the role of these norms is manifested in statistics UCW Uganda. Evidence from the 2017/18 Time Use Survey (TUS) reveals that women spend more time in UCW daily (7 hours) compared to men (5 hours) (Figure 1). Additionally, the survey shows that the patterns of UCW vary across regional and rural-urban contexts. For instance, regional

Figure 1: The average time spent on unpaid care work per day by location and region
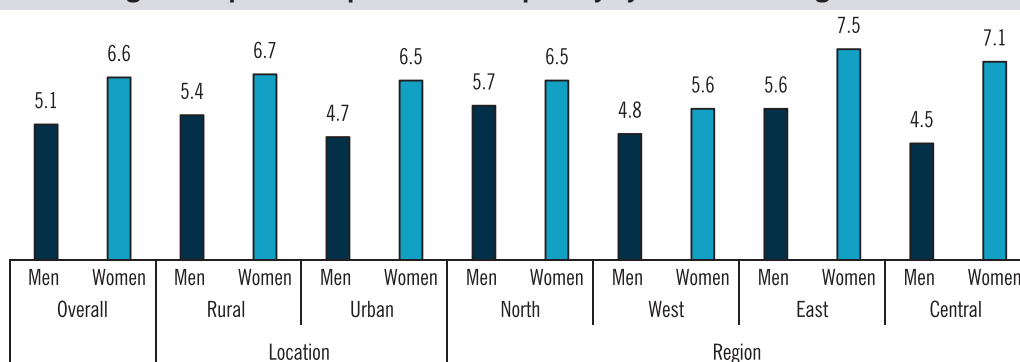
Source: UBOS (2018)

Figure 2: **Percentage share of unpaid care work activities distributed by sex**
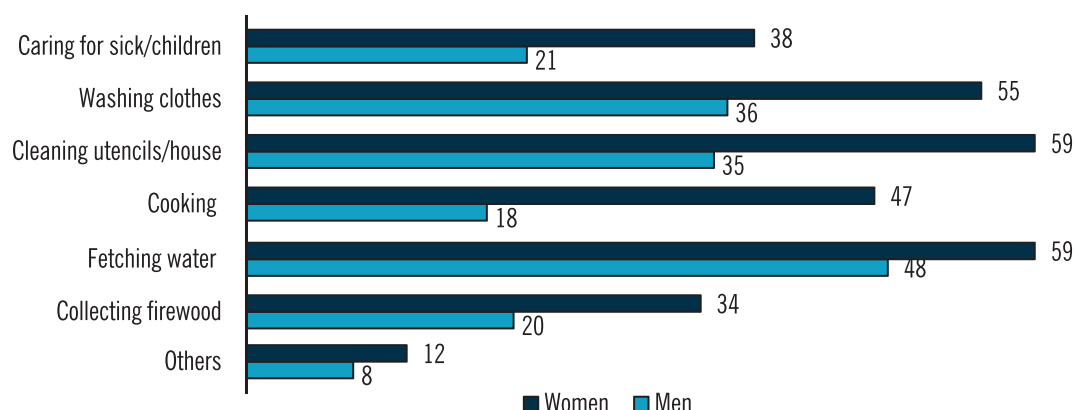
Source: UBOS (2019)

analysis shows that women in the East and Central regions spend slightly more time on UCW (7.5 hours and 7.1 hours respectively) compared to their counterparts in the Western region (5.6 hours). Regarding location, women in rural areas spend slightly more time (6.7 hours) on unpaid care work than their urban counterparts (6.5 hours).

Concerning the allocation of UCW activities, the 2017/18 Labour Force Survey shows that most women are engaged in fetching water (59 percent) as much as washing utensils (Figure 2). Similarly, most men are engaged in fetching water (48 percent) and washing clothes (36 percent). Noteworthy, the widest gender gaps lie in cooking with a 29-percentage point difference between females and males engaged in the activity.

Furthermore, the outbreak of COVID-19 further exacerbated UCW burdens among women as compared to men. Evidence from the 2019/20 Uganda National Household Survey shows that while COVID-19 increased UCW activities among men and women alike, this growth was disproportionately higher among women (5 hours) than men (2 hours) (Figure 3). Indeed, UNICEF (2020) revealed that containment measures affected the provision of many social services such as schools, primary health care, and daycare centres, hence shifting responsibility for their provision to households (women). Put differently, women were the main caregivers for the patients but were also responsible for homeschooling the children.

The heavy and unequal care responsibilities driven by the highlighted negative GSN contribute to time poverty

Figure 3: **The number of hours spent on UCW before and after the first COVID-19 lockdown in Uganda**
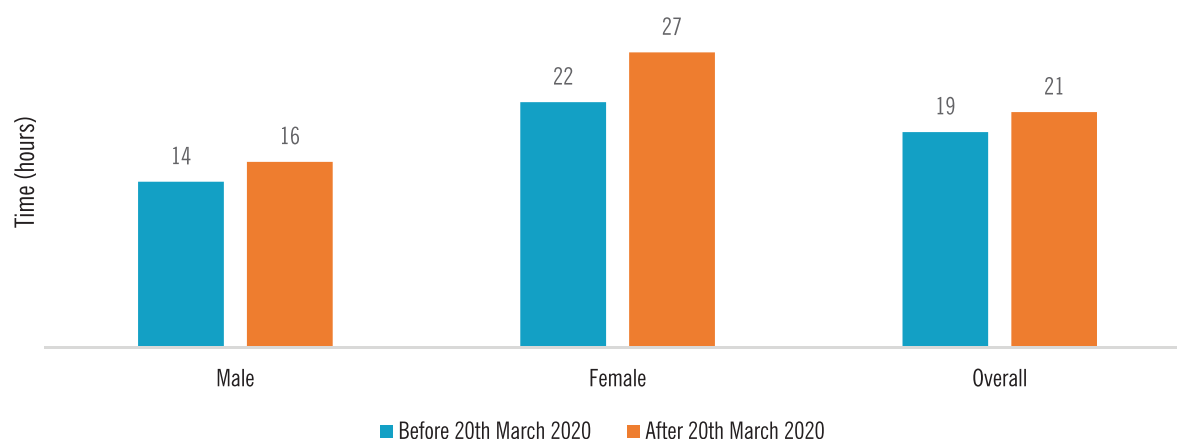
Source: UBOS (2021)

and gender inequalities in labour markets. For instance, evidence shows that women, on average, earn lower wages (UGX 1.5 million) compared to men (UGX 200,000) as they are mainly employed in low-value sectors such as agriculture and informal services (UBOS, 2019). Notably, the agriculture sector accounts for the largest proportion of labour (71 percent) compared to manufacturing (5 percent) and services (22 percent).

To address the UCW burden among women, the government, Non-Governmental Organizations (NGOs) and the private sector have implemented several interventions. For instance, through the Uganda Bureau of Statistics (UBOS), the government conducted the first-ever Time Use Survey in 2017. More specifically, the survey captures data on the time estimates used for UCW to inform the formulation and implementation of programs on economic empowerment (UBOS, 2018). The private sector players have also set up early childhood development centres in communities to provide childcare services, thus enabling mothers' time to concentrate at their workplaces. However, these facilities are primarily located in urban areas and are largely for well-to-do families.

2.2 Legal, policy and regulatory framework of unpaid care work in Uganda

Figure 4 summarises the regulatory environment around UCW in Uganda. Globally, the Sustainable Development Goals (SDGs) highlight the need to address unpaid care work burdens shouldered by women. Under SDG 5, target 5.4 pays attention to the need by governments to recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies. This target is monitored through indicator 5.4.1, which measures the proportion of time spent on unpaid domestic and care work, by sex, age, and location. SDG goal 5 further proposes policies that governments can adopt policies that recognise, reduce, and redistribute unpaid care work burdened borne by women. These include prioritizing social protection policies and improving access to quality social services, and care services for children, persons with disabilities, older persons, and persons living with HIV and AIDS.

At the national level, Uganda lacks a policy that specifically addresses UCW issues. However, several sector policies

embed components of UCW. Notably, the current Third National Development Plan (NDP III) recognises women as crucial providers of unpaid care for HIV patients. The plan also highlights the need for the government to implement Early Childhood Development Centres (ECDs) to support early childhood development; however, this is not explicitly discussed in the context of addressing burdens borne by women.

The National Child Labour Policy (2006) also identifies girl children as vulnerable victims of unpaid care work because of traditional norms that tend to give preference to boys against girl children. As a result, girls are more likely to suffer a disproportionate burden of UCW, such as childcare and looking after the sick, among others. In addition, the policy identifies the practice of rural parents giving away their children, especially daughters, to stay with urban relatives, thus exposing them to the burden of UCW. Relatedly, the Uganda Employment Policy (2011) recognises women as the main providers of care services to patients of epidemics such as HIV/AIDS, cancer, and tuberculosis among others.

The National Gender Policy (2007) grossly emphasizes the role of the care economy in national development. To this end, the plan identifies the Ministry of Finance Planning and Economic Development (MFPED) to provide estimates of the care economy's contribution to inclusion in the National accounts. Despite this development, the contribution of the care economy is yet to be captured in national accounts for the computation of Uganda's Gross Domestic Product (GDP). Furthermore, the National Social Protection Policy (2015) also identifies social care and support services as one of the two pillars of a social protection system. The policy suggests several strategies the government must implement to provide care services to vulnerable people. These include expanding the scope and coverage of care, providing support and protection services, promoting public-private partnerships in the delivery of social care services and building the capacity of social care and support service providers. The government has not implemented these interventions.

Furthermore, the Male Involvement Strategy (2017) developed by the Ministry of Gender Labour and Social Development (MGLSD) highlights the role of male engagement in promoting gender equality and women's empowerment. The strategy underlines targeted interventions aimed at engaging men and boys to become change agents in protecting the rights

Figure 4: Legal, policy, strategies and institutions addressing UCW
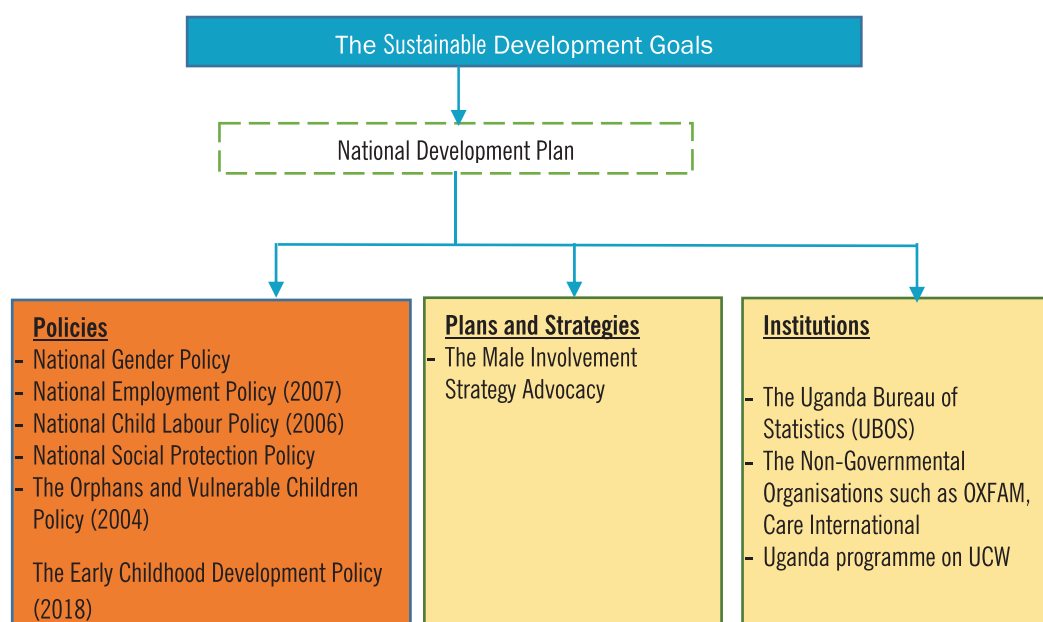
Source: EPRC's formulation, 2022

of women and girls in communities. However, like other policies, the strategy is biased towards addressing GBV but blind to UCW issues.

3. THEORY OF CHANGE (TOC)

The project interventions, subsequent outcomes, and overall impact are guided by a Theory of Change (ToC) model that maps the causal pathways for shifting GSNs about UCW in workplaces and families (Figure 5). The ToC is premised on existing literature and was developed using deductive development and discussions among the research team members.

In the project, the targeted participants in the treatment arm (women and men) are subjected to the POWER model interventions at the household, community, and institutional/policy levels. Noteworthy, we hypothesize that change is more likely to take place where direct interventions (training in financial literacy, group dynamics, leadership, gender relations) to reduce UCW are combined with interventions that change GSNs about UCW at households, community, and institutional levels. As care workloads and time spent on difficult tasks are reduced and redistributed, women and girls will have more time available and, therefore, can

engage in economic, political, social and leisure activities of their choice.

At the community level, training model couples to be change champions coupled with sensitizing duty bearers such as local council leaders, religious leaders and CSOs about GSNs and perception of UCW, will shift GSNs about UCW in the communities, workplaces, and families. At the policy/institutional level, reaching out to key policy actors through policy engagement meetings and round table discussions will promote recognition and inclusion of unpaid care work as well as increase the resourcing of national policies, plans, and budgets on UCW. All these pathways are hypothesized to lead to increased labour market participation of women as well as women empowerment in the long run.

The validity of the ToC depends on several assumptions. First, the beneficiary communities of the project need to understand the POWER model interventions and embrace them. Second, VSLAs will remain functional throughout the three years of the project cycle. Third, we envision minimal or no contamination in terms of interaction between project beneficiaries in the project treatment and control arms. Contamination can be directed through information exchange among the beneficiaries or through intermediaries such as community probation officers and community leaders.

Noteworthy, the effect of the POWER model intervention may vary across various moderating factors such as the initial wealth of the household, age, ethnicity, rural vs urban location, and access to labour-saving infrastructure in participating households, among others, as indicated in the literature. The goal of the RCT is ultimately to inform how the POWER model, modified from addressing GBV to reducing the negative GSNs, can be scaled up effectively in Uganda. Achieving this goal requires a combination of different research and evaluation approaches to guide an iterative model design, using evaluation findings to reflect on and, if needed, refining the model design.

Figure 5: **Theory of change**

Impact Pathway of the POWER Model Theory of Change

Context

Initial conditions
- Women do (2-4) times more unpaid childcare than men
- Gender social norms define the responsibility and allocation of UCW in households and society
- The dis-proportionate burden limits women's participation in the labour market and undermines women's empowerment

Preparation

Activities
- Drafting the inception report
- Inception meeting with stakeholders
- Conduct the stakeholder's meetings
- Visit the district to introduce the project
- Conducting the Household listing exercise
- Conducting the formative and baseline survey

Outputs
- District officials aware of the project
- Formative survey undertaken
- Gender and social norms mapped
- Baseline qualitative and quantitative surveys were conducted.
- Treatment parishes are randomised.
- Baseline quantitative and qualitative reports produced

Program

Activities
- Introduction of POWER to the core team.
- Refine POWER model training modules to capture gender social norms
- Refining training modules.
- VLSA tool kits purchased
- Recruiting CDOs to train.
- Conduct training of trainers workshop
- Set up the PO
- Conducting the VSLA training by CDOs
- Selecting voluntary model men
- Conducting Community dialogues

Outputs
- Women trained in financial management, and gender relations at UCW
- Men and boys engaged and trained to challenge UCW
- Communities engaged and sensitized to challenge UCW
- Local level duty bearers and service providers engaged.
- Policy actors and partners are engaged in implementing the existing policies

Outcomes

Intermediate
- Improved recognition and redistribution of UCW at household, community and policy levels
- Recognition and inclusion of UCW in policies and development plans
- Resourcing of UCW in national and sub-national plans and budget
- Private sector and CSO recognition of UCW in policies and plans
- Positive SGNs on UCW emerge and are practised by families

Final
- Unpaid care work is recognized and redistributed at the household level
- Men and boys observe and promote social norms related to UCW
- Communities observe and promote social norms related to UCW. Policy actors recognize, plan and resource UCW in the respective sectors

Potential moderators
- Gender, age
- Level of education of women and men
- Ethnicity
- Income status
- Availability of time-saving infrastructure, Cultural rigidity

Assumptions
- Community participation in the program
- Beneficiary compliance in the program
- VSLAs remain functional throughout the project
- Beneficiaries adopt the new model
- CDOs sustain the model

Notes: VLSA-Village Loans and Savings Associations; CDOs-Community Development Officers; CSO-Civil Society Organisations
Source: Authors' construction, 2022

4. SURVEY DESIGN AND DATA COLLECTION

4.1 Survey design

4.1.1 Selection of districts

The districts were randomly selected from the strata, ensuring that those with similar interventions were excluded. In stratum 3 (high SIGI), two districts were selected, one from each sub-region indicated in Figure 6. Similarly, two districts were chosen from stratum 2 (medium SIGI), one from each sub-region. No district was selected from stratum 1 (low SIGI) due to the absence of comparable eligible districts to Kampala.

4.1.2 Selection of sub-counties and parishes

Four (4) sub-counties were purposively selected from each of the selected districts based on the number of registered and active VSLAs/farmer groups in the sub-county. The respective District Community Development Officers (DCDOs) provided a record of all the registered and active VSLAs/farmer groups with women membership. After selecting the sub-counties, one parish was randomly selected from each sub-county. Care was taken to ensure that the four parishes were distant from each other to minimize contamination and/or spillover effects. In this study, a parish was considered as our enumeration area y, which is consistent with the Uganda Bureau of Statistics (UBOS) definition. This implies that four study parishes in each district were selected, bringing the total number of parishes to sixteen (16). The 4 parishes per district criteria were also guided by the number of treatment arms to be administered.

4.1.3 Generating a Household Sampling Frame

The process started with listing all eligible households in the 16 parishes to form a sampling frame. In each parish, at least 5 VSLAs were purposively selected to ensure that they were not from the same village but also had a high membership of women who were also married and had stayed together with their husbands for at least one year. In addition, there was a condition that the married women must be members of VSLAs/farmers' groups. The VSLA coordinators confirmed the VSLA's existence, membership and location.

About 2,295 couple households in 16 parishes were listed in which the female head/spouse was a member of an existing and functional VSLA. These formulated the household sampling frame. Box 2 summarises the steps and assumptions made during the listing exercise.

