Final Results Report – June 2024

Unpaid Child and Elderly Care in Bogotá

CNC
Centro Nacional de Consultoría

digna
trabajo y género

Universidad de los Andes
Colombia

Contents

Introduction

The comparative research project *"Care Economies in Context: Towards Sustainable Social and Economic Development"* is a nine-country initiative led by the Centre for Global Social Policy at the University of Toronto. The project seeks to estimate and map the size and structure of care economies in the participating countries, with the aim of developing macroeconomic models that support policymakers and stakeholders in designing more effective social and economic policies.

To this end, survey-based data are being collected on how families organize paid and unpaid care for children and older adults. The information generated by these surveys will be valuable for understanding the dynamics of unpaid care across the participating countries.

In Colombia, the *Digna, Labor and Gender Project*, in partnership with Universidad de los Andes, is responsible for collecting the national data. This initiative produces research outputs focused on labor markets and gender.

Within the framework of the study on child and elder care, this report presents the results of data collection conducted by the National Consulting Center. Data were gathered between April and May 2024, during which 1,877 surveys were carried out with caregivers of children and older adults in Bogotá.

The report is organized as follows: Section 1 presents the findings on elder care, Section 2 covers childcare, and the final section provides the conclusions.

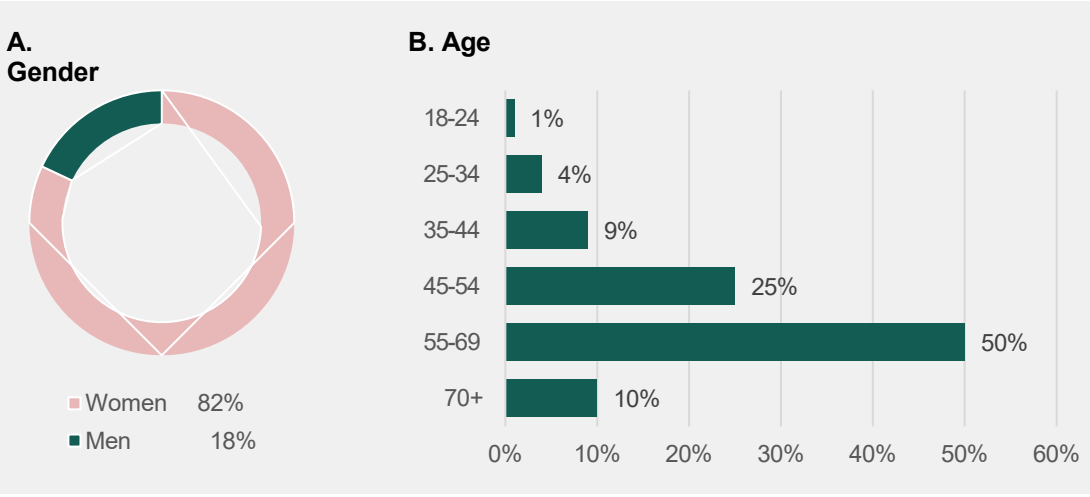
1 Care of the elderly

A total of 931 caregivers of people aged 65 and older, residing in different localities of Bogotá, were surveyed. The sociodemographic characteristics of these caregivers are described below, along with the survey results for this group.

1.1 Sociodemographic Characterization

Of the total caregivers surveyed, 82% are women and 18% are men. This predominance of female caregivers reflects the reality of unpaid care and domestic work in Colombia, which is largely carried out by women. According to DANE (2021), women's unpaid domestic and care work (UCDNR) accounted for 75.9% of its total economic value, while men's share was 24.1%.

Graph 1. Distribution of caregivers of the elderly by sex and age



Regarding age, respondents ranged from 18 to 89 years old (Figure 1B). The average age of caregivers was 56 years. Most respondents (50%) were between 55 and 69 years old. One-quarter were between 45 and 54, followed by those aged 70 or older (10%) and those between 35 and 44 (19%). Only 5% were between 18 and 34 years old.

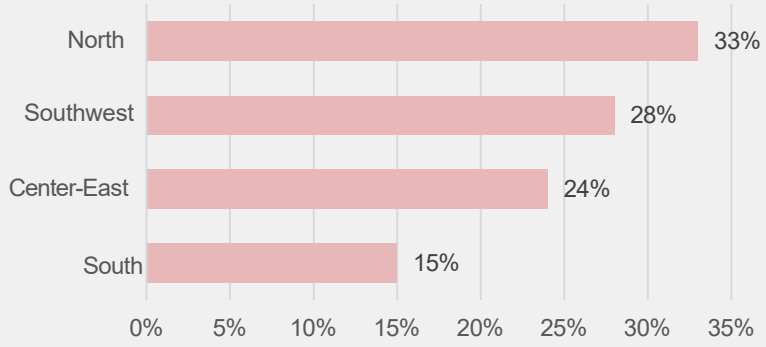
Regarding marital status, 30% of caregivers are single, 26% are married, 21% are in a common-law union, and 14% are separated. Smaller proportions are widowed (7%) or divorced (2%).

Regarding employment status, 11% of caregivers are employed: 5% in formal jobs (affiliated with social security) and 6% in informal jobs (not affiliated with social security). Twenty-three percent are self-employed—9% formally and 14% informally. The majority

(54%) are unemployed: 16% of them are looking for work, while 38% are not. Finally, 11% of caregivers are fully retired.

As for place of residence, 33% of caregivers live in the North subnetwork (Suba, Engativá, Usaquén, Barrios Unidos, Teusaquillo, Chapinero), 28% in the Southwest (Kennedy, Bosa, Fontibón, Puente Aranda), 24% in the Central-East (San Cristóbal, Rafael Uribe Uribe, Antonio Nariño, Los Mártires, Santafé, La Candelaria), and 15% in the South (Ciudad Bolívar, Tunjuelito, Usme).

Graph 2. Distribution of caregivers of older adults by subnetwork

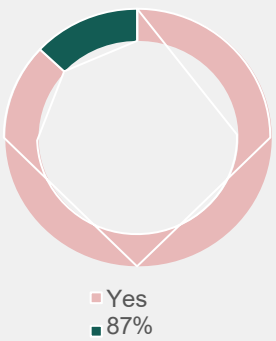


1.2 Family/household configuration

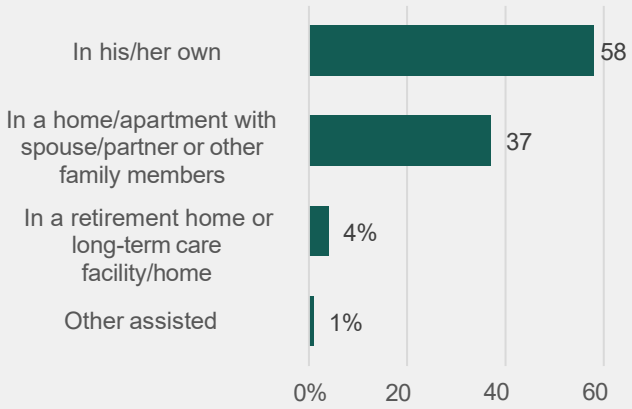
Eighty-seven percent of caregivers live with the older adult they care for, while the remaining 13% do not. As shown in Figure 3B, most older adults who do not live with their caregiver reside in their own home (58%) or in the home of a partner/spouse or another family member (37%). Smaller proportions live in non-family households: 4% in retirement or long-term care facilities, and 1% in other forms of assisted living.

Figure 3. Residence of the older adult

A. Do you live with the



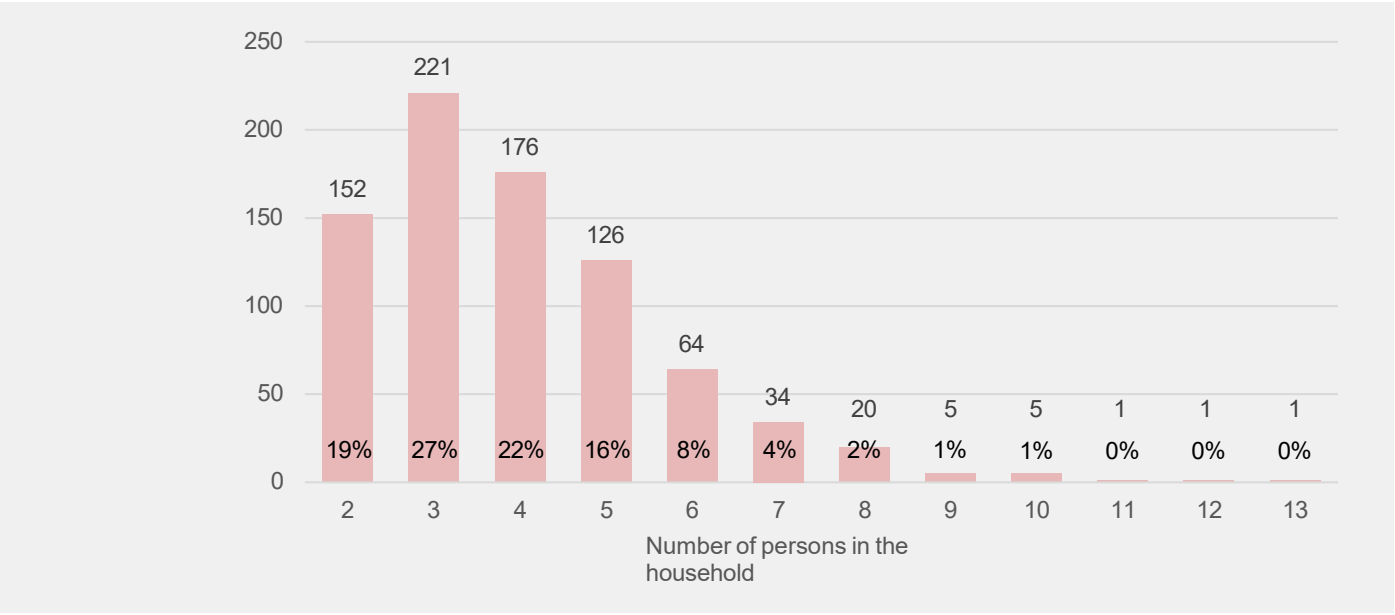
B. Place of residence of the older



1.2.1 Older adults living with their caregiver

On average, households of older adults who live with their caregivers are composed of four people. Specifically, 68% of caregivers live in households of two to four members. Thirty percent live in households of five to eight members, and only 2% live in households of nine to thirteen members.

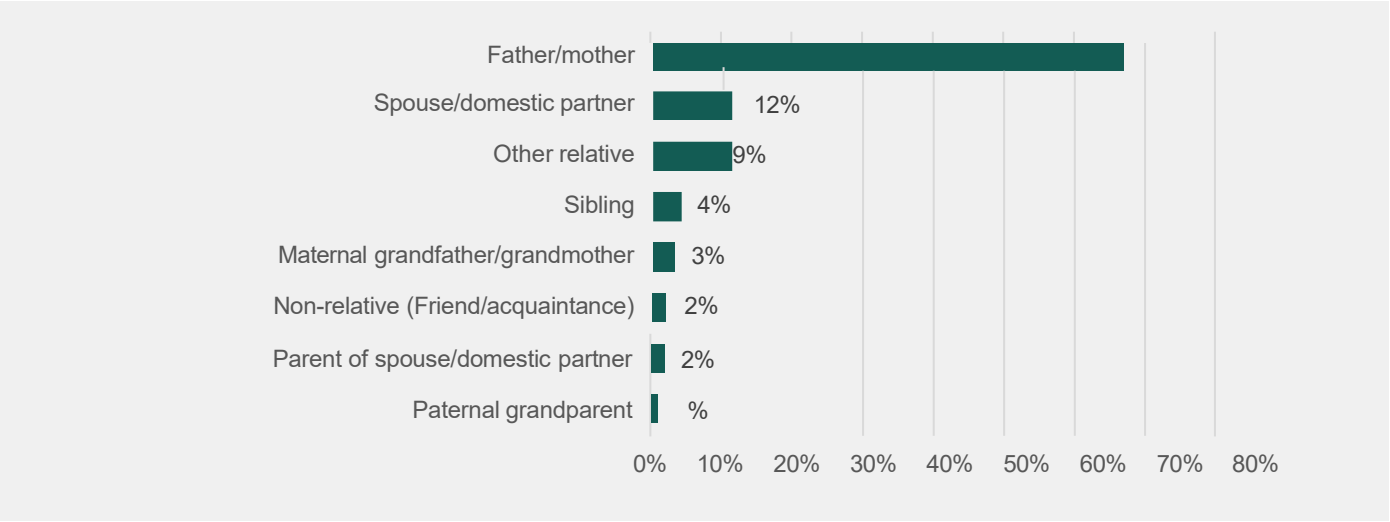
Figure 4. Household composition



Within this group, 71% of older adults are women and 29% are men. Their ages range from 65 to 104 years, with an average of 83 years.

Most caregivers provide care for their mother or father (67%). To a lesser extent, they care for a partner or spouse (12%), another relative (9%), a grandparent (4%), or a sibling (4%). Only 2% reported caring for a friend or acquaintance, and another 2% for their partner's or spouse's parent.

Graph 5. Relationship of the caregiver to the older adult



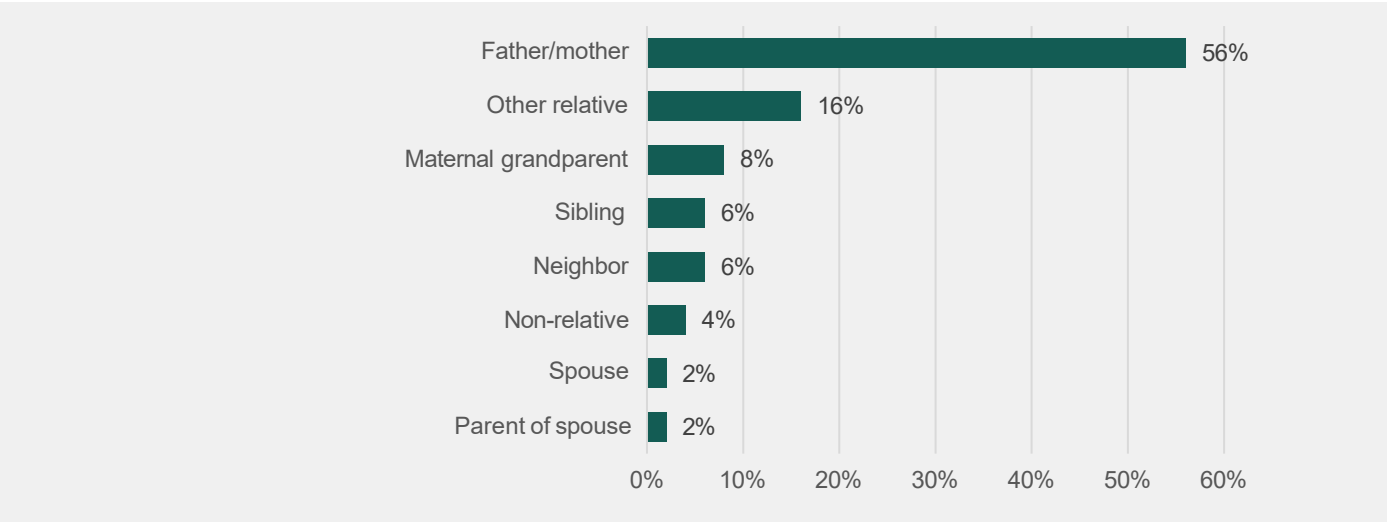
1.2.2 Older adults who do not live with their caregiver and reside in their own home or in a relative's

Older adults who live in their own home, or in the home of a partner or relative, reside in households composed on average of three people. The majority (65%) live in households of two to three members. Ten percent live alone, 19% live in households of four to five members, and 6% live in households of six to seven members.

Among this group, 77% are women and 23% are men. Their ages range from 65 to 99 years, with an average of 84 years.

Regarding the relationship with their caregivers, most respondents care for their mother or father (56%). Others care for another relative (16%), a maternal grandparent (8%), a sibling (6%), or a neighbor (6%). Smaller proportions care for a friend or acquaintance (4%), a spouse's or relative's parent (2%), or a partner/spouse (2%).

Graph 6. Relationship of the caregiver to the older adult with whom they do not live



1.2.3 Older adults not living with a caregiver and residing in a retirement home or assisted living facility

Seven older adults live in a retirement home or assisted living facility. Of these, three are men (43%) and four are women (57%). Their ages range from 68 to 101 years, with an average of 88 years.