Figure 6: Illustration for stratification process and choice of districts
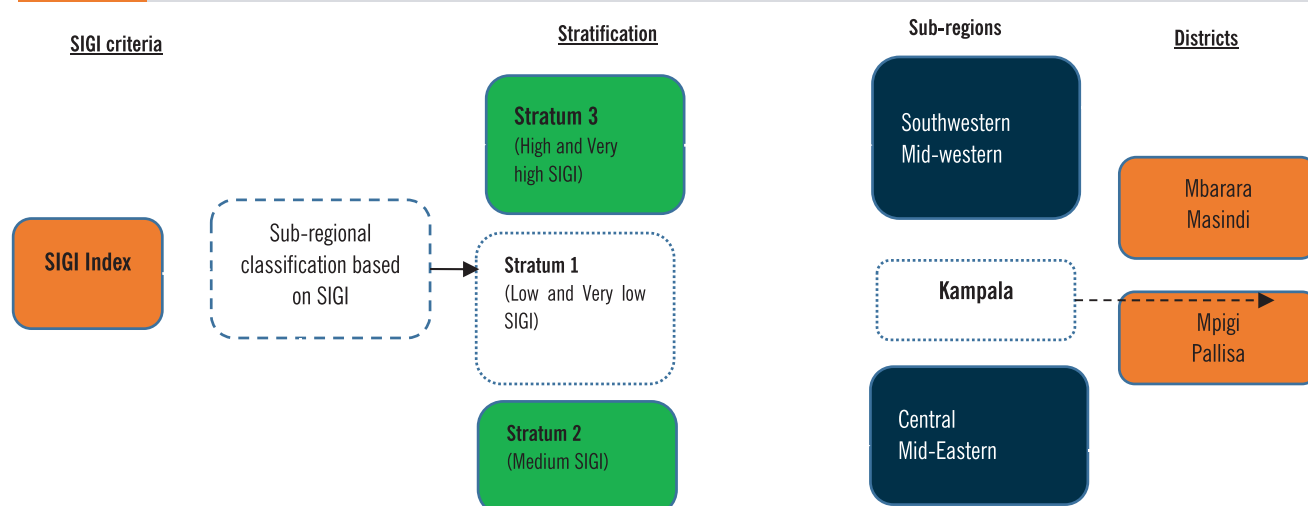
Notes: The SIGI provides the levels of gender discrimination in social institutions (OECD 2015). It is a composite indicator that measures discriminatory social institutions that restrict women's access to justice, resources and empowerment opportunities in a given country. The indicator lies between 0 (lowest level of inequality) and 1 (highest level of inequality). Hence, the closer the composite indicator is to zero, the better the situation (less gender discrimination) and the closer the indicator to 1, the higher the extent of gender discrimination.

Source: Authors' construction, 2021

Box 2: Steps and assumptions for the listing exercise

Step 1: Ensured that the VSLA or farmer group is operational and has been in place for more than 1 year.

Step 2: Ensured that the VSLA had women members. A screening question for women was asked to the Chairperson to support the listing exercise i.e." Which woman member is married at least for one year irrespective of the marriage arrangements, age and on whether they have children or not?" This question was asked to construct the sample frame.

Step 3: List all married women belonging to the selected VSLAs. The assumption is that each married woman is living with her husband and hence represents a household, the unit of analysis.

Step 4: Ensured that more than 100 married women were listed for possible participation in the study

Step 5: From the sample frame, at least 100 households were randomly selected per parish.

Step 6: After the baseline survey, parishes were randomly assigned to treatment arms.

During the listing, the team faced a few challenges, especially regarding the short duration of the exercise; thus, the team was unable to visit some households where the sampled women resided. Language barriers made it difficult to mobilize the women participants (especially in Pallisa), but attempts were made to get interpreters. Further, most VSLA databases do not have members' contacts, some sub-county Community Development Officers (CDOs) were unresponsive, and some districts required a lot of protocol regarding the COVID-19 standard operating procedures (SOPs) clearance. These factors partly complicated, delayed or made the listing exercise cumbersome and less thorough. Despite these challenges, the listing exercise was done and concluded within the given time of seven (7) days.

Table 1 provides a breakdown of selected sub-counties, parishes and the number of households listed.

Table 1: Total distribution of the selected sample by region and district

Region	District	Sub-county	Parish	Rural/Urban	No. of women/HHs listed
Mid-West	Masindi	Pakanyi	Kyakamese	Rural	224
		Central Division	Western Ward	Urban	293
		Bwijanga	Kitamba	Rural	131
		Budongo	Kabango	Rural	145
West	Mbarara	Kagongi	Kibingo	Rural	155
		Rubaya	Ruhanga	Rural	114
		Bukiro	Nyarubungo	Rural	129
		Bwizibwera-Rutooma	Rutooma Ward	Urban	133
Central	Mpigi	Kammengo	Kanyike	Rural	129
		Buwama	Bulunda	Rural	104
		Kituntu	Nkasi	Rural	113
		Mpigi T/C	Kakoola	Urban	105
East	Pallisa	Opweta	Kadesok	Rural	136
		Agule T/C	Kadodio	Urban	145
		Obutete	Gogonyo	Rural	114
		Bociso	Limoto	Rural	126

Source: EPRC, listing exercise, 2021 and administrative data from the district, sub-counties and VSLA registers

4.1.4. Sampling of households

The households that meet the criteria are a simple random sample of the population, following Lehr (1992).The formula used to determine the minimum sample size is specified as:

$$n = \frac{32}{Effect\ size^2}$$

where n is the sample size. The effect size measures the intervention's effect in standard deviation units of the outcome. In determining the sample size, we estimate the size of effect that is needed to measure that an intervention has worked. This should ideally depend on prior knowledge of the outcome variable. Nonetheless, rules of thumb exist and can be used to choose an appropriate and effective size. For educational trials, trials are designed to detect effect sizes as small as 0.2. Following this assumption, a total sample size of 400 in each district (100 control and 100 treatments in each treatment arm) is sampled. The total sample size was then 1,600 households.

A flow diagram illustrates the flow of participants/households according to the Consolidation Standard of Reporting Trials (CONSORT) (Figure 7). Recall that 2,295 households were listed, hence constituting the sampling frame. The survey set out to cover 1,600 households. However, to allow for non-response, a 10 percent oversampling above the determined sample size was undertaken.

Figure 7: Participants' flow diagram
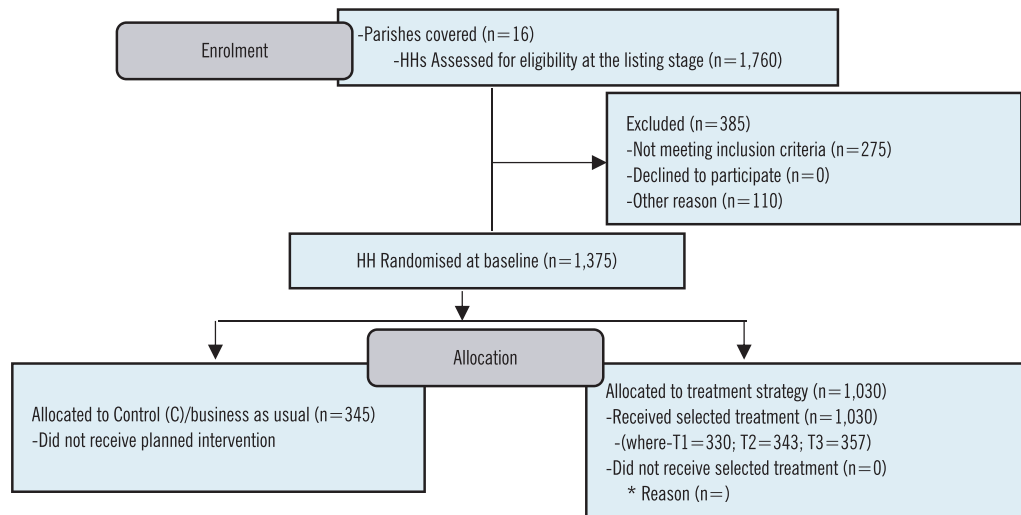
Source: Authors own representation, 2022

4.1.5. The RCT timelines and categorization

Activities both completed and planned are being carried out over a 3-year timeline as illustrated in Figure 8 below.

Figure 8: Project activity timelines

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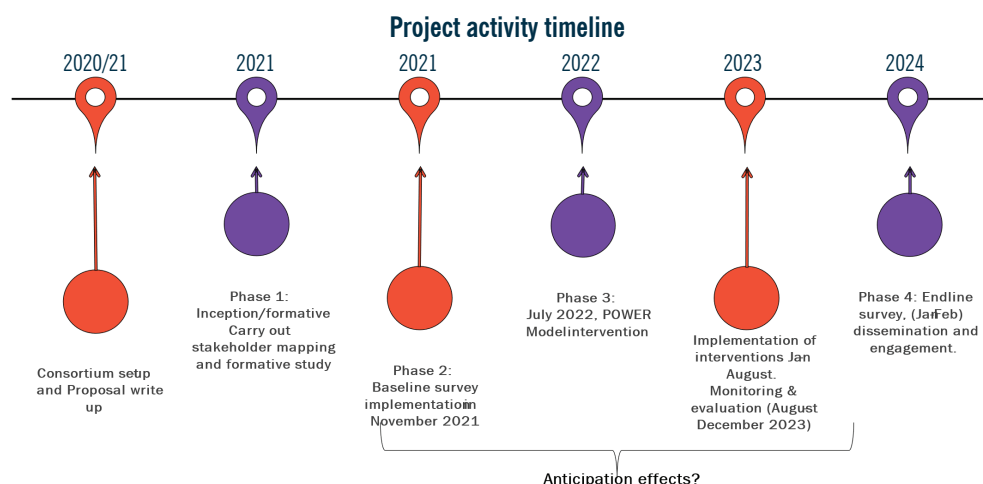
Table 2:		Allocation of parishes by treatment type	
No.	District	Parish Name	Intervention Type
	Masindi		
1		Kyakamese Central	PO (T2)
2		Western Ward	Control (T0)
3		Kitamba	POWER (T1)
4		Kabango	WER (T3)
	Mbarara		
1		Kibingo	POWER (T1)
2		Ruhunga	Control (T0)
3		Nyarubungo	PO (T2)
4		Rutooma Ward	WER (T3)
	Mpigi		
1		Kanyike	PO (T2)
2		Bulunda	POWER (T1)
3		Nkasi	WER (T3)
4		Kakoola	Control (T0)
	Pallisa		
1		Kadesok	WER (T3)
2		Kadodio	PO (T2)
3		Gogonyo	POWER (T1)
4		Limoto	Control (T0)

Source: Authors own representation, 2022

After the baseline survey, parishes were then randomly assigned to either control or treatment arms within each sampled district for analysis. As Table 2 highlights, selected households in parishes assigned treatment arm one (T1) will receive the full package "POWER" that targets both households (woman, man, and children) and communities while households in parishes assigned treatment arm two (T2) will receive a sub-treatment "PO" that targets households only. Households located in parishes in the sub-treatment arm three (T3) will receive "WER" whose implementation is at the community level.

4.2. Quantitative data collection

4.2.1. CAPI[1] programming of the tool on tablets
The programming of the questionnaires (See Annex 3) was done in three stages: before the training of enumerators,

during their training and after the pre-test. In the first stage, the questionnaires were programmed on the tablets using the Open Data Kit after the research team was satisfied with the content and structure of the survey. In the second stage, the electronic questionnaire was edited during the training as the enumerators went through the different modules and questions. Some of the issues were rectified at this stage. In the third stage, further edits to the electronic survey instruments were made based on the views of the enumerators following the pre-test exercise.

4.2.2 Training of the enumerators, pre-testing and debriefing

The consortium members—notably the Economic Policy Research Centre, Makerere University, Kampala- conducted enumerator training. Twenty-four (24) enumerators (11 males and 13 females) were selected based on their educational qualifications, survey experience, and knowledge of the local language (Runyoro, Runyankore, Iteso, Lusoga, Luganda and Lugwere). They were trained for four (4) full days. Enumerator training had three components: a review of the paper and the electronic survey instrument (first three days) and field practice or piloting (fourth day). The training covered three separate questionnaires i.e. for women, men, and children. The exercise involved role-playing and mock interviews (in both English and the local language) to test enumerators' understanding of survey protocols and modules.

Pre-testing was done in October 2021 in the Mityana district. The pre-test was both content and data-focused.[2] The enumerators were divided into two teams[3], each team had 12 enumerators – with a field supervisor[4] per team. Three EPRC staff monitored the data collection process and provided technical and administrative support. The enumerators submitted the pre-test data to the server to familiarise themselves with the entire process, from data collection to submission. The supervisors and management team also acquainted themselves with undertaking standard data quality checks to identify and resolve any quality issues. Following the pre-test, the research team held a one

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2   It was content-focused to improve the structure of the questionnaire, refine the phrasing of questions, check for potential sensitivities, confirm that coded-response options are exhaustive and ensure the validity of the questionnaire. It was data-focused to refine the programming of the questionnaire. Pre-testing the survey tools also enabled the enumerators to have a practical field experience.

3   The teams were divided based on their language proficiency and how they would be deployed during the actual fieldwork.

4   The supervisors were chosen based on prior experience in related assignments, thorough understanding of the survey content and ability to supervise others.

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1   CAPI - Computer-Assisted Personal Interviews

full-day debrief meeting to get feedback on the enumerator's experience, addressing any issues arising during the piloting and refining the programming of the questionnaires in CAPI.

4.2.3. Field management and data collection

The fieldwork took sixteen (21) days between October and November 2021. Formal authorisation letters were shared with the district and community leaders to inform them of the intention to conduct fieldwork. The field management team worked closely with CDOs and the leaders of VSLAs to mobilise the respondents.

Data collection was conducted in the selected 16 parishes of the four (4) Project districts. Each enumerator had a target of four households (husband, wife and at least two children – boy and girl) per day, which added up to a total sample size of 1,600 households. Consent was obtained from couples and their children before participating in the project and only those who agreed to participate were considered. Those that were unavailable or unwilling to participate in the survey were replaced with households that met the study criteria. On average, the women's questionnaire took about one hour while the men's and children's questionnaires took about 45 minutes and 10 minutes, respectively.

As earlier indicated, each team had one field supervisor and at least one EPRC staff to coordinate and manage the data collection exercise. Importantly, the field supervisors pre-assigned enumerators' respondents and checked questionnaires to ensure that all responses were properly collected and recorded. Further, if some data were missing or questions were unanswered, enumerators were asked to return to the respondents. If not possible, enumerators made callbacks, especially for the men who were usually not at home during the day and week.

Of the targeted 1,600 households, 1,485 households were covered. The shortfall is explained by (i) the few fieldwork days (due to a limited survey budget), (ii) the refusal of some pre-sampled households to participate in the survey, and (iii) given that verification of eligibility was done at the time of the survey, some women did not meet the criteria, or their marital status had changed between the listing and survey period (lost or separated from their husbands). The team endeavoured to replace it; however, the target still could not be achieved due to time limitations.

Compared with the target sample of 400 households per district, performance ranged between 87 percent - 98 percent, which is an acceptable response rate. However, of the 1,485 households, only 1,378 households had complete[5] information (implying that about 107 households had incomplete information and hence were not considered in the data analysis stage). This incomplete information is due to the failure to interview some unavailable men (both physically and via mobile phone) or, the decline of participation in the survey and the non-response by a woman in some sections.

4.2.4. Analysis summary for the evaluation

The analysis is undertaken at the household level and by the treatment arm. Descriptive analysis are used, and t-tests are conducted to determine the differences in means between treatment arms. This is to ensure that there is a balance in treatment arms for the critical characteristics and outcome indicators at baseline such that any changes/impacts in indicators at the endline can be attributed to the project's interventions. Some OLS regressions are estimated to analyse individual characteristics that may influence outcome indicators of interest, i.e., time spent and social norms and perceptions of UCW. This analysis is meant to examine correlations between time use and individual characteristics, not impact.

4.2.5. Outcome measures

The outcome measures cover two broad areas: (i) the time spent on UCW and (ii) social norms and perceptions about UCW. These specifically include:

i)   Time spent on UCW [Hours]
This covers the patterns and distribution of unpaid care work between men and women. Some of the indicators that feed into this outcome include;
- o   The proportion of time (hours) women spend compared to men on unpaid care work as their primary work.
- o   The proportion of time (hours) spent by girls compared to boys in the household on unpaid care work in a household.
- o   The proportion of time (hours) spent on *paid work* and *unpaid care work* among men and women in a household.
- o   The proportion of time in hours spent on *leisure*

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5   Complete means that both the woman and her spouse were interviewed.

among men and women in a household.

o The proportion of women compared to men that report the use of labour and time-saving equipment in UCW.

ii) Social norms and perceptions about UCW

This covers the patterns and distribution of social norms and perceptions about UCW between men and women. Some of the indicators that will feed into this outcome include;

o The percentage of women compared to men who think they contribute more to household wellbeing.

o The percentage of women compared to men that have decision-making power in the household.

o The percentage of respondents who deem it essential for the government to reduce UCW in households and communities.

o The percentage of respondents that view failure to do UCW as punishable by violence/beating and harsh criticism (for women) or mocking for the case of men.

o The percentage of women compared to men who think that there are UCW tasks where men are generally better than women.

5. BASELINE RESULTS AND DISCUSSION

To ensure comparability of the control and treatment parishes in terms of observable characteristics, we test for balance

between the control and the three (3) treatments (T1-POWER; T2-PO; and T3-WER) and between the treatments themselves and standard errors clustered at the household level. Analysis is done for the observable outcome variables i.e. time use (hours), GSNs and perceptions on undertaking household activities. In addition, household explanatory measures are analysed categorized into assets, well-being, infrastructure, and individual level characteristics such as education level, the primary economic activity of the household woman, sex, age, and district allocation.

5.1 Demographic characteristics

There are no statistically significant differences between the control and treatment arms and within treatment parishes for the districts of Masindi and Mbarara. Meanwhile, Mpigi and Pallisa had statistically significant differences between the control and T1 and within treatments (T1 and T2) and (T1 and T3). Concerning age and sex (gender), these appear to be similar across treatments and control parishes (Table 3). In other words, we find no statistically significant differences in age for women, men, and children (boys and girls) in the treatment and control parishes with the average age for women being 38 years $(16 - 76$ years), men 45 years $(18 - 94$ years), boys and girls 12 years old $(8 - 17$ years). Furthermore, there are no significant differences in gender by treatment parishes and control.