Five of these individuals are the mother or father of the surveyed caregivers. The other two are a sibling and another relative.

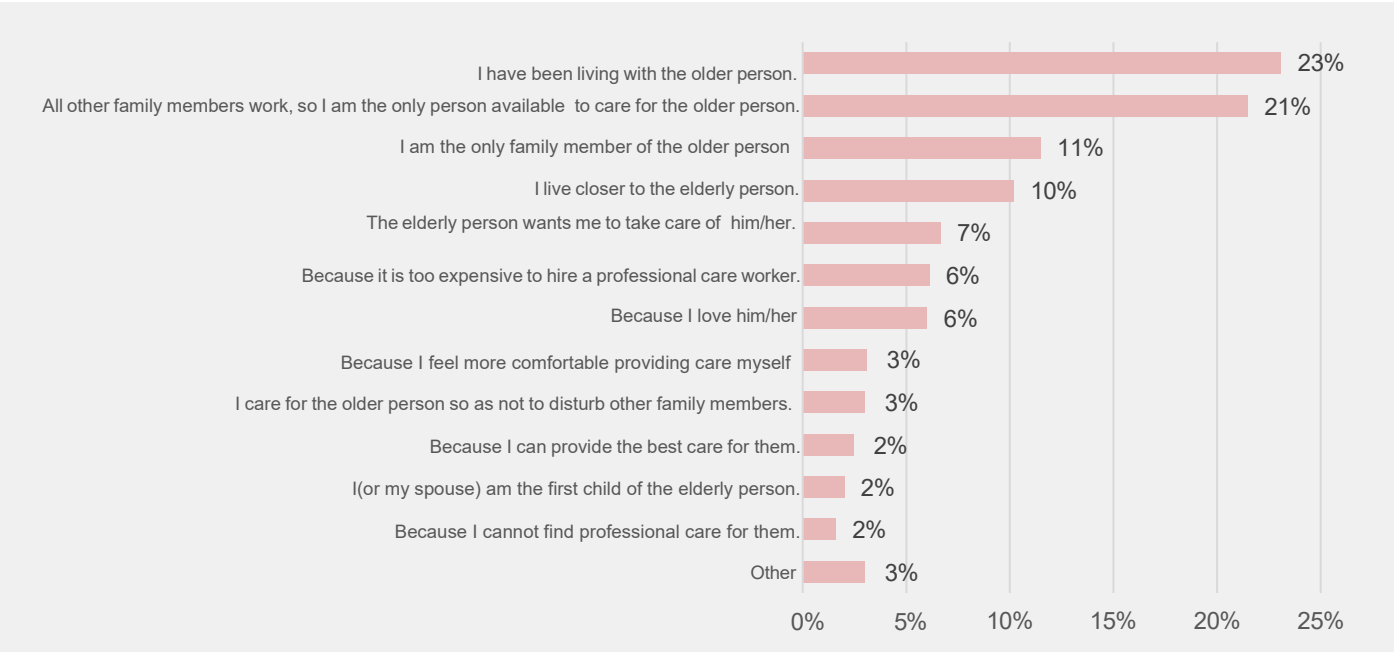
1.3 Care history, care arrangements and decision making

Half of the caregivers surveyed began providing care between 13 and 14 years ago (2000–2010). Thirty percent assumed caregiving responsibilities within the last three years (2021–2024). Fourteen percent reported starting care between 14 and 24 years ago (2000–2010). Only 6% began caregiving more than 24 years ago (before 2000).

The main reasons cited for becoming the primary caregiver were cohabitation with the older adult (23%) and the fact that other family members work, leaving the respondent as the only available caregiver (21%).

Other reasons included: being the only family member of the older adult (11%), living closer to them (10%), or the older adult's own preference for being cared for by the respondent (7%).

Graph 7. Reasons for becoming the primary caregiver of the older adult



Additional reasons mentioned less frequently were: the high cost of hiring a professional caregiver (6%), affection for the older adult (6%), and feeling more comfortable assuming caregiving responsibilities (3%).

Regarding support from other family members, 39% of respondents reported being satisfied or very satisfied with the help received. Twenty-five percent expressed neutral satisfaction, while 36% reported being somewhat or very dissatisfied.

When asked about the use of external care services, 66% of caregivers stated they do not use them. By contrast, 34% reported making use of some type of external service (e.g., cleaning, medical services, live-in caregivers).

Among those who use external services, the majority (73%) rely on in-home services such as occupational therapy (49%), nursing services (23%), or domestic work (9%). Other in-home services include cleaning (8%), home care (7%), and cognitive stimulation or recreational activities (7%).

In addition, 30% of caregivers use institutional services, the most common being EPS/medical services (19%) and senior centers (5%). Less frequently mentioned were temporary respite care (2%), day/night care centers (2%), and specialist medical services (2%).

Graph 8. Outpatient Home Care Services

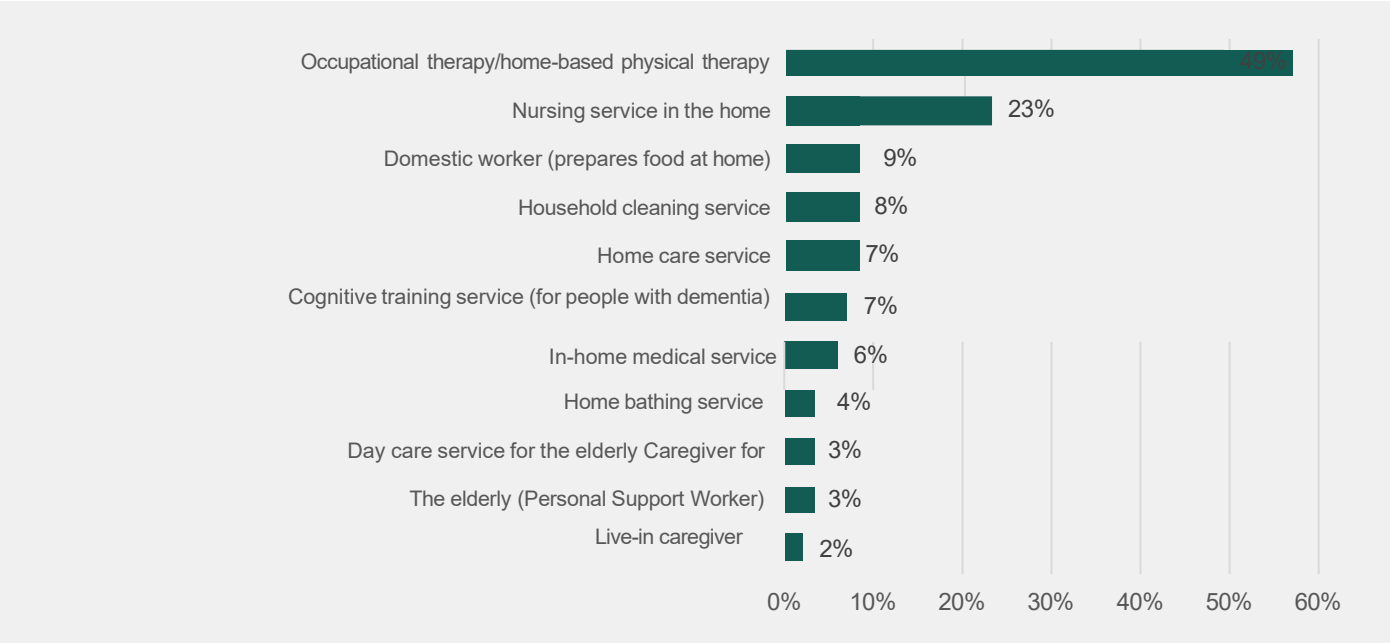
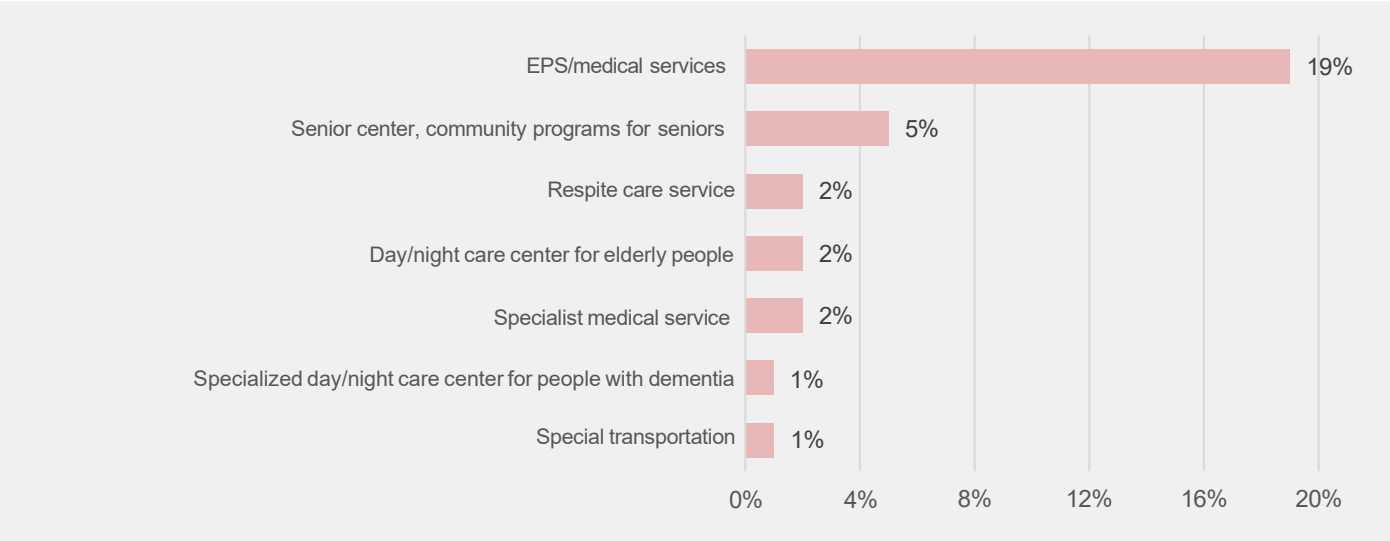


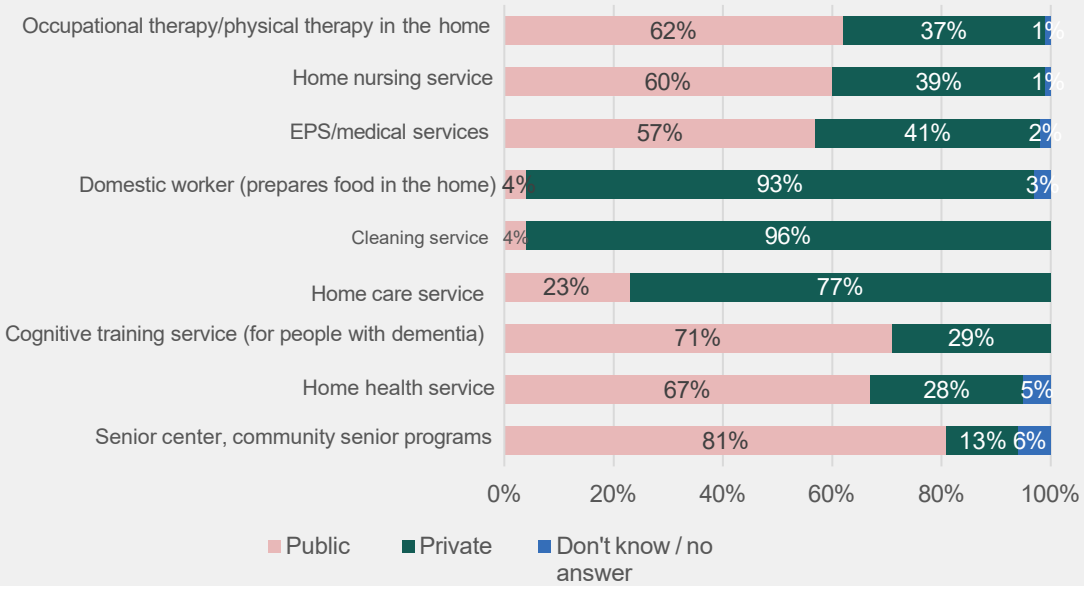
Figure 9. External care services in institutions



With respect to the type of service (public or private), **Graph 10** presents the services used for the care of older adults, ordered from most to least frequent. More than half of caregivers report that home-based services—such as occupational therapy, nursing, medical care, and cognitive stimulation—are provided publicly.

By contrast, in-home services such as domestic work and housekeeping are almost entirely private. Institutional services, including EPS services and senior centers, are also public in more than half of the cases.

Graph 10. External services by type (public or private)

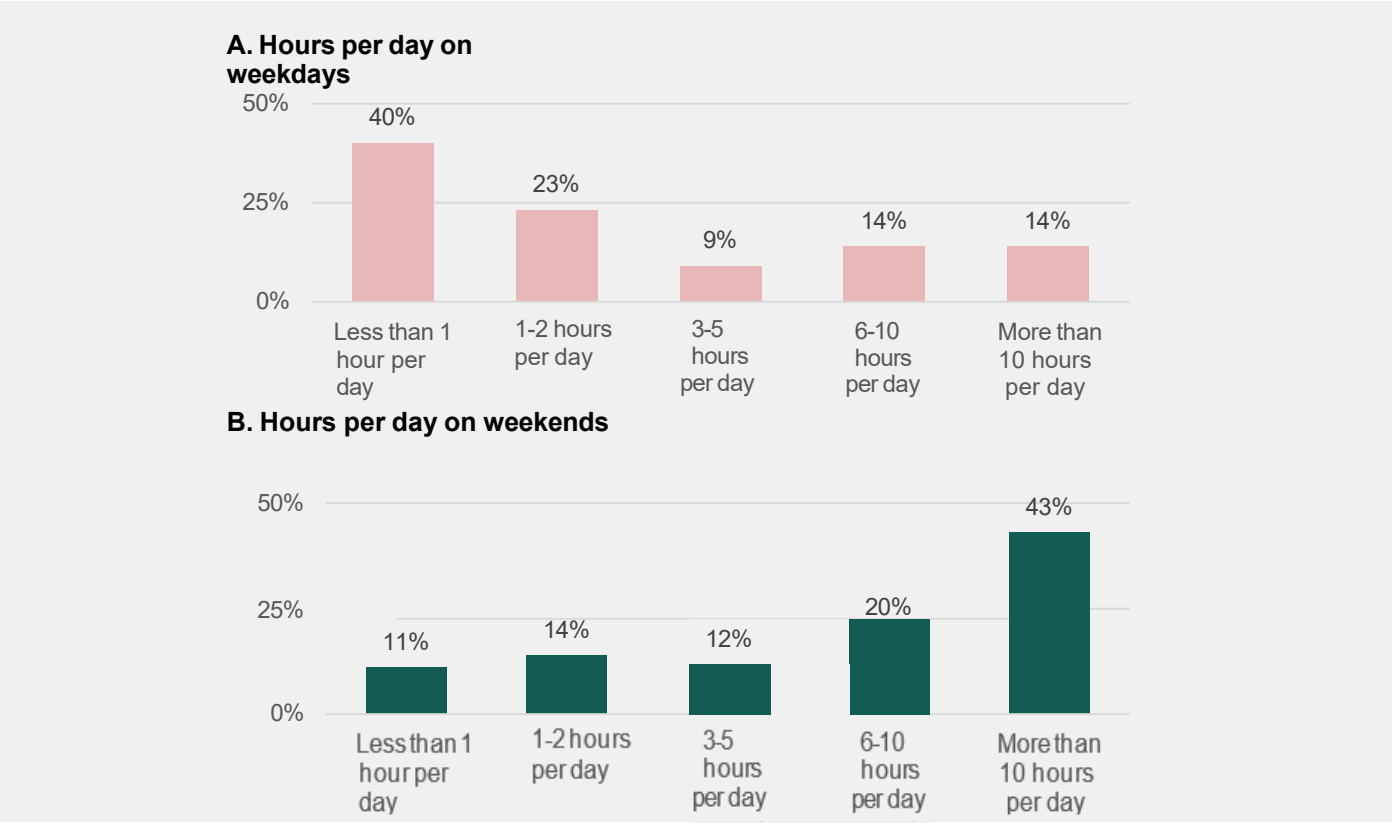


When combining all services received by older adults, 89% receive them on a weekly basis and 11% on a monthly basis. Those who receive services weekly, specifically on weekdays (Monday through Friday), do so between once and five times per week, with an average of 2.5 days.