Table 3:	Demographic characteristics

Characteristics	Treatment arms								t-tests					
	Control		T1		T2		T3		T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
	Mean	n	Mean	n	Mean	n	Mean	n						
Panel (a): District (%)														
Masindi	27.5	95	27.6	91	26.8	92	26.3	94	0.003	0.02	-0.004	0.01	-0.01	-0.02
									(0.22)	(1.22)	(-0.32)	(1.01)	(-0.55)	(-1.55)
Mbarara	26.4	91	22.4	74	23.6	81	23.5	84	-0.01	-0.03	-0.02	-0.01	-0.002	0.01
									(-1.26)	(-2.13)	(-1.46)	(-0.89)	(-0.21)	(0.68)
Mpigi	18.8	65	24.9	82	23	79	23.3	83	0.05***	0.005	0.02	-0.04***	-0.03*	0.01
									(3.91)	(0.40)	(1.35)	(-3.51)	(-2.56)	(0.94)
Pallisa	27.3	94	22.2	83	26.5	91	26.9	96	-0.04*	0.005	0.004	0.04**	0.04**	0.00
									(-2.65)	(0.35)	(0.33)	(3.01)	(2.99)	(0.02)
Panel (b): Household size														
Masindi	5.8	95	6.3	91	6.2	92	5.7	94	0.518	0.438	-0.034	0.079	0.552	0.473
									(0.451)	(0.592)	(1.000)	(0.996)	(0.394)	(0.531)

Characteristics	Treatment arms								t-tests					
	Control		T1		T2		T3		T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
	Mean	n	Mean	n	Mean	n	Mean	n						
Mbarara	5.4	91	6.6	74	5.4	81	5.5	84	1.117***	0.006	0.097	1.123***	1.02**	-0.103
									(0.008)	(1.000)	(0.992)	(0.010)	(0.022)	(0.991)
Mpigi	6.6	65	6.9	82	6.2	79	6.1	83	0.317	0.394	0.452	0.713	0.770	0.057
									(0.887)	(0.808)	(0.729)	(0.314)	(0.236)	(0.999)
Pallisa	7.9	94	7.7	83	8.2	91	8.1	96	0.201	0.229	0.147	0.430	0.348	0.082
									(0.982)	(0.971)	(0.992)	(0.853)	(0.912)	(0.999)
Panel (c): Age (years)														
Woman	37.9	358	39.1	351	38.4	357	38.8	365	1.25	0.62	0.97	-0.63	-0.28	0.35
									(1.43)	(0.72)	(1.13)	(-0.72)	(-0.32)	(0.41)
Man	44.3	358	46	351	45.1	357	46.3	365	1.73	0.83	2.01	-0.90	0.28	1.18
									(1.72)	(0.83)	(2.02)	(-0.89)	(0.28)	(1.18)
Child														
Boy	12.5	221	12.7	208	12.4	208	12.2	202	0.26	-0.08	-0.24	-0.34	-0.50	-0.16
									(0.97)	(-0.30)	(-0.90)	(-1.25)	(-1.84)	(-0.59)
Girl	12.5	221	12.6	222	12.4	235	12.6	256	0.03	-0.10	0.05	-0.13	0.02	0.15
									(-0.36)	(0.68)	(1.62)	(1.04)	(2.00)	(0.94)
Panel (d): No. of children														
Masindi	3.2	91	3.7	87	3.5	91	3.1	93	0.496	0.447	0.032	0.049	0.464	0.415
									(0.312)	(0.405)	(0.999)	(0.998)	(0.376)	(0.476)
Mbarara	2.8	90	3.4	69	2.8	78	3.1	79	0.620*	0.033	0.251	0.587	0.37	0.217
									(0.095)	(0.999)	(0.770)	(0.148)	(0.542)	(0.851)
Mpigi	4	62	4.2	81	3.6	76	3.8	83	0.263	0.379	0.225	0.642	0.488	0.154
									(0.899)	(0.756)	(0.933)	(0.273)	(0.501)	(0.973)
Pallisa	5	93	4.9	76	4.6	89	4.6	93	0.100	0.403	0.462	0.303	0.362	0.059
									(0.994)	(0.698)	(0.589)	(0.866)	(0.786)	(0.999)

Notes:1/3: T1-POWER; T2-PO; and T3-WER. T_i-T refers to the difference in treatment means; 2/3: In the parenthesis are t-tests; 3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively. Source: EPRC's computations using baseline survey, 2021

5.1.1 Primary economic activity of household member

Primary and secondary economic activities were asked for men and women. The rationale is that what a person spends most of the time working on impacts the amount of time left to undertake unpaid and domestic work. Table 4 presents the primary activities, showing that the highest percentage of women and men are employed in agriculture. This is expected because it is known that over 70 percent of Uganda's population is in agriculture. There is a relatively higher percentage of men engaged in paid work than women in all the treatment groups. The reverse is true for unpaid work. The table also shows that more women than men are employed in agriculture. This occupation could be masking more women in unpaid work. In other words, the proportion of women in unpaid might be higher than what is reported explicitly. Comparison of women's occupations between treatment groups shows no statistically significant differences for the unemployed and wage/salary work. A statistically significant difference exists for women in paid work and agriculture. For men, a statistically significant difference between some treatment groups is observed for all occupations.

Table 4: Primary economic activity of household member

Primary economic activity (%)	Control Mean	Control n	T1 Mean	T1 n	T2 Mean	T2 n	T3 Mean	T3 n	T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
Women														
Unemployed	1.68	358	0.85	351	1.12	357	3.29	365	-0.01 (-0.84)	-0.01 (-0.57)	0.02 (1.66)	0.003 (0.27)	0.02 (2.49)	0.02 (2.22)
Paid work	31.8	358	14.5	351	13.4	357	26.3	365	-0.17*** (-5.70)	-0.18*** (-6.08)	-0.06 (-1.84)	-0.01 (-0.36)	0.12*** (3.89)	0.13*** (4.27)
Unpaid work	2.5	358	2.3	351	1.7	357	5.2	365	-0.00 (-0.19)	-0.01 (-0.66)	0.03 (2.25)	-0.01 (-0.47)	0.03 (2.32)	0.04** (2.81)
Wage/salary work	3.6	358	2.3	351	1.7	357	2.7	365	-0.01 (-1.13)	-0.02 (-1.64)	-0.01 (-0.75)	-0.01 (-0.50)	0.005 (0.39)	0.01 (0.90)
Agriculture	58.9	358	79.5	351	81.5	357	61.9	365	0.21*** (6.13)	0.23*** (6.77)	0.03 (0.90)	0.02 (0.60)	-0.18*** (-5.27)	-0.20*** (-5.90)
Other	1.4	358	0.6	351	0.6	357	0.5	365	-0.01 (-0.92)	-0.01 (-1.41)	-0.01 (-0.97)	-0.002 (-0.49)	-0.000 (-0.04)	0.003 (0.45)
Men														
Unemployed	2.51	358	1.14	351	0	357	1.92	365	-0.01 (-1.56)	-0.03** (-2.87)	-0.01 (-0.68)	-0.01 (-1.29)	0.01 (0.89)	0.02 (2.20)
Paid work	38.3	358	21.1	351	23.2	357	26.6	365	-0.17*** (-5.18)	-0.15*** (-4.55)	-0.12*** (-3.56)	0.02 (0.65)	0.05 (1.66)	0.03 (1.01)
Unpaid work	0.6	358	0.9	351	0.6	357	1.4	365	0.003 (0.43)	0.000 (0.00)	0.008 (1.20)	-0.003 (-0.43)	0.005 (0.76)	0.008 (1.19)
Wage/salary work	14.0	358	6.6	351	13.4	357	15.9	365	-0.07** (-3.00)	-0.01 (-0.21)	0.02 (0.79)	0.07* (2.78)	0.09*** (3.79)	0.02 (1.00)
Agriculture	41.1	358	61.8	351	60.2	357	50.7	365	0.21*** (5.61)	0.19*** (5.20)	0.10* (2.63)	-0.02 (-0.43)	-0.11** (-3.02)	-0.10 (-2.60)
Other	3.6	358	8.6	351	2.6	357	3.5	365	0.05*** (3.58)	-0.01 (-0.58)	0.002 (0.15)	-0.06*** (-4.15)	-0.05*** (-3.44)	0.01 (0.73)

Notes:
1/3: T1-POWER; T2-P0; and T3-WER. T$_i$-C refers to the difference in treatment means; 2/3: In the parenthesis are t-tests; 3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively
Source: EPRC's computations using baseline survey, 2021

5.1.2   Education level

Regarding education level, while the survey collected information on the education status of all household members, the analysis presented is aligned to the persons (woman, spouse, a boy, and a girl) that the survey follows up in the endline and whose information was directly picked.

The data shows no significant differences in education attainment among women, men, boys, and girls between most control and treatment parishes for persons with no formal education who attained some primary and completed primary education levels (Table 5). On average 41 percent of the women had some primary education. In comparison, the average of men who had completed O'level and above was about 22 percent compared to about 15 percent for women for the same education level. However, significant statistical differences were observed with higher education attainment for most of the categories. The women in the

Table 5:   Education level of household member

Characteristics	Treatment arms									tt-tests					
	Control (T0)		T1		T2		T3								
	Mean	N	Mean	N	Mean	N	Mean	N		T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
Women															
No formal education	5.9	358	10.3	351	5.6	357	8.0	365		0.04	0	0.02	-0.05	-0.02	0.02
										(2.23)	(-0.13)	(1.07)	(-2.37)	(-1.18)	(1.20)
Some primary	36.9	358	45.9	351	41.2	357	46.6	365		0.09	0.04	0.10*	-0.05	0.01	0.05
										(2.43)	(1.17)	(2.64)	(1.26)	(0.19)	(1.47)
Completed primary	22.6	358	21.7	351	19.3	357	15.9	365		-0.01	-0.03	-0.07	-0.02	-0.06	-0.03
										(-0.33)	(-1.11)	(-2.27)	(-0.78)	(-1.93)	(-1.16)
Some O' level	16.8	358	13.7	351	17.1	357	9.9	365		-0.03	0.003	-0.07*	0.03	-0.04	-0.07**
										(-1.17)	(0.13)	(-2.65)	(1.30)	(-1.46)	(-2.78)
Completed O' level and above	17.9	358	8.6	351	16.8	357	19.7	365		-0.09***	-0.01	0.02	0.08	0.11	0.03
										(-3.42)	(-0.39)	(0.69)	(3.03)	(4.12)	(1.08)
Men															
No formal education	3.1	358	3.1	351	2.5	357	4.1	365		0.001	-0.01	0.019	-0.01	0.01	0.02
										(0.05)	(-0.42)	(0.79)	(-0.46)	(0.74)	(1.21)
Some primary	34.6	358	40.2	351	37.5	357	37.5	365		0.06	0.03	0.03	-0.03	-0.03	0.00
										(1.52)	(0.80)	(0.80)	(0.72)	(-0.73)	(0.00)
Completed primary	18.2	358	22.2	351	18.2	357	16.7	365		0.04	0.001	-0.01	-0.04	-0.06	-0.01
										91.39)	(0.02)	(-0.50)	(-1.37)	(-1.89)	(-0.51)
Some O' level	14.8	358	16.0	351	14.0	357	11.5	365		0.01	-0.01	-0.03	-0.02	-0.04	-0.02
										(0.44)	(-0.31)	(-1.28)	(-0.75)	(-1.71)	(-0.97)
Completed O' level and above	27.1	358	15.4	351	25.8	357	28.5	365		-0.12***	-0.01	0.01	0.10**	0.13***	0.03
										(-3.66)	(-0.42)	(0.44)	(3.24)	(4.12)	(0.86)
Boys															
No formal education	0.9	221	0.5	208	1.9	208	2.0	202		-0.004	0.01	0.01	0.01	0.01	0.001

	Treatment arms									tt-tests					
	Control (T0)		T1		T2		T3								
Characteristics	Mean	N	Mean	N	Mean	N	Mean	N		T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
										(-0.39)	(0.93)	(0.97)	(1.29)	(1.33)	(0.05)
Some primary	75.1	221	83.2	208	78.4	208	76.2	202		0.08	0.03	0.01	-0.05	-0.07	-0.02
										(2.02)	(0.82)	(0.28)	(-1.19)	(-1.70)	(-0.52)
Completed primary	8.6	221	10.1	208	6.7	208	7.9	202		0.01	-0.02	-0.01	-0.03	-0.02	0.01
										(0.56)	(-0.70)	(-0.25)	(-1.24)	(-0.80)	(0.44)
Some O' level	13.6	221	5.8	208	12.0	208	12.9	202		-0.08*	-0.02	-0.01	0.06	0.07	0.01
										(-2.58)	(-0.51)	(-0.23)	(2.04)	(2.30)	(0.28)
Completed O' level and above	27.1	221	15.4	208	25.8	208	28.5	202		-0.12***	-0.01	0.01	0.10**	0.13***	0.03
										(-3.66)	(-0.42)	(0.44)	(3.24)	(4.12)	(0.86)
Girls															
No formal education	2.3	221	2.3	222	1.7	235	1.2	256		-0.0001	-0.01	-0.011	-0.006	0.011	-0.005
										(-0.01)	(-0.45)	(-0.89)	(-0.44)	(0.88)	(-0.44)
Some primary	70.6	221	74.5	222	73.6	235	75.8	256		0.04	0.03	0.05	-0.01	0.01	0.02
										(1.00)	(0.73)	(1.28)	(-0.28)	(0.25)	(0.54)
Completed primary	9.1	221	12.2	222	12.3	235	9.4	256		0.03	0.03	0.003	0.002	-0.03	-0.03
										(1.06)	(1.13)	(90.11)	(0.06)	(-0.98)	(-1.06)
Some O' level	16.7	221	10.8	222	11.9	235	10.6	256		-0.06	-0.05	-0.06	-0.01	-0.003	-0.01
										(-1.89)	(-1.56)	(-2.05)	(-0.36)	(-0.09)	(-0.46)
Completed O' level and above	1.4	221	0.0	222	0.0	235	3.1	256				0.03**			
												(3.18)			

Notes:
1/3: T1-POWER; T2-PO; and T3-WER. Ti-T refers to the difference in treatment means
2/3: In the parenthesis are t-tests
3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively
Source: EPRC's computations using baseline survey, 2021

treatment parishes T1 were 10 percent more likely to have completed O'level and above than their counterparts in the control parishes. Relatedly, women in the treatment parishes T1 were 12 percent more likely to have completed O'level and above than those who were in treatment parishes T1. Within the treatment parishes, statistical differences exist among men and boys who had completed O'level and above. Specifically, men in the treatment parishes T1 were 10 percent more likely to have completed O'level and above than their counterparts in the treatment parishes T2. The education levels among girls seem to be similar between the control and treatment parishes (Table 5).

5.1.3 Asset ownership

We examine overall levels of household wealth through an asset ownership index, created through factor analysis (FA). This involved reducing a set of dichotomous asset variables (1 = household owns the asset, 0 = if not) into a single latent variable – asset index. For interpretation purposes, the index was normalised so that its values range between 0 and 1. The data on asset ownership shows uniform levels of asset ownership across the treatment and control parishes evidenced by an asset index range of 0.78-0.79 (Table 6). However, we found statistical differences between treatment

and control parishes in the proportion of households that own water, fuel, food preparation and clean clothes in broader categories. Specifically, significant differences exist in the reservoir, water in the compound, shower, toilet, solar system, flask for liquids, refrigerator, suitcase, flatiron, and basins. The most significant statistical differences existed in the ownership of clean clothes, where the proportion of households in the treatment and control parishes were statistically different.

5. 2 Time use by gender and broad activity

Considering the day (24 hours) before the interview, respondents were asked to mention a primary (main) activity and the secondary activity performed at one-hour intervals

starting at 06:00 hours. The assumption is that if the main activity was done within the hour's interval, the person spent the entire hour on the activity. Thus, the total time (in hours) spent on a particular activity is computed as the number of one-hour intervals in the activity mentioned. The activities were aggregated into six categories: Leisure and resting, paid work, caring for people and domestic work, education, community activities, and other activities (detailed activities under each category are shown in the questionnaire attached at the end of the report). For this project/report, we only analyse and present findings for activities in four categories (leisure and resting; paid work; caring for people and domestic work; and other activities (Table 7).

| Table 6: | Asset ownership of households in the treatment and control parishes |

| | Treatment arms | | | | | | | | | tt-tests | | | | | |
| | Control (T0) | | T1 | | T2 | | T3 | | | | | | | | |
Characteristics	Mean	N	Mean	N	Mean	N	Mean	N		T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
Asset ownership index	0.78	331	0.79	317	0.79	314	0.78	339		0.001	0.004	-0.008	0.004	-0.002	-0.006
										(0.350)	(1.61)	(-0.31)	(1.25)	(0.66)	(-1.93)
Water															
Jerrycan (5l, 10l, 20l)	97.5	367	96.4	362	95.7	373	94.8	383		-1.14	-1.84	-2.77	-0.70	-1.63	-0.93
										(-0.79)	(-1.29)	(-1.96)	(-0.49)	(-1.15)	(-0.66)
Transport to fetch water	47.5	358	43.8	345	53.4	354	47.5	362		-3.72	5.90	0.03	9.62*	3.75	-5.88
										(-0.99)	(1.58)	(0.01)	(2.55)	(1.00)	(-1.57)
Water reservoir	39.6	356	25.4	346	36.8	356	40.6	362		-14.17***	-2.81	1.001	11.36**	15.17***	3.81
										(-3.94)	(-0.79)	(0.28)	(3.16)	(4.24)	(1.07)
Water tap on compound	21.2	353	7.6	343	6.8	351	13.6	360		-13.67***	-14.41***	-7.64**	-0.74	6.03	6.77*
										(-5.55)	(-5.89)	(-3.14)	(-0.30)	(2.46)	(2.78)
Shower	23.4	351	13.7	342	20.7	348	29.5	356		-9.62**	-2.67	6.13	6.95	15.75***	8.8***
										(-3.09)	(-0.86)	(1.99)	(2.22)	(5.07)	(2.85)
Toilet	94.9	356	89	346	91.5	352	91.7	362		-5.93**	-3.48	-3.23	2.46	2.69	0.24
										(-2.87)	(-1.68)	(-1.58)	(1.19)	(1.31)	(0.11)
Fuel/energy															
Axe	62.7	357	72.7	349	74.2	353	68.7	364		9.46*	11.48**	5.94	2.01	-3.53	-5.54
										(2.74)	(3.33)	(1.74)	(0.58)	(-1.02)	(-1.61)
Kerosene lamp	24.8	355	17.6	346	19.9	351	18.7	363		-7.16	-4.85	-6.06	2.31	1.10	-1.21
										(-2.36)	(-1.60)	(-2.02)	(0.76)	(0.37)	(-0.40)
Dry cell, solar/ electric lamp	78.2	367	70.2	362	69.4	373	65.3	383		-8.04	-8.77*	-12.93***	-0.73	-4.89	-4.16
										(-2.39)	(-2.63)	(-3.90)	(-0.22)	9-1.47)	(-1.26)
Solar system/ biogas	59.6	354	72	347	63.1	350	60.6	358		12.44***	3.54	1.01	-8.90	-11.43**	-2.53
										(3.44)	(0.98)	(0.28)	(-2.45)	(-3.17)	(-0.70)
Generator	2	354	0.9	341	1.2	347	0.8	357		-1.10	-0.83	-1.14	0.27	-0.04	-0.31

									(-1.32)	(-1.00)	(-1.38)	(0.33)	(-0.05)	(-0.38)
Charcoal efficient stove	54.3	357	55.1	341	59.2	348	59.1	362	0.79	4.85	4.77	4.06	3.98	-0.08
									(0.21)	(1.30)	(1.29)	(1.08)	(1.07)	(-0.02)
Gas stove	3.9	355	1.2	345	1.7	346	4.4	360	-2.78	-2.21	0.501	0.57	3.29*	2.71
									(-2.22)	(-1.76)	(0.40)	(0.46)	(2.63)	(2.17)
Food preparation														
Flask for liquids/ food	60.1	353	48.1	345	57.8	348	67.7	362	-11.94***	-2.29	7.62	9.64	19.56***	9.92*
									(-3.23)	(-0.62)	(2.09)	(2.60)	(5.32)	(2.71)
Refrigerator	9	357	3.5	343	5.2	348	7	357	-5.47**	-3.79	-1.96	1.67	3.50	(1.83)
									(-3.01)	(-2.09)	(-1.09)	(0.91)	(1.93)	1.01
Clean space														
Dust bin/compost pit	48.7	355	45	342	52.3	350	59.7	362	-3.703	3.55	10.94**	7.26	14.64***	7.38
									(-0.98)	(0.95)	(2.94)	(1.92)	(3.90)	(1.98)
Clean clothes														
Suitcase	70.4	355	55.2	346	65.3	352	60.7	364	-15.22***	-5.08	-9.71*	10.14*	5.52	-4.63
									(-4.19)	(-1.41)	(-2.71)	(2.79)	(1.53)	(-1.29)
Drawers/ wardrobe	24.2	356	6.7	344	13.5	348	15.3	360	-17.47***	-10.65***	-8.88**	6.82*	8.59**	1.77
									(-6.57)	(-4.01)	(-3.38)	(2.55)	(3.24)	(0.67)
Flat iron/ charcoal iron	57.7	355	47.1	346	59.3	354	54.1	362	-10.64**	1.57	-3.603	12.21**	7.03	-5.19
									(2.84)	(0.42)	0.97	(3.25)	(1.88)	(-1.40)
Basins (at least 3)	77	356	61.7	347	76.8	353	73	363	-15.29***	-0.196	-3.96	15.10***	11.33***	-3.77
									(-4.56)	(-0.06)	(-1.20)	(4.49)	(3.40)	(-1.13)

Notes:
1/3: T1-POWER; T2-PO; and T3-WER. Ti-T refers to the difference in treatment means
2/3: In the parenthesis are t-tests
3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively
Source: EPRC's computations using baseline survey, 2021

For all the respondent categories, over 12 hours (half a day) is spent on leisure and resting. Notably, women spend 14 hours on leisure and resting activities, men spend 15 hours, boys spend 17 hours, and girls spend almost 16 hours (Table 7). On average, men spend relatively more time on paid work (7.4 hours) than women (5.3 hours). Conversely, women spent more time on UCW (5.5 hours) than men (3.8 hours). These findings are similar, considering that girls and boys spend almost 2 hours more time on UCW and 0.5 hours less on paid work than boys. This affirms other studies that have found that women and girls spend more time on care activities while men and boys spend more work on paid activities. Considering the treatment arms, we see no statistically significant differences between the control and treatment arms and within treatment parishes for leisure and other activities. On average, some statistically significant differences are noticeable in paid and care work.