Regarding the intensity of these services (**Figure 11**), 40% of older adults receive them for less than one hour per day, 23% for one to two hours, 14% for six to ten hours, another 14% for more than ten hours, and 9% for three to five hours per day.

Those who receive services only on weekends (Saturday and Sunday) use them for an average of 0.5 days. In this group, 43% receive services for more than 10 hours a day, 20% for six to ten hours, and 14% for one to two hours.

Graph 11. Hourly intensity of services used for the care of older adults



Regarding payment, 60% of caregivers report that they do not pay for any services, while 40% do pay for some. Among those who pay, the average monthly expenditure is 614,286 pesos, with costs ranging from 4,500 pesos to 6,000,000 pesos.

Most older adults (77%) do not receive subsidies or insurance coverage for these services. Eleven percent receive coverage for 75–100% of the cost, while 7% receive coverage for 25–49%.

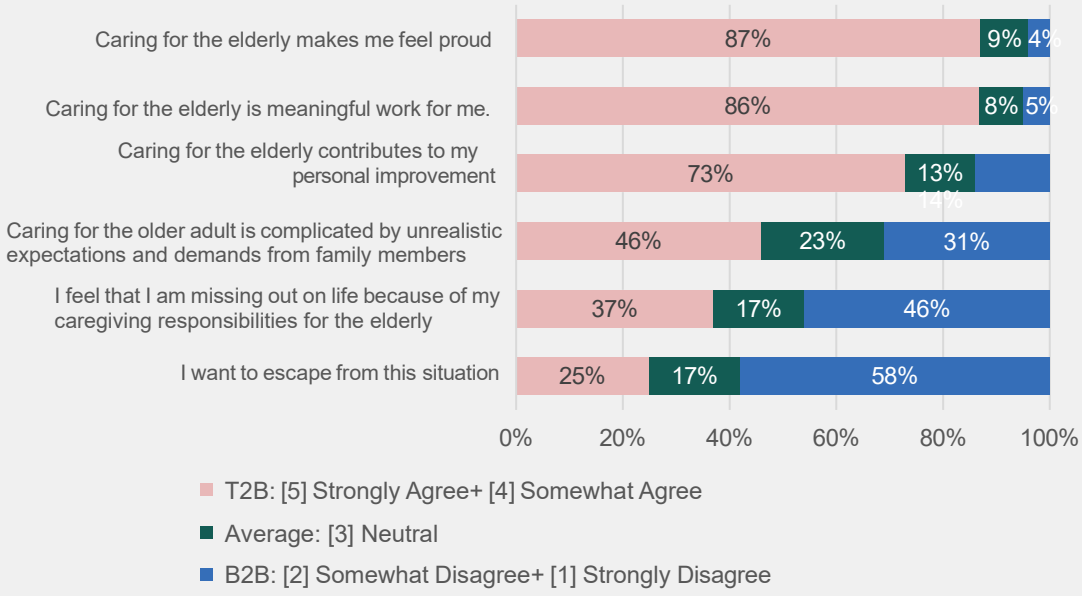
When asked about satisfaction with subsidized or insured services, 55% of caregivers were very or somewhat satisfied, 24% were neutral, and 20% were somewhat or very dissatisfied. Dissatisfaction was mainly attributed to poor service or insufficient care (33%), delays in appointment scheduling (27%), lack of medication delivery (27%), and insufficient subsidies (20%).

Additionally, caregivers were asked whether they or their families receive government subsidies for caregiving or institutional services. The vast majority (94%) reported not receiving any subsidy, while 6% do. Of those receiving subsidies, 78% find them very or somewhat useful, 17% not useful at all, and 6% are neutral.

In 66% of cases, the caregiver and/or the older adult bear the cost of services. In 13% of cases, the older adult pays all costs, in 10% the caregiver pays all costs, and in 12% both share expenses. In 31% of cases, other family members also contribute.

Figure 12 shows caregivers' opinions about their role. The majority strongly or somewhat agree that caring for older adults makes them feel proud (87%), is meaningful work (86%), and contributes to their personal growth (73%).

Graph 12. Opinion on some statements about caregiving



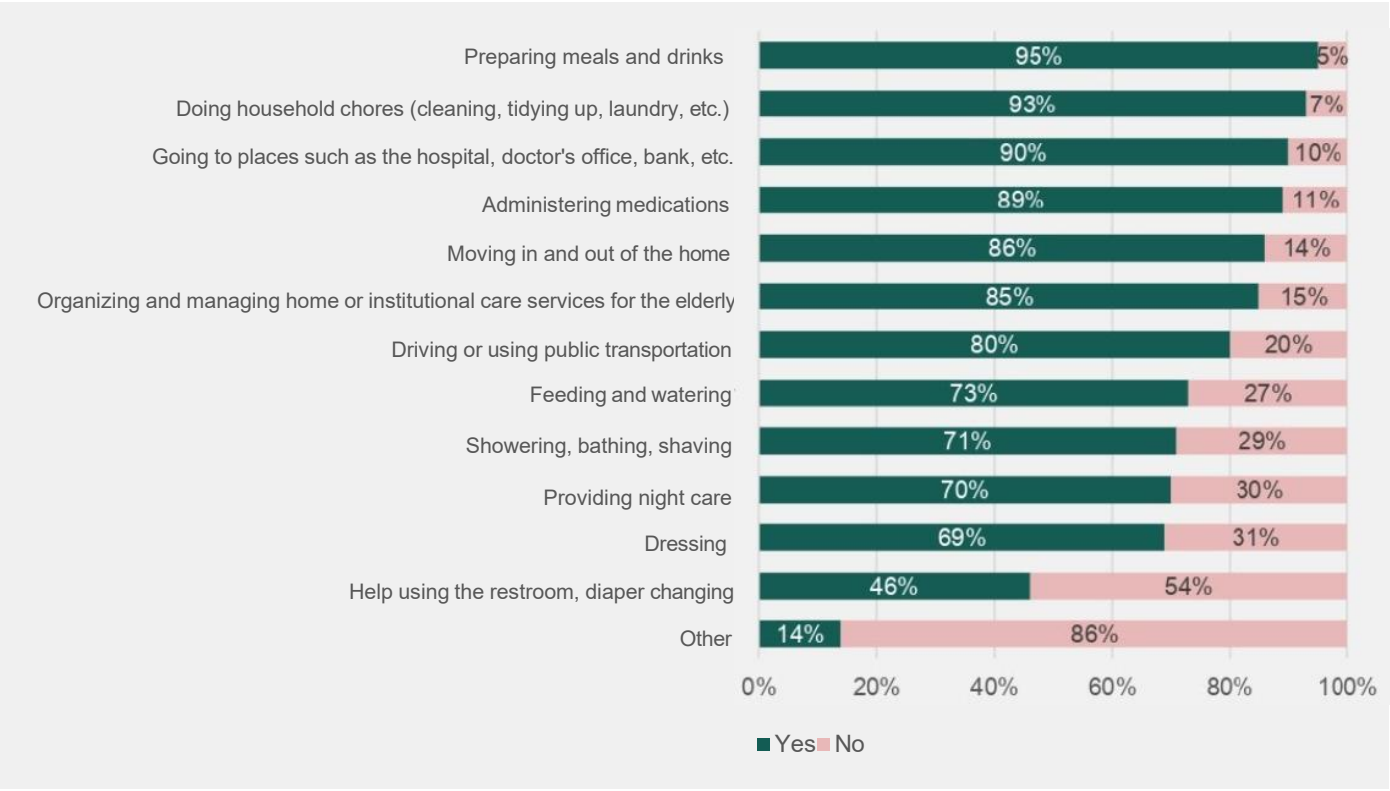
At the same time, 46% feel that unrealistic expectations from family members complicate their caregiving, while 31% disagree. Thirty-seven percent feel they are missing out on life because of their responsibilities, whereas 46% do not share this perception. Finally, 25% state that they would like to escape their caregiving situation, but 58% disagree with that statement.

Finally, regarding the gratitude of family members, 54% of respondents believe their relatives are truly grateful, 30% perceive only superficial gratitude, and 15% think they are not grateful at all.

1.4 Time and resources for care

The types of care provided to older adults in the past three months include: household chores (cleaning, tidying, laundry, etc.) (93%); accompanying them to places such as hospitals, doctors' offices, or banks (90%); assisting with mobility in and out of the home (86%); and organizing or managing home or institutional care services (85%).