For instance, regarding paid work - there are statistically significant differences between T2 and T0, T1 and T3 and T2 and T3 for women; between T2 and T0, and T2 and T3 for boys and between T2 and T0, and T1 and T0 for girls. Regarding care work, there are statistically significant differences between T1 and T0, T2 and T0, T1 and T3 and T2 and T3 for women. Notably, there are no significant statistical differences regarding the care work by men, girls, and boys.

5.3 Social norms and perceptions of UCW

5.3.1 Recognition of care

The household survey tool for both men and women captured aspects of the extent to which both genders recognized the importance and potentially problematic nature of care and domestic work in the family and community. Furthermore,

| Table 7: | Time use of household member for primary activity (hours) | | | | | | | | | | | | | | 25 |

Characteristics	Treatment arms									tt-tests					
	Control (T0)		T1		T2		T3			T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
	Mean	N	Mean	N	Mean	N	Mean	N							
Leisure															
Woman	14.1	356	14.0	349	13.9	355	14.1	364		-0.15	-0.26	-0.05	-0.12	-0.09	-0.21
										(-0.75)	(-1.38)	(-0.28)	(-0.62)	(-0.48)	(-1.10)
Man	14.7	344	15.3	331	15.2	342	15.2	356		-0.62	-0.44	-0.43	-0.18	-0.18	-0.01
										(-2.40)	(-1.73)	(-1.72)	(-0.68)	(-0.72)	(-0.03)
Boy	16.9	221	17.6	208	17.1	208	17.6	202		-0.71	-0.24	-0.70	-0.47	-0.002	-0.46
										-(2.13)	(-0.72)	(-2.10)	(-1.38)	(-0.01)	(-1.37)
Girl	15.7	220	16.1	222	15.8	235	16.0	256		-0.40	-0.10	-0.30	-0.30	-0.10	-0.20
										(-1.36)	(-0.33)	(-1.06)	(-1.05)	(-0.35)	(-0.73)
Paid work															
Woman	5.6	250	4.9	229	4.8	245	5.8	254		0.63	0.73*	0.24	-0.10	0.87**	0.97***
										(2.28)	(2.68)	(0.89)	(-0.35)	(3.16)	(3.58)
Man	7.7	280	6.8	272	7.3	283	7.8	276		-0.92**	-0.47	-0.10	0.44	1.02**	0.58
										(-3.03)	(-1.58)	(-0.34)	(1.46)	(-3.35)	(-1.92)
Boy	3.7	83	3.6	71	2.5	76	3.7	76		-0.16	-1.18**	-0.06	-1.02**	0.09	1.11**
										(-0.45)	(-3.38)	(-0.19)	(-2.81)	(0.26)	(3.12)
Girl	3.8	45	2.7	45	2.5	67	2.9	77		-1.07	-1.30*	-0.9	-0.23	0.17	0.40
										(-2.09)	(-2.79)	(-1.98)	(-0.50)	(0.37)	(0.99)
Care work															
Woman	5.0	331	5.8	334	5.9	334	5.1	335		0.86***	0.90***	0.12	0.04	-0.74**	-0.78***
										(3.84)	(4.00)	(0.52)	(0.16)	(-3.33)	(-3.49)
Man	3.7	122	4.0	153	3.9	145	3.6	120		0.26	0.21	-0.10	-4.00	-0.35	-1.03
										(0.87)	(0.71)	(-0.31)	(-0.16)	(-1.19)	(-1.03)
Boy	5.0	202	4.7	189	4.8	199	4.3	190		-0.29	-0.16	-0.63*	0.13	-0.35	-0.47
										(-1.20)	(-0.68)	(-2.64)	(0.53)	(-1.42)	(-1.96)
Girl	6.4	217	6.5	218	6.3	230	6.4	244		0.10	-0.15	-0.02	-0.25	-0.12	0.13
										(0.41)	(-0.63)	(-0.08)	(-1.05)	(-0.51)	(-0.57)
Other activities															
Woman	3.4	134	3.8	106	3.5	123	3.2	130		0.34	0.11	-0.23	-0.23	-0.58	-0.34
										(0.98)	(0.33)	(-0.70)	(-0.66)	(-1.64)	(-1.01)
Man	4.4	128	3.7	109	3.9	101	4.5	122		-0.76	-0.54	0.05	0.22	0.80	0.58
										(-1.79)	(-1.24)	(0.11)	(0.49)	(1.88)	(1.33)
Boy	3.0	86	3.0	65	3.6	77	3.2	59		-0.02	0.62	0.25	0.64	0.27	-0.37
										(-0.05)	(1.70)	(0.63)	(1.63)	(0.64)	(-0.92)
Girl	2.9	96	3.0	68	2.9	108	2.9	90		0.09	-0.03	-0.07	-0.12	-0.16	-0.04
										(0.32)	(-0.12)	(-0.26)	(-0.43)	(-0.55)	(-0.16)

Notes: Care work defines caring for people and domestic work; other activities include education, community activities and other activities
1/3: T1-POWER; T2-PO; and T3-WER. Ti-T refers to the difference in means
2/3: In the parenthesis are t-tests
3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively
Source: EPRC's computations using baseline survey, 2021

if such recognition was made, how were the activities redistributed within a household given the history of behaviour of women and men and societal expectations? Below, we explore some findings of these issues.

a. Contribution to household wellbeing

The household survey asked women and men who contributed significantly to their household's well-being (Annex Table 2). Figure 9 provides the average share of women's responses over 3 welfare items (education, food, and medical bills) and the men's response on general contributions to household wellbeing by treatment arm. About 62 percent of women respondents across treatment arms indicated that the *husband or other man* in the household contributed more to welfare with about 31 percent of women saying the wife or other woman contributed more to household welfare. Almost 70 percent of men respondents named themselves or another man in the household as having contributed more to welfare compared to 25 percent saying his wife or another woman in the household. However, women recognised that a wife or other woman contributes more to well-being in the food category (51 percent), compared to the husband in the household (Annex Table 2).

b. Domestic or care work as problematic

The household survey asked women and men which domestic or care work activities negatively affected their families in terms of mobility, health and time burdens. Responses indicate that the most problematic domestic work or care activity for the family were those related to fuel collection as the leading problem (reported by about 40 percent of women and 41 percent of men) (Table 8). The next most reported activity was water collection (25 percent of women and 23 percent of men), followed by caring for children (about 12 percent of women and 14 percent of men). Across treatment arms, there were mean differences in all three top-cited problematic domestic activities for both men and women. For example, fuel collection was cited as a problem by 46 percent of women and 51 percent of men in T1, but 49 percent of women and 54 percent of men in T2. This reveals that there is a common understanding of the top three problematic domestic work and care activities by women and men. However, there are some differences across treatment arms.

| Figure 9: | Share of respondents by treatment arm indicating opinions on who contributes most significantly to welfare in the households, percent |
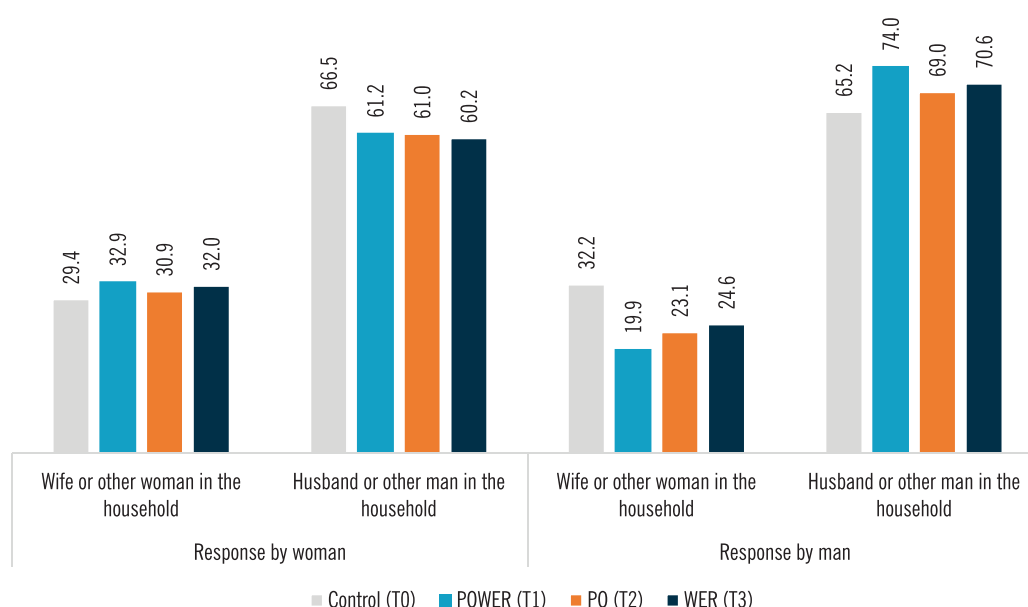
Notes:
1/2: Responses for women were averaged over 3 welfare items i.e. education, food and medical bills while responses for men were general.
Source: EPRC's computations using baseline survey, 2021

Table 8: Recognition of domestic work or care activity as the most problematic for the family (in terms of mobility, health, and time burden)

Most problematic domestic work or care activity	Response by woman						Response by man				
	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total		Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total
Water collection	29.1	18.0	23.8	27.7	24.9		23.2	16.9	25.7	25.8	23
Fuel collection	32.1	46.0	48.2	33.4	39.7		33.0	51.4	45.0	35.6	41
Meal preparation	6.4	5.7	5.0	5.5	5.7		7.0	7.3	5.3	5.9	6.3
Cleaning the house/compound	1.1	1.1	0.6	1.4	1.1		2.6	0.6	1.2	2.5	1.7
Washing, mending, ironing	8.4	4.0	4.2	8.2	6.1		6.4	1.8	3.2	7.0	4.7
Caring for children	10.6	12.3	11.8	11.0	11.5		16.5	12.4	12.9	15.4	14.3
Caring for elderly	1.1	2.0	2.0	1.9	1.7		1.2	1.5	2.0	2.0	1.7
Caring for community members	0.0	0.0	0.0	0.0	0		0.0	0.3	0.0	0.0	0.1
None	11.2	10.9	4.5	11.0	9.3		10.1	7.9	4.7	5.9	7.1
Sample size (n)	345	331	342	357	1,375		345	331	342	357	1,375

Source: EPRC's computations using baseline survey, 2021

c. Gender perceptions embedded in care work

The household survey asked women and men which tasks each gender was "naturally better at" to uncover unequal gender perceptions surrounding care work. Most of the respondents indicated that there were tasks that women were better at than men (99 percent) and vice-versa (97 percent) (Table 9). Women were considered better at meal preparation, caring for children, and cleaning the house/compound by both other women and men (Table 9, Panel A). Conversely, both men and women said that tasks such as house construction/repair, taking care of farm animals and carpentry/making furniture were done best by men compared to women. Division of work here is noted by both men and women respondents, along with the gender of the person and physical nature assumed for each sex (Table 9 Panel B). Almost all perceptions of tasks were balanced across treatment arms, especially for meal preparation, planting / harvesting crops, fuel or water collection, and taking care of animals.

Table 9: Perceptions of tasks that women/men are naturally better at, percent

	Responses by woman						Responses by man				
	Type of treatment						Type of treatment				
	Control	POWER	PO	WER	Total		Control	POWER	PO	WER	Total
Panel A: Tasks that women are better than men											
Are there tasks that women are naturally better at than men? 1 if yes	99.4	99.4	98.8	99.7	99.3		99.4	98.5	98.5	99.2	98.9
Meal preparation	97.4	96.0	94.4	95.8	95.9		96.5	97.2	95.8	93.2	95.7
Planting/harvesting crops	26.2	22.9	25.1	24.2	24.6		19.0	16.9	20.5	15.5	18.0
Cleaning the house/compound	71.4	73.2	68.4	73.5	71.6		71.1	69.2	59.1	66.7	66.5
Drying/ processing agricultural produce	4.7	8.8	6.2	5.9	6.4		4.1	7.1	3.3	4.5	4.7
Caring for children	79.6	82.3	80.8	78.9	80.4		85.4	83.1	84.0	78.8	82.8
Carpentry/ making furniture	0.9	1.2	1.5	1.1	1.2		0.6	0.6	0.3	1.1	0.7
Caring for the elderly/ill/disabled	12.5	15.9	11.5	9.9	12.4		12.2	14.8	6.8	10.2	11.0
House construction/repair	1.5	1.5	1.2	1.4	1.4		0.6	1.5	0.6	1.1	1.0
Fuel or water collection	32.7	38.7	34.8	30.4	34.1		32.1	36.3	32.3	30.2	32.7
Selling products/trading	6.7	8.5	8.0	7.6	7.7		5.2	4.9	4.2	7.3	5.4

	Responses by woman					Responses by man				
	Type of treatment					Type of treatment				
	Control	POWER	PO	WER	Total	Control	POWER	PO	WER	Total
Taking care of farm animals	3.2	8.8	7.1	7.0	6.5	3.5	5.2	5.9	8.2	5.7
Washing, ironing, mending clothes	70.6	77.7	64.6	71.8	71.1	63.6	70.8	61.7	65.0	65.2
Others	3.5	1.5	3.5	2.5	2.8					
Sample size	*343*	*328*	*339*	*355*	*1,365*	*343*	*328*	*339*	*355*	*1,365*
Panel B: Tasks that men are better than women										
Are there tasks that men are naturally better at than women? 1 if yes	*95.1*	*96.7*	*98.0*	*96.1*	*96.4*	*97.7*	*98.2*	*99.4*	*96.1*	*97.8*
Meal preparation	0.9	1.3	1.8	0.9	1.2	0.9	0.9	1.2	0.9	1.0
Planting/harvesting crops	19.5	35.1	36.3	33.6	31.2	20.5	36.1	38.8	35.6	32.7
Cleaning the house/compound	2.1	6.3	7.7	9.1	6.3	1.8	7.4	7.6	9.6	6.6
Drying/ processing agricultural produce	14.9	12.9	13.1	18.4	14.9	16.9	14.2	13.8	22.4	16.9
Caring for children	7.3	4.7	4.2	3.5	4.9	5.0	4.3	3.8	4.4	4.4
Carpentry/ making furniture	49.7	62.4	52.7	52.6	54.3	52.2	60.5	52.1	50.7	53.8
Caring for the elderly/ill/disabled	1.5	4.4	6.0	2.3	3.5	1.2	5.2	4.4	2.3	3.3
House construction/repair	77.1	77.1	69.3	72.8	74.0	77.7	77.5	72.4	70.0	74.3
Fuel or water collection	17.7	23.5	20.8	24.0	21.5	19.3	20.1	19.4	27.4	21.6
Selling products/trading	29.3	42.0	25.3	28.9	31.2	25.2	44.4	31.5	27.7	32.1
Taking care of farm animals	56.7	61.1	57.1	53.5	57.1	58.8	65.1	56.8	58.3	59.7
Washing, ironing, mending clothes	1.5	1.9	1.2	1.8	1.6	0.6	1.2	1.2	0.6	0.9
Sample size	*337*	*324*	*340*	*343*	*1,344*	*337*	*324*	*340*	*343*	*1,344*

Source: EPRC's computations using baseline survey, 2021

Perception index

We combined several responses on norms and perceptions about domestic work/roles and constructed a gender perception index.[6] The index was constructed by aggregating several questions that assess individual perceptions about UCW. Examples of questions considered include what activities women (men) are naturally better at than men (women), whether the government should provide childcare and elderly care services to families, and between a man and woman who contributes most to household welfare, among others. Each question has multiple and responses, increasing the dimensionality of variables. As such, principal component analysis (PCA) was used first to reduce the dimensionality of variables. Principle component loadings were analysed, and variables whose loading was less than 0.3 were excluded from use in constructing the index. The retained variables (those with a principal component loading of 3.0 and above) were aggregated using Factor Analysis (FA) to generate the perception index.

The perception index for women ranges between 0.24 – 0.26 and 0.17 – 0.18 for men across the treatment groups (Table 10). The index was significantly higher for women in T1 parishes than their counterparts in the control parishes. There were no statistically significant differences in the perception index for men across all the treatment parishes. The average index is smaller among men (0.17) than women (0.24), implying that GSNs are entrenched more among men than women.

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6   The perception index ranges between 0 – 1, where 0 is strong GSNs and 1 is very liberal

| Table 10: | Gender Perception Index | | | | | | | | | | | | | | 29 |

	Treatment arms								t-tests					
	Control		T1		T2		T3		T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
	Mean	N	Mean	N	Mean	N	Mean	N						
Woman	0.22	358	0.26	350	0.24	357	0.25	365	0.04***	0.02	0.02	-0.02	-0.01	0.00
									(3.60)	(2.07)	(2.19)	(-1.54)	(-1.44)	(0.11)
Man	0.18	345	0.17	331	0.17	342	0.18	357	-0.01	-0.001	-0.0002	0.005	0.006	0.001
									(-1.02)	(-0.16)	(-0.04)	(0.85)	(0.99)	(0.13)

Notes:
1/3: T1-POWER; T2-PO; and T3-WER. T_i-T refers to the difference in treatment means
2/3: In the parenthesis are t-tests
3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively
Source: EPRC's computations using baseline survey, 2021

5.3.2 Division of domestic work and care activities

This subsection presents responses to women's and men's behaviour and how, ultimately, tasks are divided in their households. Women were asked, "Would you like your partner to help you with…?" Similarly, men were asked, "Would you like to help your partner with…?" the respondents had to disregard the help they received from other household members other than their spouse. There was no specific recall period. However, the frequency of help had a recall period for the last month before the survey. The responses depict how GSNs influence the distribution of household activities between men and women and the readiness of women/men to ask for/offer support in the household.

Overall, women liked their partners to help in caring for children (74 percent), water collection (72 percent) and fuel collection (70 percent). These were like what men said they would like to help in, i.e. water collection (81 percent), caring for children (79 percent) and fuel collection (78 percent). The most minor tasks that women liked help from spouses were meal preparation (36 percent), washing/ironing/mending (44 percent) and cleaning the house (48 percent) while men were at 44 percent, 52 percent, and 61 percent respectively.

Specifically, there were no statistically significant differences between the control and treatment parishes in the distribution of unpaid care work activities for women. The few differences in UCW exist in fuel collection, washing, ironing,

| Table 11: | Women -household activities they would like help from partners by treatment type |

	Treatment arms								tt-tests					
	Control		T1		T2		T3							
Characteristics	Mean	N	Mean	N	Mean	N	Mean	N	T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
Water collection														
Woman	67.9	358	75.1	350	73.4	357	71.5	365	7.27	5.51	3.63	-1.75	-3.64	-1.88
									(2.15)	(1.64)	(1.09)	(-0.52)	(-1.08)	(-0.56)
Man	78.8	345	79.8	331	83.9	342	82.9	357	0.92	5.08	4.07	4.16	3.15	-1.005
									(0.31)	(1.71)	(1.39)	(1.39)	(1.06)	(-0.34)
Fuel collection														
Woman	62.8	358	78.0	350	72.0	357	68.5	365	15.15***	9.14*	5.64	-6.01	-9.51**	-3.5
									(4.44)	(2.69)	(1.67)	(-1.76)	(-2.80)	(-1.03)
Man	72.8	345	78.5	331	81.0	342	77.9	357	5.8	8.24*	5.12	2.44	-0.68	-3.12
									(1.81)	(2.59)	(1.63)	(0.76)	(-0.21)	(-0.99)
Meal preparation														
Woman	35.5	358	34.6	350	36.1	357	39.2	365	-0.90	0.66	3.70	1.56	4.61	3.04
									(-0.25)	(0.18)	(1.03)	(0.43)	(1.28)	(0.85)
Man	44.9	345	39.0	331	43.3	342	50.1	357	-5.95	-1.65	5.21	4.3	11.17**	6.87
									(-1.56)	(-0.44)	(1.39)	(1.12)	(2.95)	(1.83)
Washing, ironing, mending														
Woman	36.9	358	47.7	350	43.7	357	47.9	365	10.84**	6.83	11.07**	-4.02	2.30	4.25

Characteristics	Treatment arms									tt-tests					
	Control		T1		T2		T3			T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
	Mean	N	Mean	N	Mean	N	Mean	N							
										(2.91)	(1.84)	(3.01)	(-1.08)	(0.06)	(1.15)
Man	47.0	345	49.5	331	56.4	342	54.3	357		2.59	9.48	7.39	6.89	4.79	-2.09
										(0.67)	(2.49)	(1.96)	(1.79)	(1.26)	(-0.55)
Cleaning the house															
Woman	40.5	358	57.1	350	49.2	357	43.6	365		16.64***	8.52	3.06	-8.12	-13.58***	-5.46
										(4.46)	(2.30)	(0.83)	(_2.18)	(-3.66)	(-1.48)
Man	55.6	345	64.0	331	63.2	342	61.3	357		8.4	7.51	5.69	-0.89	-2.7	1.81
										(2.24)	(2.02)	(1.55)	(-0.24)	(-0.73)	(0.49)
Caring for children															
Woman	69.6	358	76.0	350	77.0	357	77.0	365		6.45	7.48	7.43	1.03	0.99	-0.04
										(1.98)	(2.13)	(2.31)	(0.32)	(0.30)	(-0.01)
Man	74.2	345	79.8	331	84.2	342	81.2	357		5.56	10.01**	7.03	4.45	1.47	-2.98
										(1.81)	(3.28)	(2.33)	(1.44)	(0.48)	(-0.98)
Caring for elderly															
Woman	57.8	358	67.0	350	68.3	357	66.8	365		9.27*	10.53**	9.03*	1.30	-0.20	-1.50
										(2.58)	(2.96)	(2.55)	(0.36)	(-0.06)	(-0.42)
Man	60.3	345	67.7	331	74.3	342	68.9	357		7.38	13.98***	8.62	6.59	1.23	-5.36
										(2.06)	(3.94)	(2.45)	(1.84)	(0.35)	(-1.52)

Notes:
1/3: T1-POWER; T2-PO; and T3-WER. T_i-T refers to the difference in treatment means
2/3: In the parenthesis are t-tests
3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively
Source: EPRC's computations using baseline survey, 2021

Table 12: Men- household activities men would like to help partners by treatment type

Activity	Treatment arms									tt-tests					
	Control		T1		T2		T3			T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
	Mean	N	Mean	N	Mean	N	Mean	N							
Water collection	78.8	345	79.8	331	83.9	342	82.9	357		0.92	5.08	4.07	4.16	3.15	-1.005
										(0.31)	(1.71)	(1.39)	(1.39)	(1.06)	(-0.34)
Fuel collection	72.8	345	78.5	331	81.0	342	77.9	357		5.8	8.24*	5.12	2.44	-0.68	-3.12
										(1.81)	(2.59)	(1.63)	(0.76)	(-0.21)	(-0.99)
Meal preparation	44.9	345	39.0	331	43.3	342	50.1	357		-5.95	-1.65	5.21	4.3	11.17**	6.87
										(-1.56)	(-0.44)	(1.39)	(1.12)	(2.95)	(1.83)
Washing, ironing, mending	47.0	345	49.5	331	56.4	342	54.3	357		2.59	9.48	7.39	6.89	4.79	-2.09
										(0.67)	(2.49)	(1.96)	(1.79)	(1.26)	(-0.55)
Cleaning the house	55.6	345	64.0	331	63.2	342	61.3	357		8.4	7.51	5.69	-0.89	-2.7	1.81
										(2.24)	(2.02)	(1.55)	(-0.24)	(-0.73)	(0.49)
Caring for children	74.2	345	79.8	331	84.2	342	81.2	357		5.56	10.01**	7.03	4.45	1.47	-2.98
										(1.81)	(3.28)	(2.33)	(1.44)	(0.48)	(-0.98)
Caring for elderly	60.3	345	67.7	331	74.3	342	68.9	357		7.38	13.98***	8.62	6.59	1.23	-5.36
										(2.06)	(3.94)	(2.45)	(1.84)	(0.35)	(-1.52)

Notes: 1/3: T1-POWER; T2-PO; and T3-WER. T_i-T refers to the difference in treatment means
2/3: In the parenthesis are t-tests
3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively
Source: EPRC's computations using baseline survey, 2021

mending, cleaning the house and caring for the elderly. For instance, there is a 15 percent difference in T1-TO and 9 percent between T2-TO (Table 11). Similarly, households in the treatment parishes T1 and T3 are 11 percent more likely to be engaged in washing, ironing, and mending than those in the control parishes. Relatedly, data shows few statistical differences between treatment parishes regarding fuel collection and house cleaning. For instance, women in households in treatment parish T1 are 10 percentage points more likely to engage in fuel collection than those in treatment T3. Similarly, women within treatment parishes T3 are 14 percent more likely to engage in cleaning the house than their counterparts in T1.

Regarding men, there were no significant statistical differences in the men's engagement between the control and treatment parishes across many domestic chores. A few differences exist between fuel collection, caring for children, and caring for the elderly. More specifically, men in the T2 treatment parishes are 10 percentage points more likely to desire to help their partners in caring for children than their counterparts in control parishes (Table 12). Similarly, men in the T2 treatment parishes are 14 percent more likely to be involved in caring for older people than their counterparts in T0. Men's engagement in UCW within the treatment parishes seems similar except for meal preparation. Specifically, men in the treatment parishes T3 are 11 percent more likely to

engage in meal preparation than those in T1.

5.3.3 Satisfaction with the division of tasks and women's decision making

Satisfaction is one measure of people's attitudes towards care work (Karimli et al, 2016-OXFAM[7]). On average, women were less satisfied with the division of domestic work and care activities. About 14 percent of women compared to 6 percent of men were unsatisfied with the division of domestic work and care activities in their households—this is an 8-percentage point difference in dissatisfaction (Table 13). When satisfaction and very satisfied are combined, about 75 percent of women and 88 percent of men respond to being satisfied with the division of care work. That is, three out of four women or men are happy with the current distribution of UCW, an indication that social norms around unpaid care are strong. Women believe the current situation is satisfactory. Only the women respondents were asked during the survey which areas of their lives (across 11 domains) they felt they needed more control over decision-making. Some examples of domains mentioned were around: a) decisions about your health and when to go to the doctor (31 percent of women), b) decisions on how I spend my own time (30 percent of women) and c) how many children to have and spacing of children (28 percent of women) (Table 13).

7   Karimli, L., Samman, E., Rost, R and T. Kidder (2016). Factors and norms influencing unpaid care work Household survey evidence from five rural communities in Colombia, Ethiopia, the Philippines, Uganda and Zimbabwe. OXFAM Report

Table 13:   Satisfaction with the Division of household labour and women's decision-making

| Indicator | Responses by woman | | | | | Response by man | | | | |
| | Type of treatment | | | | | Type of treatment | | | | |
	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total
Satisfaction with the division of domestic and care activity tasks										
Unsatisfied	8.4	13.9	16.6	16.5	13.9	2.6	5.2	7.0	7.8	5.7
Fairly Satisfied	9.9	11.8	9.9	12.9	11.1	4.3	7.0	7.3	5.9	6.1
Satisfied	50.1	44.5	49.3	47.3	47.9	59.4	50.6	55.0	59.9	56.3
Very Satisfied	31.6	29.7	24.2	23.2	27.1	33.6	37.3	30.7	26.3	31.9
Domains a woman would more control over decisions										
Decisions about children's schooling and health	21.7	31.8	22.7	28.3	26.1					
Decisions about your health and when to go to the doctor	33.6	33.0	28.0	28.6	30.8					
Small daily purchases (e.g. food, toiletries)	30.4	18.5	23.9	18.5	22.8					
Large purchases (e.g. land, cattle, cell phone)	19.1	25.5	19.0	19.3	20.7					

Indicator	Responses by woman					Response by man				
	Type of treatment					Type of treatment				
	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total
How many children to have and spacing of children	34.2	27.0	25.9	23.5	27.6					
Whether to take out a loan	20.3	22.4	16.9	17.4	19.2					
Decisions about whether to visit relatives or travel	30.7	20.6	24.8	24.4	25.2					
Decisions on how I spend my own time	33.9	23.6	28.9	32.2	29.7					
Which family members should do domestic tasks, like sweeping, collecting water or caring for children	32.5	18.8	24.8	29.1	26.4					
Which family members should do productive/paid activities, such as agriculture work, farm animals, or trading	15.9	13.9	16.9	15.4	15.6					
Other	18.3	16.4	19.5	18.8	18.3					

Source: EPRC's computations using baseline survey, 2021

5.3.4   Social norms

As emphasized by Karimli et al. (2016), the survey sought to measure the strength of existing norms via (1) behaviour – what women and men do (i.e. the amount and intensity of their care work); (2) attitudes – what women and men believe they should do; (3) empirical expectations – what women and men believe others do; and (4) normative expectations – what women and men believe others think they should do.

The household survey also included some vignettes that described situations in which the women and men respondents were asked their opinions of each hypothetical scenario/situation, how they think other members of their community would respond to each one, and how they would compare the situation within their household.

Acceptance of beating, criticism, and shaming

To understand why societies, communities or households/ families behave in specific ways and generally how society or the communities they live in judge their actions, the survey asked respondents (women and men) whether certain behaviours/actions were acceptable or unacceptable by the type of action (beating or criticism or shaming) concerning one's gender and the role they play in the family and community.

Specifically, the survey asked women and men to provide their opinions on under which circumstances it was acceptable to beat or harshly criticise a woman, as well as

Figure 10: **Share of respondents in the samples who felt beating of a woman by her husband was an acceptable response to a perceived failure to carry out tasks**
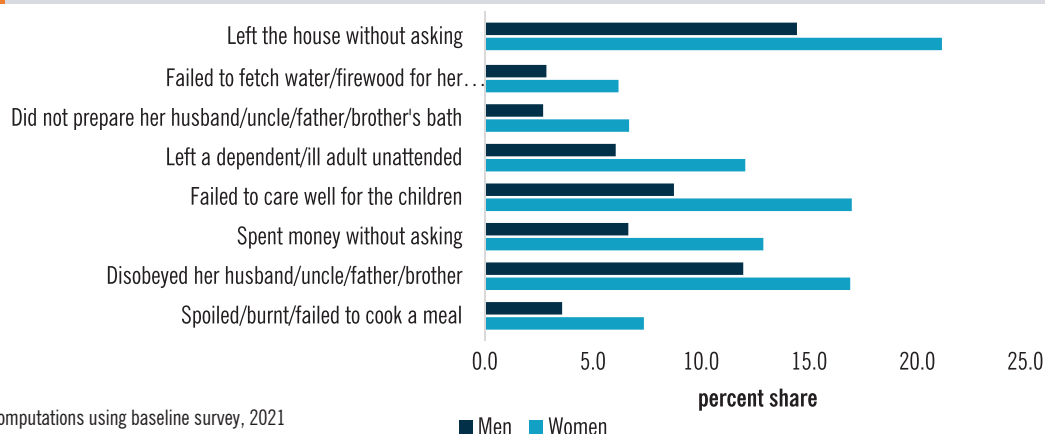
Source: EPRC's computations using baseline survey, 2021

Figure 11: Share of respondents in the samples who felt harsh criticism of a woman by her husband was an acceptable response to a perceived failure to carry a task
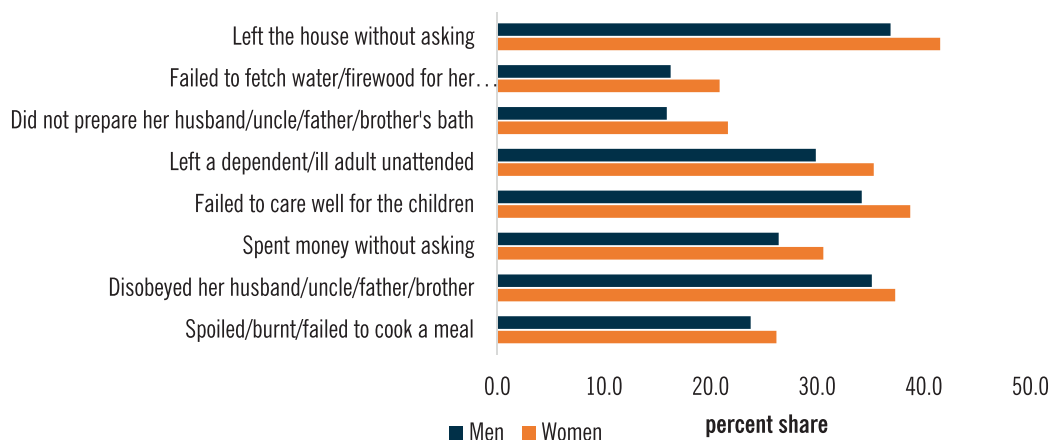
Source: EPRC's computations using baseline survey, 2021

the acceptability of mocking/shaming a man for undertaking care and domestic work. Women were their own worst enemies as their acceptability of violence/being beaten was higher than men. For example, for leaving the house without asking, 21 percent of women vs 14 percent of men indicated that it was acceptable for a husband to beat his wife. In addition, for failure to care for children, 17 percent of women compared to 9 percent of men accepted violence. Generally, more women than men reported the acceptability of violence across all indicated situations (Figure 10).

Further analysis by the treatment arm is provided in Annex Table 3. Panel A. For example, for women respondents, observations show that while the shares are not significantly different for parishes in the Control, T1 and T3 groups, for beating, much lower shares were reported for those in the T2 group (Annex Table 3).

Similarly, across all indicators/scenarios, the percentage of women who said yes to any scenario of harsh criticism was on average 32 percent while their male counterparts that responded on the same were 27 percent (Annex Table 3 Panel B). More women respondents found harsh criticism of women acceptable on leaving the house without asking (42 percent for women versus 37 percent for men) (Figure 11). There are few overall mean differences between women and men respondent's views, as is noted for violence (beating). *Annex Table 3 Panel B* also provides the disaggregation by treatment type, whereas T2 has slightly lower shares in respondents (women and men), reporting the acceptability of criticism.

Concerning shaming/mocking a man by community members if found participating in UCW, the acceptability of such acts was again voiced by more male respondents than women.

Figure 12: Share of respondents in the samples who felt shaming/mocking a man by community was an acceptable response to a perceived failure to carry out a task
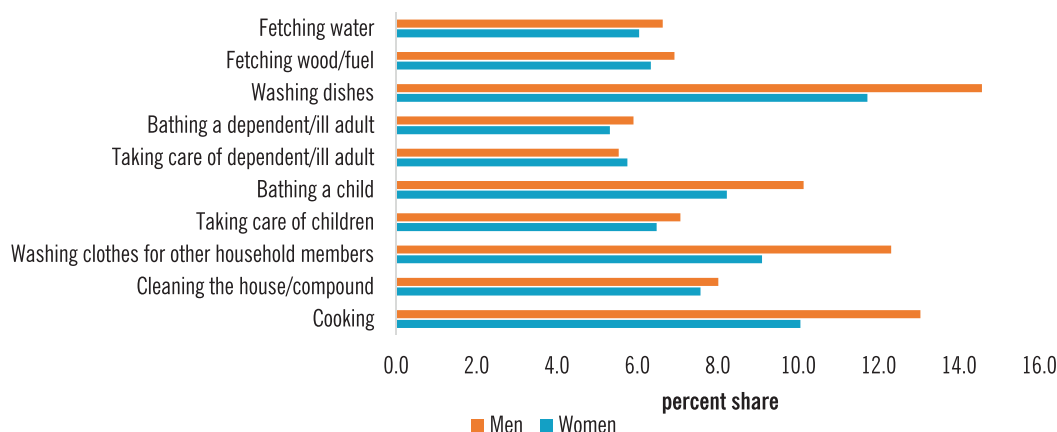

Source: EPRC's computations using baseline survey, 2021

The highest levels of accepting shame/mocking for mean were related to tasks such as washing dishes, cooking, washing clothes for other household members, and bathing a child (levels were 15 percent, 13 percent, and 12 percent, respectively) (Figure 12).

Reaction to vignettes

Most respondents irrespective of gender approved of a vignette that depicted low normative expectations in which few men in the village were undertaking caring for people and domestic work – (67 percent of women and 66 percent of men). At the same time, few people approved of the scenario where men should care for people and do domestic work (Figure 13). Slightly fewer women (3 percent) than men (4 percent) indicated high empirical expectations in which almost all men in their villages cared for people

and domestic work. Finally, nearly all people said that men should care for people and do domestic work; in other words, shared responsibility and division of UCW were low.