Graph 13. Care provided to older adults



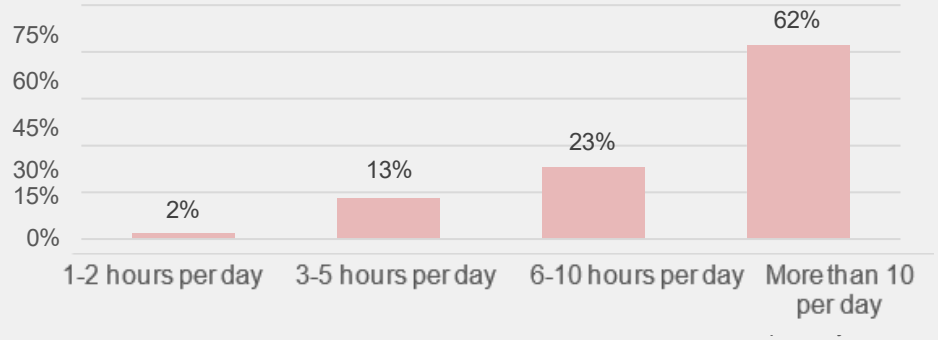
Other types of care mentioned by respondents include providing night care, driving or accompanying the older adult on public transportation, and organizing recreational activities.

Respondents were also asked about the average time spent on caregiving, measured in days and hours. On weekdays, caregivers dedicate an average of 4.8 days to care. Among those who provide care at least one weekday, 62% spend more than 10 hours per day, and 23% between 6 and 10 hours. This indicates that over 80% of caregivers devote more than 6 hours per weekday to caregiving. Younger caregivers (under 24 years of age) spend fewer hours than older age groups.

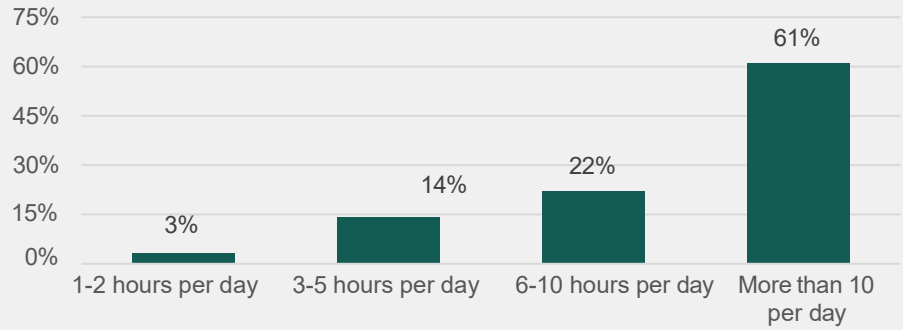
On weekends, caregivers dedicate an average of 1.7 out of 2 days to care activities. Only 7% reported not performing caregiving tasks on weekends. The pattern is similar to weekdays: 83% of those providing care on weekends spend more than 6 hours per day.

Graph 14. Weekly dedication to elder care

A. Hours per day on weekdays



B. Hours per day on weekends

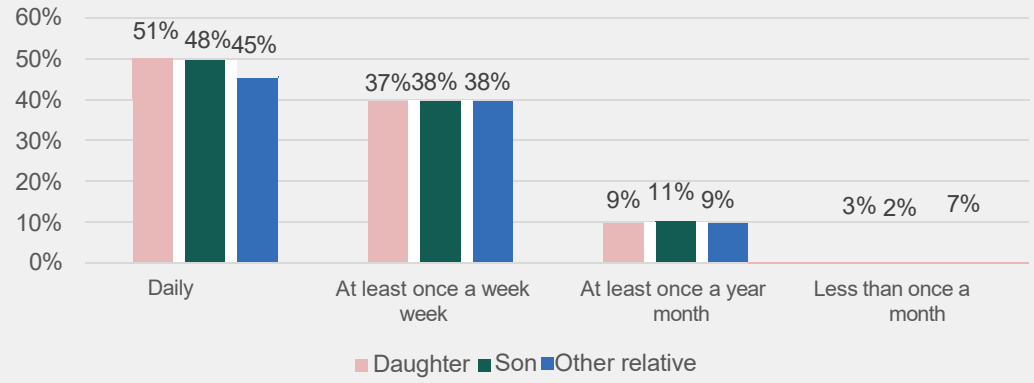


When asked whether they received support from others in caring for older adults, daughters and sons emerged as the main contributors, with daughters participating in 27% of cases and sons in 16%. In 10% of cases, another relative provided support. However, 26% of caregivers reported receiving no help at all.

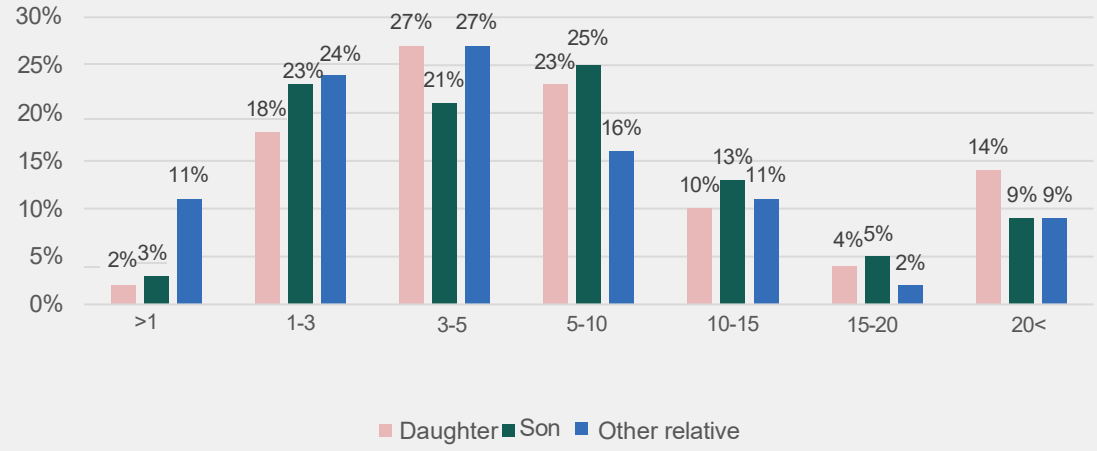
As shown in **Figure 15**, support from daughters, sons, and other relatives is most often provided daily or at least weekly. The average duration of this support ranges from 3 to 10 hours, with 3–5 hours being the most frequently reported.

Graph 15. Care provided by sons, daughters and other relatives

A. Frequency of care provided



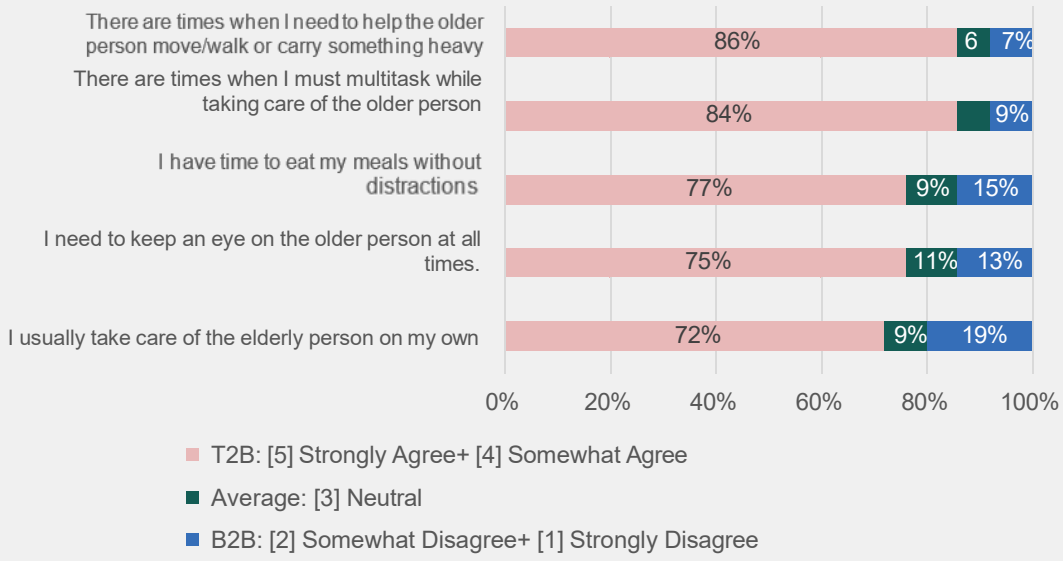
B. Time spent on care(hours)



Respondents were also asked about their general caregiving experience (**Graph 16**). Seventy-two percent reported usually caring for the older adult alone.

Regarding daily routines, 77% of caregivers indicated that they can usually eat their meals without interruptions. At the same time, 84% reported multitasking while providing care.

Graph 16. Opinions on the caregiving experience



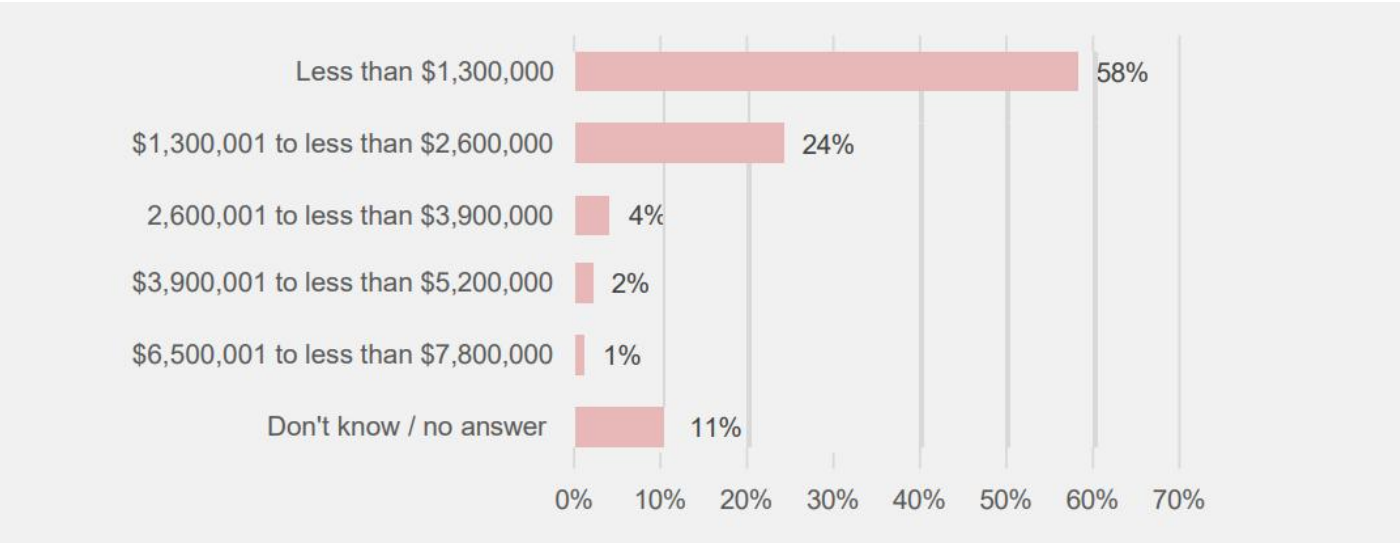
In relation to specific caregiving tasks, 86% stated that they often need to help the older adult move, walk, or carry heavy objects, while 75% reported needing to monitor the older adult constantly.

Regarding expenditures, older adults themselves spent an average of 734,293 pesos on their own care during the previous month. This figure varied by subnetwork: the North subnetwork reported the highest average spending (867,842 pesos), while the South reported the lowest (625,947 pesos).

In the same period, caregivers and their families spent an average of 820,334 pesos—more than the older adults themselves. By subnetwork, the North again showed the highest average expenditure (950,580 pesos), and the South the lowest (690,000 pesos).

Regarding income, 58% of caregivers reported earning less than one minimum wage per month, while 24% reported earning between one and two minimum wages. Considering household income, the surveyed households reported an average monthly income of 1,998,808 pesos. Regional differences persist: households in the North subnetwork earn, on average, more than 400,000 pesos above this figure, while those in the South earn more than 200,000 pesos below the average.

Graph 17. Average monthly income of caregivers of older adults



Most caregivers (59%) reported not receiving financial support from relatives for the care of older adults. Seventeen percent receive support regularly, while 22% receive it occasionally. Among those who receive regular support, the average monthly contribution is 626,133 pesos.

Regarding cost-sharing among family members, 45% of caregivers expressed dissatisfaction, while 27% were satisfied.

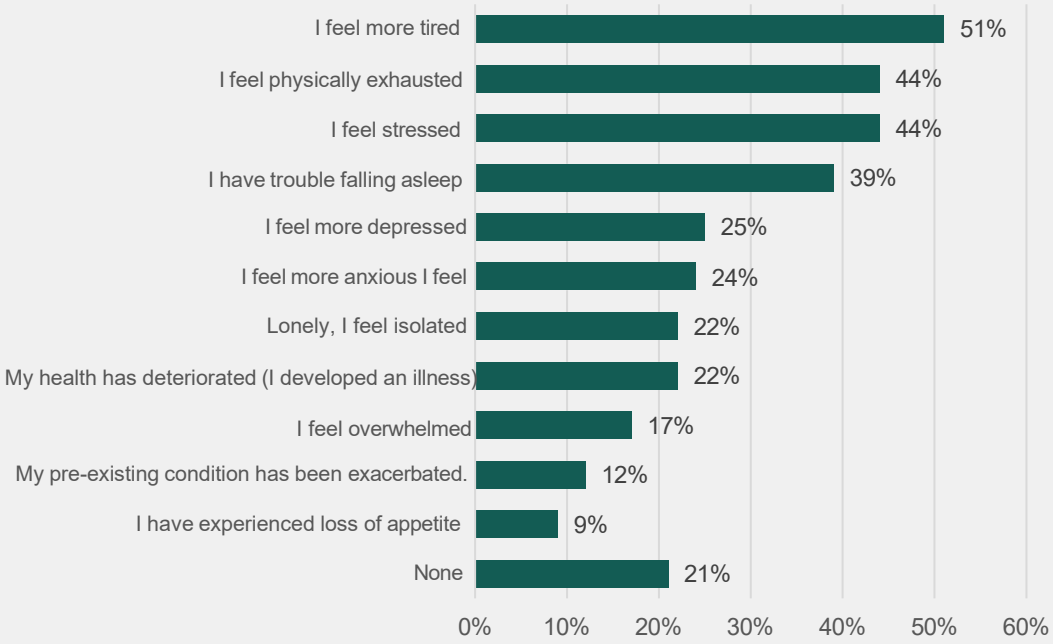
1.5 Quality of Life of the Primary Caregiver

In this section, respondents were asked about their overall quality of life. Forty-six percent reported being satisfied with life in general, while 33% reported dissatisfaction.

Self-reported health status was concerning: 52% described their health as fair or poor, while only 16% rated it as good or excellent. Male caregivers reported better perceptions of their health—30% rated it good or excellent—compared with only 13% of women.

Caregivers reported experiencing several health changes in the last six months due to caregiving responsibilities. These included increased fatigue (51%), physical exhaustion (44%), stress (44%), and difficulty falling asleep (39%). Gender differences were notable: in all categories, women reported higher rates than men, with physical exhaustion showing the greatest gap (47% for women vs. 32% for men). Other health changes included depression (25%), anxiety (24%), and loneliness (22%).