From Figure 14, most women respondents (49 percent) report that the high level of low normative expectations in their communities as shown by Figure 13 above, is because caring for people and domestic work was a women's work. Comparatively, men reported this 39 percent of the time. Other men (33 percent) indicated that the scenario depicted is because that is how the situation is and has been in their communities. This represents an element of behaviour that has transcended generations. Also, there is a small percentage of women and men (4 percent), who indicate that men do not know how to do care work and hence expected

Figure 13: Share of women and men in the samples who approved of the vignette describing (a) a gendered division of care work and (b) shared responsibilities
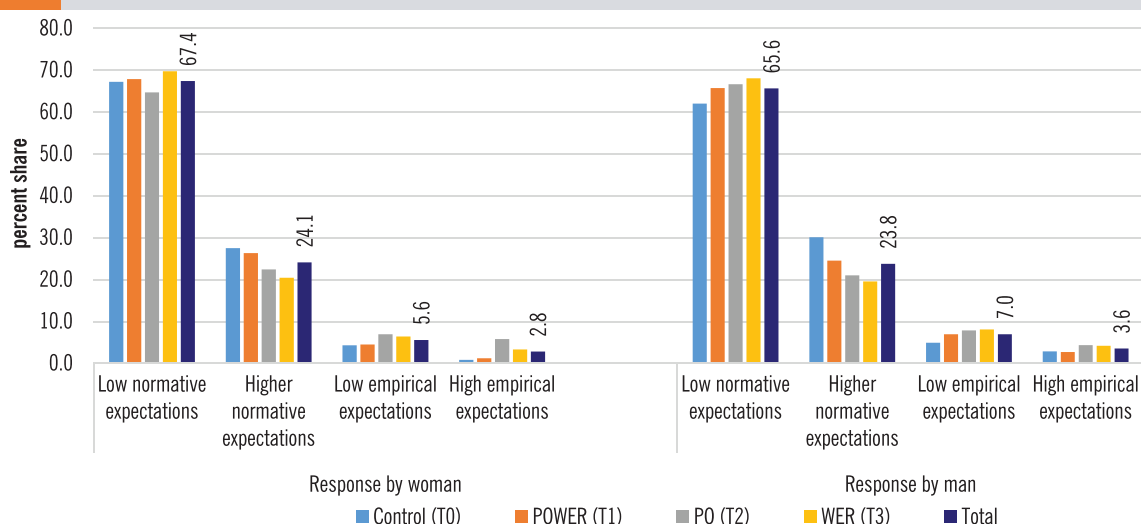
Source: EPRC's computations using baseline survey, 2021

Figure 14: Share of respondents on why the scenario painted by the vignettes is like that in their communities
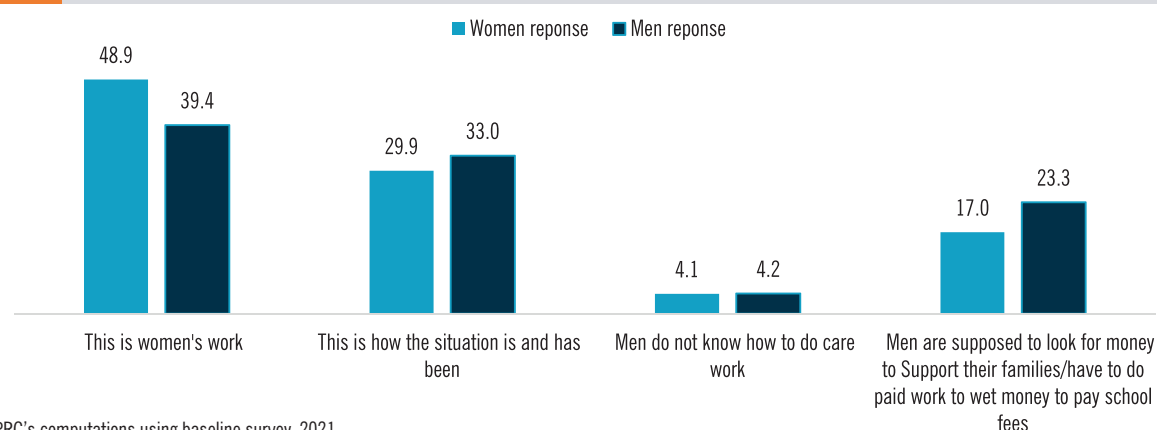
Source: EPRC's computations using baseline survey, 2021

to look for money to look after their families (23 percent). Such expectations and views on UCW indicate that changing divisions of gendered work to favour shared responsibilities around unpaid and domestic work will require tackling the mindsets of many communities and championing and discussing customs in detail to change the norm, with women at the core.

5.4 INFRASTRUCTURE AVAILABILITY

Availability of infrastructure is imperative because it eases the burden of UCW in terms of distance moved to access social services. For example, from Table 14, between 71 percent - 83 percent of households have an improved water source within the community. Walking to the water source

takes an average of $15 - 25$ minutes. Similarly, at least 96 percent of households have a health facility within the community, but it takes more than an hour to walk to the facility. Collecting firewood requires about $37 - 47$ minutes to walk to the nearest place to get firewood.

The availability of most of the infrastructure seems similar across the control and treatment parishes except for the time to walk to the water source, and distances to the marketplace. For instance, the women in the treatment parishes T2 are more likely to take more than 13 minutes to fetch water from the water source than their counterparts in the control parishes (Table 14). Similarly, women in the control parishes were 11 percent more likely to report electricity usage than their counterparts in the treatment parishes, especially T1. Within the treatment arms, significant statistical differences existed between the times to walk to the water source and childcare services.

Table 14: Availability of infrastructure in the parish or community

Characteristics	Treatment arms									t-tests					
	Control		T1		T2		T3			T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
	Mean	n	Mean	n	Mean	n	Mean	n							
Improved water use (1 if yes)	73	344	82.7	330	76	342	70.8	356		9.76**	3.06	-2.18	-6.7	-11.94***	-5.24
										-2.96	-0.94	(-0.67)	(-2.03)	(-3.65)	(-1.61)
Time to walk to source (min)	14.6	251	19.2	273	24.8	260	19.9	252		4.55	10.11***	5.29	5.56*	0.73	-4.83
										-2.18	-4.78	-2.48	-2.69	-0.35	(-2.28)
Use health facility (1 if yes)	97.7	344	97.9	330	97.7	342	96.6	356		0.2	0	-1.05	-0.22	-1.25	-1.03
										-0.17	(-0.01)	(-0.88)	(-0.18)	(-1.04)	(-0.86)
Time to health facility (min)	70	336	75.4	323	64.4	334	69	344		5.37	-5.68	-1.08	-11.05	-6.46	4.59
										-1.1	(-1.17)	(-0.22)	(-2.26)	(-1.33)	(-0.95)
Distance to services (min)															
All-season road	27.3	344	38.8	330	42.9	342	32.4	356		11.52	15.62*	5.13	4.1	-6.39	-10.5
										-1.96	-2.68	-0.89	-0.7	(-1.10)	(-1.82)
Marketplace	83.7	344	91.3	330	66.7	342	70.1	356		7.6	-17.08**	-13.67	-24.68***	-21.27***	3.41
										-1.35	(-3.07)	(-2.48)	(-4.38)	(-3.82)	(-0.62)
Collect firewood	38.7	291	47.4	302	37.4	290	37.1	296		8.78	-1.29	-1.51	10.06	-10.29	-0.23
										-2.2	(-0.32)	(-0.38)	-2.53	(-2.60)	(-0.06)
Electricity use (1 if yes)	74.7	344	65.5	330	68.4	342	62.9	356		-9.25*	-6.29	-11.79**	2.97	-2.53	-5.5
										(-2.58)	(-1.77)	(-3.35)	(-0.83)	(-0.71)	(-1.56)
Use children's facilities (1 if yes)	8.7	344	5.4	330	3.2	342	11.2	356		-3.27	-5.50**	2.51	-2.24	5.78**	8.02***
										(-1.65)	(-2.80)	(-1.29)	(-1.13)	(-2.94)	(-4.12)

Notes:
1/3: T1-POWER; T2-PO; and T3-WER. T_i-T refers to the difference in treatment means
2/3: In the parenthesis are t-tests
3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively

Source: EPRC's computations using baseline survey, 2021

Table 15:	Women well-being

Characteristics	Treatment arms								tt-tests					
	Control (T0)		T1		T2		T3		T1-T0	T2-T0	T3-T0	T1-T2	T1-T3	T2-T3
	Mean	N	Mean	N	Mean	N	Mean	N						
Suffered injury/illness from UCW (1 if yes)	65.1	358	52.4	349	64.4	357	95.1	365	-12.65	-0.66	29.98	11.99	42.63	30.6
									(-0.65)	(-0.03)	(1.55)	(0.61)	(2.20)	(1.59)
Harm experienced due to UCW														
Headaches/dizziness	32.6	233	30.1	183	35.2	230	34.8	250	-2.56	2.60	2.18	5.16	4.74	-0.42
									(-0.55)	(0.59)	(0.51)	(1.10)	(1.03)	(-0.10)
Back/joint aches	69.1	233	65.6	183	70.4	230	58.0	250	-3.53	1.34	-11.10*	4.86	-7.57	-12.44**
									(-0.75)	(-0.30)	(-2.57)	(1.04)	(-1.64)	(2.88)
Wound/burn	9.9	233	11.5	183	11.7	230	14.0	250	1.60	1.87	4.13	0.26	2.52	2.26
									(0.50)	(0.62)	(1.40)	(0.08)	(0.80)	(0.77)
Breathing problem	12.4	233	12.0	183	10.0	230	13.6	250	-0.42	-2.45	1.15	-2.02	1.58	3.60
									(-0.13)	(-0.81)	(0.39)	(-0.63)	(0.50)	(1.21)
Stress/irritability	6.0	233	13.7	183	9.1	230	6.4	250	7.65*	3.12	0.39	-4.53	-7.26*	-2.73
									(2.79)	(1.21)	(0.15)	(-1.65)	(-2.69)	(-1.08)
Fatigue	15.4	233	26.8	183	30.0	230	24.8	250	11.32*	14.55***	9.35	3.22	-1.98	-5.20
									(2.70)	(3.68)	(2.41)	(0.77)	(-0.48)	(-1.34)
Digestive/stomach problems	1.7	233	4.9	183	9.1	230	2.8	250	3.20	7.41***	1.08	4.21	-2.12	-6.33**
									(1.56)	(3.85)	(0.57)	(2.05)	(-1.05)	(-3.34)
Others	8.2	233	7.1	183	3.9	230	5.2	250	-1.05	-4.24	-3.00	-3.19	-1.90	1.29
									(-0.45)	(-1.92)	(-1.36)	(-1.35)	(-0.82)	(0.59)
UCW causing harm in future														
Not concerned at all	34.4	358	38.7	349	29.1	357	29.0	365	4.32	-5.32	-5.32	-9.55*	-9.64*	-0.09
									(1.23)	(-1.49)	(-1.53)	(-2.71)	(-2.75)	(-0.03)
Not very concerned	14.5	358	16.9	349	17.9	357	18.9	365	2.38	3.40	4.38	1.02	2.00	0.98
									(0.84)	(1.21)	(1.56)	(0.36)	(0.71)	(0.35)
Somewhat concerned	26.0	358	28.4	349	30.8	357	28.5	365	2.39	4.83	2.52	2.44	0.13	-2.32
									(0.70)	(1.43)	(0.75)	(0.72)	(0.04)	(-0.69)
Very concerned	25.1	358	16.0	349	22.1	357	23.6	365	-9.09**	-3.01	-1.58	6.08	7.52	1.43
									(-2.94)	(-0.98)	(-0.52)	(1.96)	(2.44)	(0.47)

Notes: 1/3: T1-POWER; T2-PO; and T3-WER. T$_i$-T refers to the difference in means; 2/3: In the parenthesis are t-tests;
3/3: *, **, and *** indicate significance at the 90 percent, 95 percent, and 99 percent confidence intervals, respectively
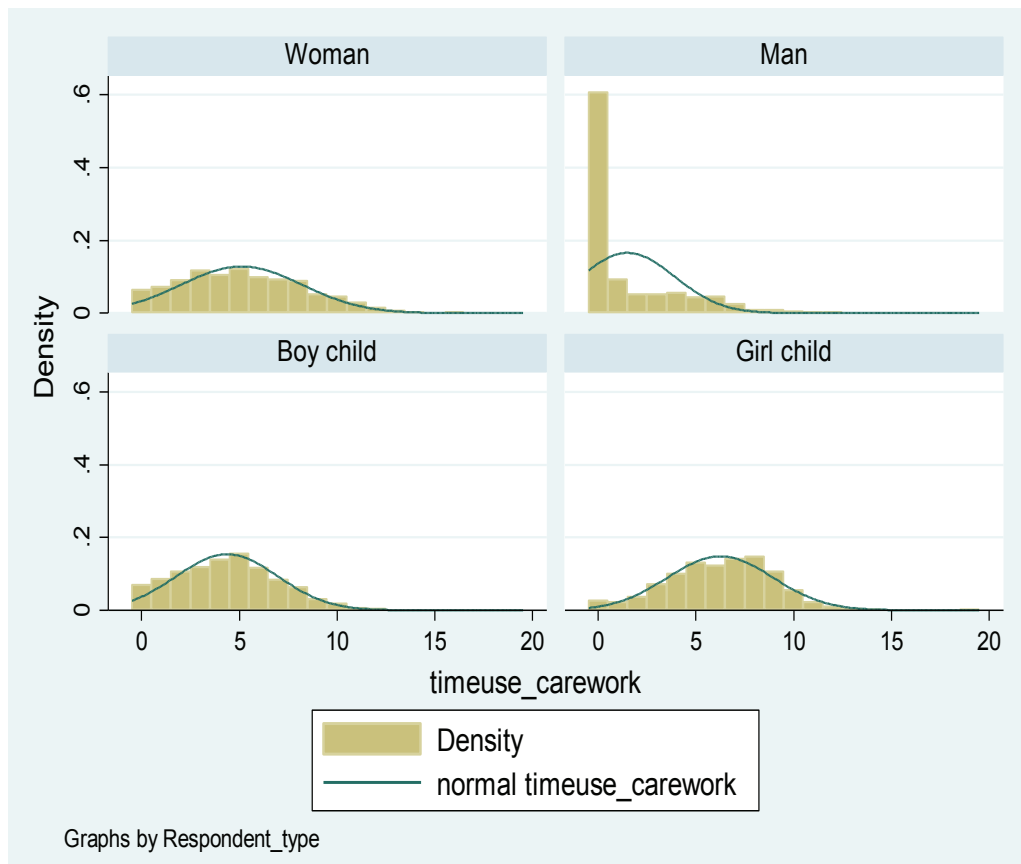Source: EPRC's computations using baseline survey, 2021

5.5 Well-being

Well-being in the survey was measured based on whether the respondents indicated they suffered from any injury, illness, disability, or other physical or mental harm because of undertaking unpaid domestic work or caring for people. Overall, almost two-thirds (63 percent) of the women reported having suffered either an injury, illness, disability, or physical/mental harm. The greatest harm experienced by women was back/joint aches (65 percent) and headaches (33 percent). Considering treatment arms, generally, the data show that unpaid care work had similar effects across the control and treatment arms, except for back/joint aches, stress/irritability, fatigue, and digestive problems where statistically significant differences exist. More specifically, women in the treatment parishes T0 were 12 percent less likely to suffer back joints because of UCW than their counterparts in the treatment parishes T3. Similarly, women in the treatment parishes T1 were 12 percent more likely to report fatigue due to UCW than those in the control parishes T0 (Table 15). Within the treatment parishes, women in T2 were 3

Figure 14: Distribution of time on UCW by gender and treatment type (in hours/day)

Source: EPRC's computations using baseline survey, 2021

percent more likely to suffer back joints or digestive/stomach problems than those in treatment parishes T3. Furthermore, there were also differences in the level of concerns about UCW causing injuries in future among women in the control and treatment arms. Over 50 percent of the women reported that they would be somewhat concerned or very concerned. Within the treatment parishes, women in the treatment parishes T1 were 9 percentage points less likely to be very concerned about having injuries from UCW than their counterparts in the control parishes T0.

5.6 Distribution curves

To estimate potential floor effects[8], we hypothesise that most unpaid care work will be skewed and biased towards women and girls compared to men and boys. This will be noted from the disproportionate time spent (hours) on unpaid care

and domestic work by gender. This implies that short-term improvements in time spent on UCW will be small because of the difficulty of shifting sticky negative SGN that recognise and reduce UCW to enable even distribution of UCW among genders. These are the floor effects that raise concern about the ability of the impact of our intervention to detect statistically significant effects of the impact of POWER model interventions on time use and SGN perceptions on divisions of UCW within a household, community, or workplace.

The distributions of time use by gender and asset at the household level are presented in the figures below. Despite time spent on UCW being different, the distributions at least for women, boys and girls highlight normal distributions with the woman curves being more even and wide and the girl child showing an even more bell-shaped curve than the rest (Figure 15). Concerning men, it's skewed to the left, implying most men spent relatively short time on UCW and were not evenly distributed throughout their day. Additional distribution curves are presented in the annexe.

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8   This is the situation in which a large proportion of participants perform very poorly on a task or other evaluative measure, thus skewing the distribution of scores and making it impossible to differentiate among the many individuals at that low level.

5.7 Regression results

Before estimating the final difference-in-differences models that require endline data, the baseline data alone also provides insights into individual and household correlates of UCW among women and men in the select districts of Uganda, particularly the parishes by treatment type. The findings are presented below. Note that the regression results are not designed to explain causal inference; rather, they examine correlations between time use and woman or man characteristics. In this regard, we focus on the general trends across the regression results rather than place too much weight on a single significant variable.

Table 16 present the results of correlates (individual, household, and treatment level fixed effects) on time use for women by treatment arm and pooled sample. We use robust standard errors clustered at the parish level, which is where our randomisation was done. The results show that the age of a woman has a significant negative association with the amount of time she spends on UCW, implying that as she grows older, she spends less time on UCW. This is true across all the treatment parishes and the pooled sample. Conversely, the age of a man (spouse) has no significant effect on a woman's time on UCW. The highest level of education attained by either a male or female in a household has a significant negative association with time spent on UCW. The modal highest education of a male in a household was O-level and above (men – 33.2 percent), while a female's was some primary (women – 34.6 percent). This finding implies that if men are in a household with high

education levels, the UCW work burden will likely be less. This could be attributed to educated men perceiving UCW as a burden and subsequently stepping in to support women.

There is limited evidence of correlations between the number of adults (18 years and above), the number of children (below 18 years), and the asset ownership index having an impact on time use, based on the pooled sample and most treatment arms. The weak evidence for assets could probably be because the assets being owned are not necessarily related to the reduced time spent on UCW. Considering individual assets, bicycle ownership has a positive association with time spent on UCW in treatments 1 and 2, and a negative association in treatment 1 (Annex Table 5). Similarly, ownership of a gas stove has a positive association with time spent on UCW in treatments 0, 1 and 2, but a negative association in treatment 3 (Annex Table 5). Having a water tap in the compound is the only asset with a clear association (negative) with time spent on UCW. This is plausible because fetching water is the most burdensome activity as indicated by most women (over 70 percent in Table 16) reporting that they would want help from their spouses. We would expect bicycle ownership to reduce UCW's burden like fetching water, but the results show otherwise. The positive association of bicycle ownership could be explained by the fact that ownership compels a woman to engage in more care activities, including fetching water and firewood, which otherwise she could not have done if there was no bicycle. Considering the treatment fixed effects, they all positively affect time use on UCW.

Table 16:	Demographic and district-level correlates of time use for women by treatment parish				
	(1)	(2)	(3)	(4)	(5)
Variables	Control	T1	T2	T3	Pooled
Age_women (years)	-0.373***	-0.470	-0.316***	-0.339***	-0.322***
	(0.020)	(0.451)	(0.065)	(0.023)	(0.096)
Age_men (years)	-0.100	0.246		-0.080	-0.036
	(0.332)	(0.293)		(0.057)	(0.111)
Max female educ	-0.039	0.012***	-0.088***	-0.019	-0.041***
	(0.029)	(0.005)	(0.003)	(0.019)	(0.013)
Max male educ	0.018	-0.029*	-0.031***	0.005	-0.016*
	(0.035)	(0.018)	(0.010)	(0.029)	(0.009)
No. of adults	0.025	0.002	-0.001	-0.033*	-0.001
	(0.022)	(0.037)	(0.005)	(0.017)	(0.018)
No. of children	-0.024*	0.017***	0.016	0.006	0.008
	(0.013)	(0.002)	(0.032)	(0.016)	(0.008)
Asset_index	-0.403	0.300	0.969**	-0.164	0.174

Variables	(1) Control	(2) T1	(3) T2	(4) T3	(5) Pooled
	(0.350)	(0.700)	(0.489)	(0.806)	(0.433)
District (base = Pallisa)					
Masindi	-0.120	-0.190***	0.106***	-0.103***	-0.092
	(0.080)	(0.067)	(0.011)	(0.011)	(0.077)
Mbarara	0.297***	0.134**	0.254***	0.044***	0.165**
	(0.047)	(0.061)	(0.052)	(0.015)	(0.064)
Mpigi	-0.095**	0.042	0.189***	-0.442***	-0.046
	(0.041)	(0.055)	(0.013)	(0.034)	(0.116)
Treatments (base = Control)					
T1					0.203***
					(0.023)
T2					0.199***
					(0.008)
T3					0.043
					(0.076)
Constant	3.573***	2.233*	2.270***	3.425***	2.814***
	(1.349)	(1.306)	(0.539)	(0.973)	(0.435)
Observations	326	309	309	333	1,277

Notes; Standard errors are in parentheses. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$

Source: EPRC's computations using baseline survey, 2021

In Table 17, we introduce economic activities undertaken by women into the model. The results show that, generally, the type of employment, either by a woman or man, has no significant association with time spent on UCW for women based on the pooled sample. If anything, being employed, especially in agriculture, is significantly associated with more involvement in UCW, and unemployed men increase time spent on UCW for women in T3. Involvement in paid work does not reduce time spent in UCW. Instead, it increases it significantly in treatments 2 and 3. Similar findings are obtained even after including individual assets in the model (Annex Table 6A).

Table 17: Demographic, district fixed effects, and economic activity correlates of time use, women

Variables	(1) Control	(2) T1	(3) T2	(4) T3	(5) Pooled
Age_women (years)	-0.354***	-0.514	-0.257***	-0.298***	-0.328***
	(0.054)	(0.434)	(0.045)	(0.017)	(0.094)
Age_men (years)	-0.071	0.240	-0.091***	-0.120	-0.037
	(0.238)	(0.287)	(0.011)	(0.095)	(0.097)
Max female educ	-0.038	0.020***	-0.077***	-0.012	-0.027**
	(0.035)	(0.002)	(0.004)	(0.018)	(0.011)
Max male educ	0.011	-0.024	-0.037***	0.007	-0.012
	(0.033)	(0.024)	(0.013)	(0.037)	(0.011)
No. of adults	0.023**	-0.003	0.003**	-0.031	-0.005
	(0.010)	(0.035)	(0.002)	(0.020)	(0.016)
No. of children	-0.019	0.015***	0.017	0.013	0.007
	(0.013)	(0.003)	(0.036)	(0.013)	(0.008)
Asset_index	-0.718	0.113	1.285***	0.084	0.101
	(0.854)	(0.480)	(0.238)	(0.760)	(0.340)
Employment status_women					
Unemployed	-0.456***	0.436***	0.034	0.661***	0.252

Variables	(1) Control	(2) T1	(3) T2	(4) T3	(5) Pooled
	(0.006)	(0.008)	(0.047)	(0.110)	(0.253)
Paid work/wage/salary	-0.138	-0.246	0.502***	0.414***	0.075
	(0.155)	(0.279)	(0.163)	(0.136)	(0.145)
Informal/formal work	-0.289***	-0.093	0.400**	0.245*	0.026
	(0.054)	(0.163)	(0.167)	(0.139)	(0.120)
Agriculture	0.031	0.034	0.562***	0.373***	0.247***
	(0.100)	(0.022)	(0.174)	(0.038)	(0.076)
Employment status_male					
Unemployed	-0.151	0.278		0.336***	0.128
	(0.479)	(0.266)		(0.027)	(0.131)
Paid work/wage/salary	-0.084	-0.136	0.036	-0.055	-0.076
	(0.181)	(0.149)	(0.119)	(0.313)	(0.091)
Informal/formal work	0.056	-0.120**	0.057	0.104	0.050
	(0.205)	(0.058)	(0.101)	(0.153)	(0.057)
Agriculture	-0.066	-0.030	0.058	0.140	0.043
	(0.266)	(0.034)	(0.138)	(0.108)	(0.043)
District (base=Pallisa)					
Masindi	-0.020	-0.158*	0.094***	-0.150***	-0.061
	(0.069)	(0.094)	(0.026)	(0.029)	(0.063)
Mbarara	0.362***	0.170**	0.230***	-0.034	0.186***
	(0.049)	(0.085)	(0.064)	(0.046)	(0.066)
Mpigi	0.072	0.058	0.166***	-0.356***	0.019
	(0.049)	(0.053)	(0.031)	(0.086)	(0.085)
Treatments (base=Control)					
T1					0.165***
					(0.029)
T2					0.158***
					(0.034)
T3					0.043
					(0.081)
Constant	3.669**	2.553**	1.552***	2.753**	2.620***
	(1.860)	(1.117)	(0.034)	(1.140)	(0.405)
Observations	326	309	309	333	1,277

Notes; Standard errors are in parentheses. *** $p<0.01$, ** $p<0.05$, * $p<0.1$

Source: EPRC's computations using baseline survey, 2021

Lastly, Table 18 includes infrastructure support systems within the communities/parishes into the model correlates of time use. The results from this analysis show that the time taken to reach the nearest market has a significant positive association with the time women spend on UCW considering the pooled sample. This means that women who travel long distances to complete activities (e.g. shopping for food) end up spending more extended amounts of total time in UCW. Conversely, childcare services are generally negatively associated with the amount of time women spend on UCW in control parishes and pooled samples. This is so because the availability of childcare services frees up time that would have been used for childcare and can be used for other activities. Nonetheless, utilisation of childcare services may increase time use on UCW, especially if the facility is far away from home, requiring much time to walk. This could partly explain the positive association in treatment 1. The findings are similar even after including individual assets in the model (Annex Table 7A).

Table 18: Demographic, district fixed effects, economic activity and infrastructure correlates of time use, women

	(1)	(2)	(3)	(4)	(5)
Variables	Control	T1	T2	T3	Pooled
Age_women (years)	-0.322***	-0.511	-0.236***	-0.294***	-0.330***
	(0.048)	(0.392)	(0.031)	(0.024)	(0.094)
Age_men (years)	-0.076	0.235	-0.114***	-0.113	-0.029
	(0.250)	(0.261)	(0.014)	(0.088)	(0.096)
Max female educ	-0.016	0.020**	-0.078***	-0.010	-0.023*
	(0.060)	(0.008)	(0.010)	(0.016)	(0.012)
Max male educ	0.019	-0.025	-0.031*	0.006	-0.008
	(0.017)	(0.026)	(0.018)	(0.036)	(0.011)
No. of adults	0.007	-0.001	-0.001*	-0.031	-0.010
	(0.031)	(0.031)	(0.000)	(0.021)	(0.015)
No. of children	-0.014	0.015***	0.017	0.011	0.007
	(0.013)	(0.005)	(0.039)	(0.014)	(0.008)
Asset_index	-0.709*	0.107	1.385***	0.134	0.148
	(0.428)	(0.654)	(0.317)	(0.703)	(0.356)
Employment status_women					
Unemployed	-0.453***	0.455***	0.079***	0.677***	0.259
	(0.043)	(0.027)	(0.007)	(0.129)	(0.244)
Paid work/wage/salary	-0.127	-0.247	0.544***	0.399***	0.081
	(0.168)	(0.251)	(0.123)	(0.146)	(0.138)
Informal/formal work	-0.258***	-0.090	0.463***	0.249	0.035
	(0.034)	(0.142)	(0.118)	(0.170)	(0.108)
Agriculture	0.012	0.043**	0.597***	0.368***	0.232***
	(0.111)	(0.021)	(0.148)	(0.072)	(0.073)
Employment status_male					
Unemployed	-0.145	0.279		0.335***	0.113
	(0.474)	(0.302)		(0.046)	(0.139)
Paid work/wage/salary	-0.063	-0.143	0.011	-0.059	-0.078
	(0.150)	(0.129)	(0.129)	(0.368)	(0.091)
Informal/formal work	0.070	-0.121**	0.031	0.118	0.042
	(0.215)	(0.050)	(0.115)	(0.154)	(0.057)
Agriculture	-0.055	-0.031	0.048	0.146	0.032
	(0.273)	(0.021)	(0.133)	(0.101)	(0.045)
Time to market (In mins)	0.126	-0.001	0.036	0.025	0.038**
	(0.081)	(0.042)	(0.028)	(0.016)	(0.017)
Use childcare services	-0.283***	0.105**	-0.053***	0.091	-0.057
	(0.046)	(0.053)	(0.014)	(0.151)	(0.077)
District (base＝Pallisa)					
Masindi	0.058***	-0.145	0.089***	-0.144***	-0.053
	(0.001)	(0.111)	(0.032)	(0.018)	(0.055)
Mbarara	0.458***	0.185	0.198***	-0.001	0.209***
	(0.045)	(0.140)	(0.048)	(0.045)	(0.063)
Mpigi	0.297***	0.069	0.144***	-0.344***	0.043
	(0.062)	(0.070)	(0.019)	(0.072)	(0.075)
Treatments (base＝Control)					
T1					0.166***
					(0.035)
T2					0.169***

Variables	(1) Control	(2) T1	(3) T2	(4) T3	(5) Pooled
					(0.040)
T3					0.053
					(0.083)
Constant	2.915	2.544*	1.349***	2.559**	2.405***
	(2.025)	(1.399)	(0.167)	(1.035)	(0.475)
Observations	326	309	309	333	1,277

Notes: Standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1
Source: EPRC's computations using baseline survey, 2021

6. CONCLUSION

In this report, the baseline findings for the impact evaluation of the POWER model demonstrate that the clustering of the RCT by the 4 treatment arms (Control [T0], T1, T2 and T3) was successful in creating equivalence in observable individual characteristics between control and treatment parishes. We did not find systematic statistically significant differences in our demographic characteristics (age and sex); however, some differences were found between the control and T1 in the Mpigi district and between T1 and other treatments (T2 and T3), but the statistical power is low. These findings indicate that the randomisation will usually work and enable us to make causal claims about the short-term effects of the impact of the POWER model interventions after the endline data collection and analysis (after 1 year of model introduction).

Furthermore, specific indicators such as education level, primary activity, asset ownership, perceptions on the division of unpaid and domestic work, time use (hours), infrastructure and wellbeing were analysed by treatment category. This helped to develop insights on household variations and the underlying factors that might need to shift to recognise, reduce, and redistribute UCW and the SGNs that surround such divisions/roles towards such work. We find encouraging results in which most indicators were not statistically significant across and between treatments and the control parishes. However, where they are substantial, district-level environment and location probably explain some of these findings. In the final analysis, district-level fixed effects will be controlled for.

Further, distribution curves for time use by gender indicate somewhat normal distributions other than for men, which is left skewed. The endline survey will help determine whether the intervention fostered to redistribute the time spent on UCW for men and boys to mitigate some of the floor effects caused by SGNs.

In the future, the EPRC, School of Women and Gender Studies-Makere University and Care International Uganda team plans to implement the intervention from 2022-2023 while undertaking process evaluations on how the interventions were being implemented and put into practice. In addition, costing of how much each intervention has cost to set up will be undertaken at the end of the project. Endline quantitative survey data collection and qualitative survey will be undertaken by late 2023 or early 2024. This will again include the collection of data on time use and perceptions surrounding UCW among a longitudinal sample of men, women, and children. Similar tools applied at the baseline will be used. Alongside all these, lessons learned will be documented at all phases.

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ANNEX

Table 1. Age categories of adult primary respondents

	Control (T0)	Power (T1)	PO (T2)	WER (T3)
Women				
8-17 Yrs	0.28	0.00	0.00	0.00
18-24 Yrs	12.29	8.57	14.01	9.04
25-35 Yrs	32.68	34.57	32.49	34.79
36-54 Yrs	46.37	44.57	42.02	46.03
55-64 Yrs	6.42	9.71	8.96	7.67
>=65 Yrs	1.96	2.57	2.52	2.47
Men				
18-24 Yrs	3.48	2.73	2.92	3.36
25-35 Yrs	24.35	20.00	24.78	21.01
36-54 Yrs	51.59	50.00	47.52	49.86
55-64 Yrs	12.75	17.58	14.58	14.57
>=65 Yrs	7.83	9.70	10.20	11.20
Sample No.	358	350	357	365

Source: EPRC's computations using baseline survey, 2021

Table 2: Who in the household makes the most significant contribution?

	Control (T0)	POWER (T1)	PO (T2)	WER (T3)
	percent	percent	percent	percent
Panel A: Response by woman				
a. Education				
Wife or other woman in the household	20.2	21.7	20.5	22.7
Husband or other man in the household	72.6	65.7	65.6	63.6
b. Food				
Wife or other woman in the household	45.3	52.3	52.6	50.7
Husband or other man in the household	52.8	46.9	43.7	45.5
c. Medical Bills				
Wife or other woman in the household	22.6	24.6	19.6	22.5
Husband or other man in the household	74.0	71.1	73.7	71.5
Average woman response across welfare items				
Wife or other woman in the household	*29.4*	*32.9*	*30.9*	*32.0*
Husband or other man in the household	*66.5*	*61.2*	*61.0*	*60.2*
Panel B: Response by man				
Wife or other woman in the household	*32.2*	*19.9*	*23.1*	*24.6*
Husband or other man in the household	*65.2*	*74.0*	*69.0*	*70.6*
Total number of households (N)	358	350	357	365

Source: EPRC's computations using baseline survey, 2021

Table 3: Acceptance of violence, criticism, and shaming

Indicator of violence and criticism	Responses by woman					Response by man				
		Type of treatment					Type of treatment			
	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total
Panel A: Beat a woman if she:										
Spoiled/burnt/failed to cook a meal	9.2	7.8	4.2	8.2	7.3	3.5	3.6	2.9	4.2	3.6
Disobeyed her husband/uncle/father/brother	20.4	20.7	9.8	16.7	16.9	14.2	13.7	8.2	11.8	12.0
Spent money without asking	13.4	14.4	8.1	15.6	12.9	7.2	7.3	5.6	6.5	6.6
Failed to care well for the children	16.8	20.7	13.4	17.0	17.0	9.3	9.7	7.9	8.1	8.7
Left a dependent/ill adult unattended	11.7	13.5	9.0	14.0	12.0	6.7	6.7	4.7	6.2	6.0
Did not prepare her husband/uncle/father/brother's bath	8.4	8.3	4.2	5.8	6.7	2.9	2.7	2.6	2.5	2.7
Failed to fetch water/firewood for her husband/uncle/father/brother	7.3	8.6	3.4	5.5	6.2	3.2	2.4	2.3	3.4	2.8
Left the house without asking	24.3	22.4	14.8	23.0	21.1	18.3	16.1	11.7	11.8	14.4
Panel B: Harshly criticise a woman if she:										
Spoiled/burnt/failed to cook a meal	27.4	34.8	17.9	24.7	26.2	24.1	32.2	19.3	19.9	23.8
Disobeyed her husband/uncle/father/brother	38.0	47.1	28.3	35.9	37.3	38.8	42.2	27.5	32.3	35.1
Spent money without asking	26.3	37.6	25.8	32.6	30.6	24.1	33.7	22.2	25.8	26.4
Failed to care well for the children	35.2	49.7	33.9	36.2	38.7	34.2	41.0	28.9	32.9	34.2
Left a dependent/ill adult unattended	31.8	44.8	31.1	33.4	35.3	28.7	35.3	26.6	29.2	29.9
Did not prepare her husband/uncle/father/brother's bath	21.2	29.3	15.4	20.5	21.6	15.4	22.5	13.5	12.6	15.9
Failed to fetch water/firewood for her husband/uncle/father/brother	20.1	29.0	14.6	19.7	20.9	15.9	24.9	10.5	14.0	16.3
Left the house without asking	45.0	44.5	34.7	41.9	41.5	42.6	38.6	28.7	37.6	36.9
Panel C: Shame or mock a man if he is:										
Cooking	11.1	13.7	7.3	8.4	10.1	11.6	18.2	11.1	11.5	13.0
Cleaning the house/compound	9.6	10.9	4.7	5.3	7.6	8.7	11.9	3.8	7.9	8.0
Washing clothes for other household members	9.6	12.5	6.4	8.1	9.1	11.0	16.7	11.4	10.4	12.3
Taking care of children	8.4	10.0	4.1	3.6	6.5	7.8	11.2	3.5	5.9	7.1
Bathing a child	8.4	11.9	4.7	8.1	8.2	9.3	15.5	6.5	9.6	10.1
Taking care of dependent/ill adult	7.6	8.2	4.1	3.4	5.8	6.7	9.1	2.3	4.2	5.5
Bathing a dependent/ill adult	7.0	8.2	3.2	3.1	5.3	7.5	8.5	2.3	5.3	5.9
Washing dishes	10.8	15.5	9.9	10.9	11.7	12.2	19.1	14.6	12.6	14.6
Fetching wood/fuel	7.3	8.5	4.4	5.3	6.3	7.0	8.8	4.1	7.9	6.9
Fetching water	7.0	7.9	3.8	5.6	6.0	6.7	8.5	4.7	6.7	6.6

Source: EPRC's computations using baseline survey, 2021

Table 4: Knowledge and awareness of violence and criticism by women and men

Indicator	Responses by woman					Response by man				
	Type of treatment					Type of treatment				
	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total	Control (T0)	POWER (T1)	PO (T2)	WER (T3)	Total
During the last month, do you think someone might have <u>beaten a woman</u> close to you										
No	41.3	41.9	48.7	44.8	44.2	39.1	43.8	46.2	45.8	43.7
Yes	52.0	43.5	42.6	46.5	46.2	51.6	39.8	42.4	42.1	44.0
Prefer not to say	0.6	0.0	0.6	0.0	0.3	0.6	0.0	0.6	0.0	0.3
I don't know	6.1	14.6	8.2	8.7	9.3	8.7	16.4	10.8	12.1	12.0
During the last month, do you think someone might have <u>harshly criticised a woman</u> close to you										
No	29.1	32.5	37.0	35.6	33.6	26.4	31.3	38.0	37.1	33.2
Yes	66.0	55.9	54.2	55.7	58.0	64.6	53.5	52.6	51.7	55.6
Prefer not to say	0.0	0.0	0.6	0.0	0.1	0.0	0.0	0.0	0.0	0.0
I don't know	4.9	11.6	8.2	8.7	8.3	9.0	15.2	9.4	11.2	11.2
During the last month, do you think someone might have <u>shamed/mocked a man</u> close to you										
No	49.1	41.0	49.3	47.9	46.9	44.9	35.6	45.0	50.6	44.2
Yes	42.7	34.3	37.9	40.6	39.0	42.6	37.7	40.4	35.4	39.0
Prefer not to say	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.3	0.0	0.1
I don't know	8.1	24.6	12.8	11.5	14.1	12.2	26.7	14.3	14.0	16.7

Source: EPRC's computations using baseline survey, 2021

Figure 1: Time use for care work-women (hours/day)
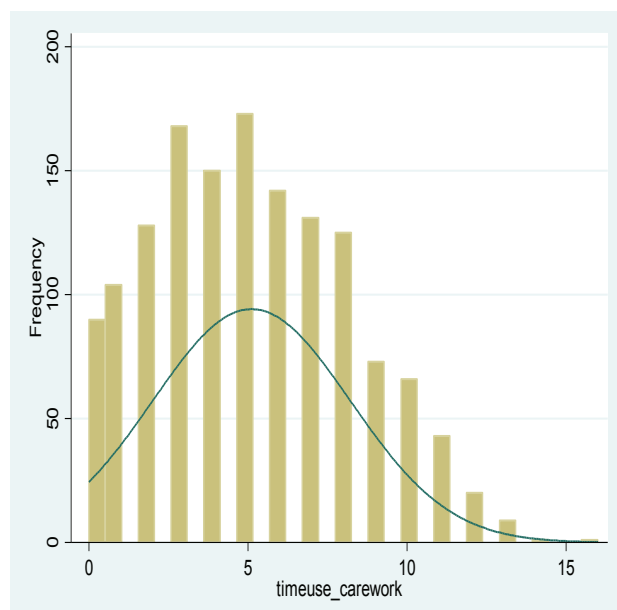
Source: EPRC's computations using baseline survey, 2021

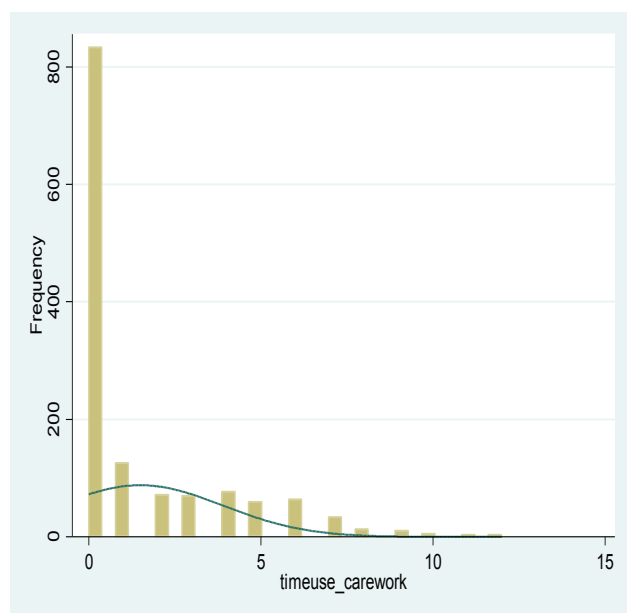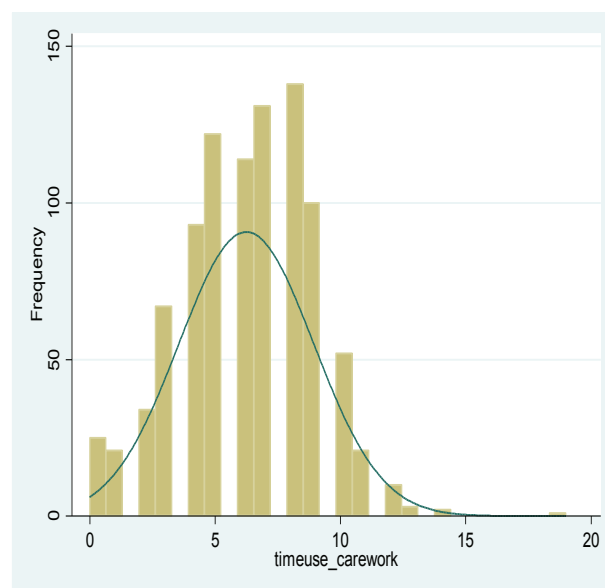## Figure 3: Time use for care work-boys (hours)
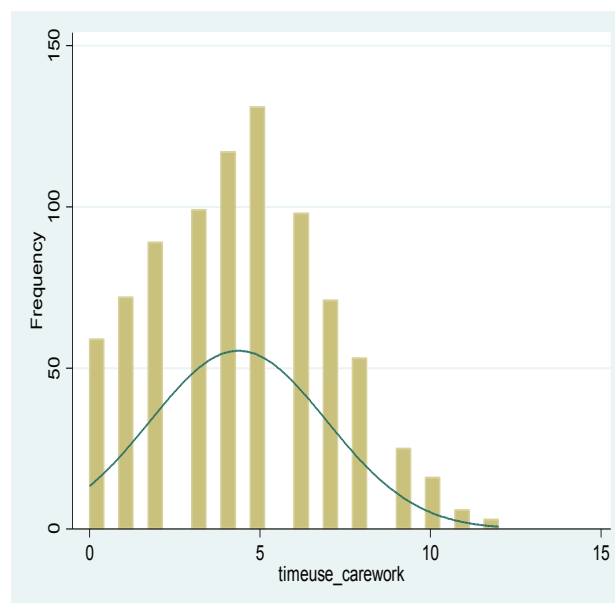
Source: EPRC's computations using baseline survey, 2021

Figure 2: Time use for care work- men (hours/day)

Source: EPRC's computations using baseline survey, 2021

Figure 4: Time use for care work- girls (hours)

Source: EPRC's computations using baseline survey, 2021

Table 5: Demographic, district fixed effects, and assets correlates of time use, women

	(1)	(2)	(3)	(4)	(5)
Variables	**Control**	**T1**	**T2**	**T3**	**Pooled**
Age_women (years)	-0.353***	-0.413	-0.088	-0.340***	-0.254**
	(0.010)	(0.405)	(0.176)	(0.045)	(0.102)
Age_men (years)	-0.164	0.320	-0.168***	-0.148	-0.073
	(0.326)	(0.288)	(0.060)	(0.099)	(0.106)
Max female educ	-0.028	0.005	-0.071***	-0.035	-0.034***
	(0.023)	(0.009)	(0.009)	(0.024)	(0.009)
Max male educ	0.012	0.003	-0.019	0.028	-0.004
	(0.023)	(0.032)	(0.012)	(0.035)	(0.009)
No. of adults	0.021	-0.015	-0.021***	-0.009	-0.006
	(0.023)	(0.028)	(0.008)	(0.013)	(0.012)
No. of children	-0.022*	0.019***	0.011	-0.002	0.004
	(0.013)	(0.007)	(0.037)	(0.018)	(0.009)
Assets owned (1 if yes; 0 otherwise)					
Bicycle	0.035	-0.036***	0.060**	0.177***	0.063
	(0.114)	(0.009)	(0.030)	(0.058)	(0.043)
Water reservoir	-0.017	-0.166**	-0.084	0.084	-0.058
	(0.014)	(0.078)	(0.066)	(0.073)	(0.052)
Water tap	-0.211***	-0.336***	-0.118	-0.234**	-0.234***
	(0.037)	(0.023)	(0.088)	(0.103)	(0.045)
Solar panel	0.077***	-0.085	0.019	-0.037	0.017
	(0.016)	(0.064)	(0.017)	(0.148)	(0.044)
Efficient stove	0.084	0.108***	0.094	0.021	0.072
	(0.093)	(0.031)	(0.183)	(0.024)	(0.047)
Gas stove	0.472***	0.542***	0.332***	-0.175***	0.187
	(0.052)	(0.045)	(0.027)	(0.026)	(0.172)
Refrigerator	-0.124	0.047***	-0.460***	-0.209	-0.201***
	(0.132)	(0.006)	(0.034)	(0.149)	(0.067)

Variables	(1) Control	(2) T1	(3) T2	(4) T3	(5) Pooled
Use_electricity	-0.042	0.037	-0.057	-0.109	-0.055
	(0.110)	(0.081)	(0.035)	(0.159)	(0.045)
District (base=Pallisa)					
Masindi	-0.176**	-0.144	0.135***	-0.127***	-0.079
	(0.069)	(0.091)	(0.033)	(0.030)	(0.080)
Mbarara	0.272***	0.108	0.194***	-0.036	0.128**
	(0.036)	(0.067)	(0.026)	(0.044)	(0.060)
Mpigi	-0.031	0.091	0.163***	-0.313***	-0.007
	(0.039)	(0.085)	(0.015)	(0.059)	(0.101)
Treatments (base=Control)					
T1					0.146***
					(0.024)
T2					0.139***
					(0.009)
T3					0.002
					(0.063)
Constant	3.379***	1.969***	2.824***	3.471***	2.844***
	(1.209)	(0.637)	(0.426)	(0.497)	(0.205)
Observations	340	322	338	351	1,351

Notes; Standard errors in parentheses. *** $p<0.01$, ** $p<0.05$, * $p<0.1$

Source: EPRC's computations using baseline survey, 2021

Table 6: Demographic, district fixed effects, and economic activity correlates of time use, women

Variables	(1) Control	(2) T1	(3) T2	(4) T3	(5) Pooled
Age_women (years)	-0.309***	-0.479	-0.113	-0.296***	-0.255***
	(0.024)	(0.418)	(0.127)	(0.034)	(0.095)
Age_men (years)	-0.150	0.331	-0.141***	-0.173	-0.077
	(0.264)	(0.333)	(0.025)	(0.163)	(0.101)
Max female educ	-0.026	0.011**	-0.060***	-0.032	-0.023***
	(0.031)	(0.005)	(0.008)	(0.021)	(0.008)
Max male educ	0.002	0.005	-0.023**	0.028	-0.004
	(0.019)	(0.028)	(0.011)	(0.038)	(0.009)
No. of adults	0.017**	-0.018	-0.021***	-0.005	-0.009
	(0.007)	(0.033)	(0.002)	(0.013)	(0.011)
No. of children	-0.017*	0.015**	0.010	0.006	0.004
	(0.011)	(0.006)	(0.037)	(0.015)	(0.008)
Assets owned (1 if yes; 0 otherwise)					
Bicycle	0.023	-0.026**	0.065***	0.189***	0.065
	(0.131)	(0.010)	(0.019)	(0.063)	(0.046)
Water reservoir	-0.033***	-0.141***	-0.093	0.082	-0.057
	(0.009)	(0.016)	(0.066)	(0.063)	(0.039)
Water tap	-0.196***	-0.326***	-0.115	-0.274***	-0.223***
	(0.023)	(0.019)	(0.089)	(0.049)	(0.045)
Solar panel	0.090***	-0.117	0.015	-0.039	-0.000
	(0.011)	(0.076)	(0.029)	(0.140)	(0.046)
Efficient stove	0.103	0.111***	0.089	0.044	0.092*
	(0.107)	(0.000)	(0.184)	(0.041)	(0.049)
Gas stove	0.405***	0.507***	0.388***	-0.203***	0.215

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Variables	(1) Control	(2) T1	(3) T2	(4) T3	(5) Pooled
	(0.020)	(0.057)	(0.012)	(0.032)	(0.178)
Refrigerator	-0.093	0.095	-0.451***	-0.109	-0.151***
	(0.112)	(0.066)	(0.039)	(0.101)	(0.056)
Use_electricity	-0.090	0.058	-0.045	-0.100	-0.047
	(0.135)	(0.086)	(0.049)	(0.171)	(0.047)
Employment status_women					
Unemployed	-0.326***	0.379***	0.685***	0.743***	0.339
	(0.034)	(0.030)	(0.069)	(0.130)	(0.209)
Paid work/wage/salary	-0.220	-0.358*	0.523***	0.433***	0.009
	(0.162)	(0.191)	(0.176)	(0.143)	(0.157)
Informal/formal work	-0.297***	-0.165**	0.389**	0.260*	-0.022
	(0.048)	(0.083)	(0.163)	(0.138)	(0.118)
Agriculture	0.043	-0.048	0.559***	0.359***	0.206**
	(0.124)	(0.033)	(0.211)	(0.113)	(0.081)
Employment status_male					
Unemployed	-0.090	0.239		0.245***	0.153**
	(0.378)	(0.179)		(0.019)	(0.076)
Paid work/wage/salary	-0.059	-0.171	0.084	-0.110	-0.066
	(0.152)	(0.171)	(0.122)	(0.246)	(0.100)
Informal/formal work	0.038	-0.107	0.079	0.068	0.062
	(0.197)	(0.100)	(0.148)	(0.092)	(0.053)
Agriculture	-0.046	-0.041	0.107	0.082	0.053
	(0.209)	(0.089)	(0.135)	(0.100)	(0.034)
District (base=Pallisa)					
Masindi	-0.068	-0.127	0.119***	-0.164***	-0.053
	(0.065)	(0.102)	(0.030)	(0.026)	(0.063)
Mbarara	0.333***	0.135	0.164***	-0.105**	0.147**
	(0.041)	(0.096)	(0.034)	(0.048)	(0.064)
Mpigi	0.151*	0.089	0.134***	-0.253***	0.043
	(0.087)	(0.077)	(0.006)	(0.044)	(0.076)
Treatments (base=Control)					
T1					0.116***
					(0.036)
T2					0.103***
					(0.031)
T3					-0.003
					(0.074)
Constant	3.218**	2.267***	2.188***	2.971***	2.626***
	(1.280)	(0.640)	(0.058)	(0.500)	(0.199)
Observations	340	322	338	351	1,351

Notes; Standard errors in parentheses. *** $p<0.01$, ** $p<0.05$, * $p<0.1$

Source: EPRC's computations using baseline survey, 2021

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Table 7: Demographic, district fixed effects, infrastructure, and economic activity correlates of time use, women

	(1)	(2)	(3)	(4)	(5)
Variables	Control	T1	T2	T3	Pooled
Age_women (years)	-0.277***	-0.474	-0.106	-0.289***	-0.256***
	(0.036)	(0.393)	(0.109)	(0.030)	(0.092)
Age_men (years)	-0.142	0.327	-0.150***	-0.166	-0.072
	(0.242)	(0.318)	(0.012)	(0.144)	(0.101)
Max female educ	-0.004	0.011	-0.061***	-0.029	-0.020**
	(0.054)	(0.009)	(0.006)	(0.019)	(0.009)
Max male educ	0.008*	0.005	-0.020*	0.028	-0.001
	(0.005)	(0.028)	(0.012)	(0.035)	(0.008)
No. of adults	-0.004	-0.017	-0.024***	-0.008	-0.014
	(0.027)	(0.032)	(0.003)	(0.013)	(0.010)
No. of children	-0.011	0.015**	0.009	0.004	0.004
	(0.013)	(0.007)	(0.038)	(0.016)	(0.009)
Assets owned (1 if yes; 0 otherwise)					
Bicycle	0.036	-0.025**	0.069***	0.196***	0.067
	(0.094)	(0.011)	(0.020)	(0.062)	(0.045)
Water reservoir	-0.041	-0.143***	-0.094	0.088	-0.055
	(0.042)	(0.016)	(0.064)	(0.078)	(0.041)
Water tap	-0.194***	-0.327***	-0.108	-0.271***	-0.216***
	(0.027)	(0.020)	(0.085)	(0.051)	(0.049)
Solar panel	0.029	-0.118	0.013	-0.034	-0.010
	(0.046)	(0.077)	(0.033)	(0.136)	(0.043)
Efficient stove	0.125*	0.111***	0.082	0.056	0.093*
	(0.065)	(0.003)	(0.181)	(0.054)	(0.048)
Gas stove	0.452***	0.493***	0.408***	-0.200***	0.232
	(0.014)	(0.034)	(0.000)	(0.016)	(0.186)
Refrigerator	-0.094	0.092**	-0.442***	-0.101	-0.142**
	(0.097)	(0.039)	(0.037)	(0.068)	(0.058)
Use_electricity	-0.037	0.056	-0.041	-0.108	-0.037
	(0.153)	(0.085)	(0.054)	(0.149)	(0.043)
Employment status_women					
Unemployed	-0.347***	0.390***	0.706***	0.762***	0.338*
	(0.033)	(0.012)	(0.069)	(0.173)	(0.202)
Paid work/wage/salary	-0.226	-0.359*	0.542***	0.414**	0.012
	(0.175)	(0.184)	(0.169)	(0.168)	(0.152)
Informal/formal work	-0.271***	-0.167**	0.418***	0.261	-0.015
	(0.034)	(0.078)	(0.154)	(0.184)	(0.109)
Agriculture	0.010	-0.046*	0.580***	0.350**	0.193**
	(0.147)	(0.027)	(0.207)	(0.154)	(0.075)
Employment status_male					
Unemployed	-0.054	0.244		0.254***	0.140
	(0.408)	(0.207)		(0.016)	(0.086)
Paid work/wage/salary	-0.037	-0.172	0.073	-0.098	-0.066
	(0.145)	(0.154)	(0.119)	(0.291)	(0.096)
Informal/formal work	0.073	-0.107	0.071	0.093	0.056
	(0.214)	(0.096)	(0.144)	(0.085)	(0.051)
Agriculture	-0.024	-0.039	0.103	0.097	0.044
	(0.241)	(0.079)	(0.127)	(0.090)	(0.034)
Time to market (In mins)	0.133	-0.005	0.015***	0.041**	0.032**
	(0.089)	(0.026)	(0.005)	(0.019)	(0.016)

Use childcare services	-0.262***	0.055***	-0.073***	0.082	-0.071
	(0.022)	(0.004)	(0.022)	(0.152)	(0.062)
District (base=Pallisa)					
Masindi	0.008	-0.123	0.115***	-0.167***	-0.050
	(0.021)	(0.119)	(0.027)	(0.021)	(0.055)
Mbarara	0.442***	0.136	0.149***	-0.065	0.166***
	(0.068)	(0.136)	(0.038)	(0.058)	(0.060)
Mpigi	0.334***	0.092	0.121***	-0.230***	0.057
	(0.022)	(0.094)	(0.006)	(0.043)	(0.062)
Treatments (base=Control)					
T1					0.121***
					(0.040)
T2					0.113***
					(0.037)
T3					0.009
					(0.077)
Constant	2.392	2.276***	2.138***	2.727***	2.481***
	(1.753)	(0.730)	(0.064)	(0.402)	(0.277)
Observations	340	322	338	351	1,351

Notes; Standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1

Source: EPRC's computations using baseline survey, 2021