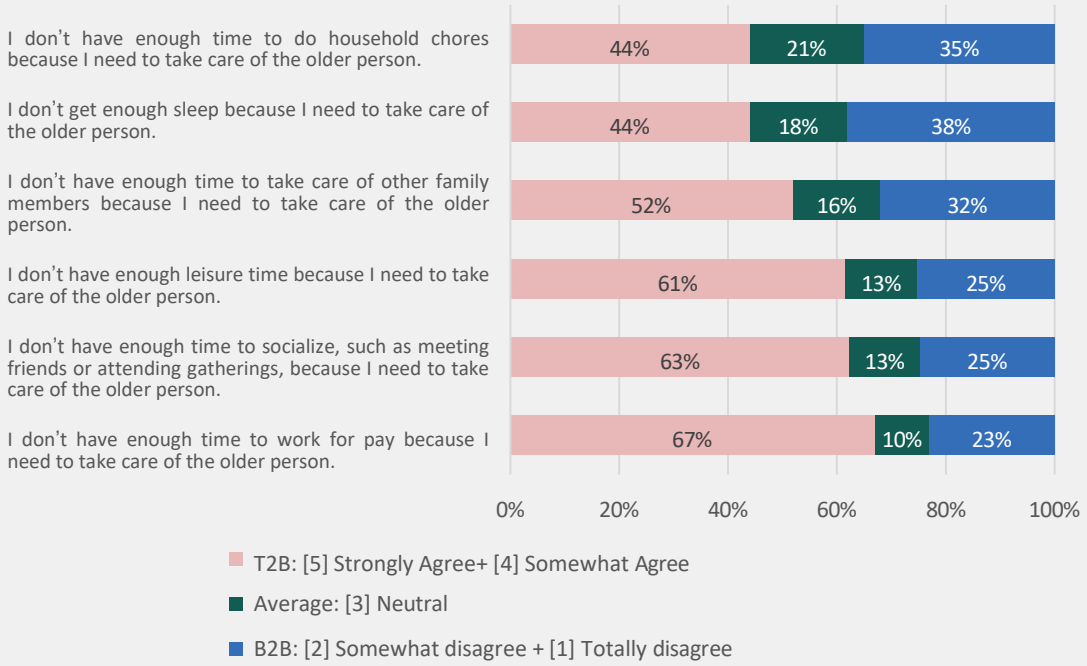
Graph 18. Health changes among caregivers as a result of caring for older adults



The demands of caregiving were rated as “very demanding” or “demanding” by 55% of respondents. In terms of stress, 60% classified their caregiving tasks as “somewhat stressful” or “not stressful,” while the remaining 40% described them as “stressful” or “very stressful.” Stress was mainly attributed to meeting the needs of the older adult (51%), dealing with their declining health (46%), and making decisions on their behalf (40%).

Daily experiences related to caregiving also revealed significant impacts. Forty-four percent reported insufficient sleep; 52% said they lacked time to care for other family members; and 44% reported not having enough time for household chores. Additionally, 67% stated they did not have sufficient time for paid work, 63% lacked time to socialize, and 61% lacked leisure time. All these constraints were explicitly linked to caregiving responsibilities.

Graph 19. Experiences related to caregiving

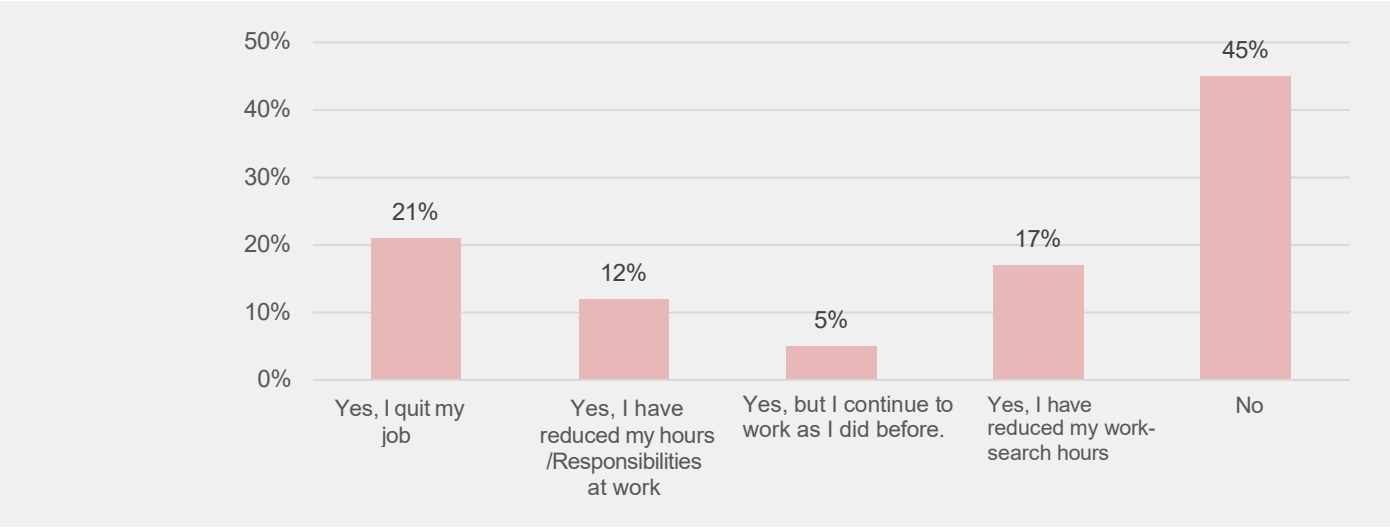


Employment outcomes were also affected. Eighty-two percent of caregivers had not been gainfully employed in the past 12 months. Among the 18% who had, respondents worked an average of 28.8 weeks and 33.3 hours per week.

Fifty-five percent of respondents reported that caregiving affected their employment or job search. Twenty-one percent stated they had quit their jobs. Among those who left employment, 54% did so between 2011 and 2020, and 35% between 2021 and 2024. Before quitting, 49% of these individuals earned less than one minimum wage, and 26% earned between one and two minimum wages.

Twelve percent of caregivers reported reducing their working hours, most often by 50% (30% of cases) or by more than 75% (29%).

Graph 20. Changes in employment or job search due to caregiving responsibilities



Female caregivers were asked whether they had ever been required to take pregnancy tests for employment purposes: 50% reported they had not, 41% said they had, and 9% stated they had never applied for a job. Additionally, 55% reported being required to undergo blood tests to obtain a job.

Eighty-three percent of women reported never having been denied a job contract due to pregnancy, and 91% reported never having been dismissed from a job while pregnant

Finally, all caregivers were asked whether they had ever been asked in a job interview if they were parents or caregivers. Thirty-seven percent reported being asked this question—39% of women and 28% of men. Meanwhile, 52% stated they had never been asked.

1.6 Classification analysis

To complement the survey results, multivariate analyses were conducted using selected questions from the questionnaire. Preprocessing was carried out through multiple correspondence analysis (MCA), followed by a mixed cluster analysis: first applying a k-means algorithm, and then an ascending hierarchical agglomeration using Ward's method.

1.6.1 First Analysis: Family/Household Configuration, Care History, and Decision-Making

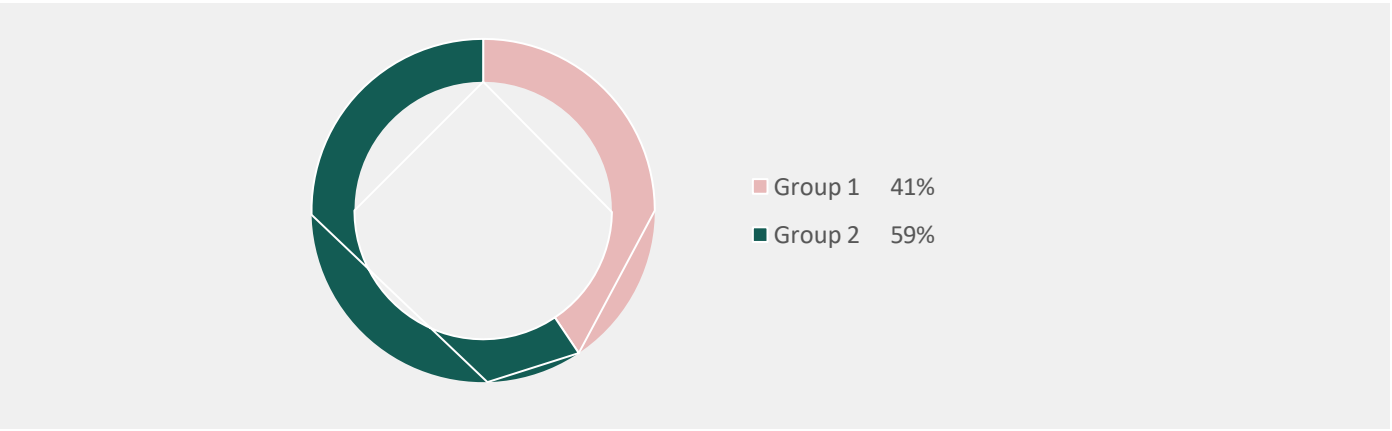
The following questions were selected for the first analysis:

- Q1: Do you currently live with the older adult?
- Q3: How many people live in your household, including yourself?
- Q7_ CAREGIVER: Are you also a caregiver for your own children or for other people's children aged 12 or younger?
- Q13: When did you start caring for the older adult?
- Q14: Why did you become the primary caregiver for the older adult?
- Q27: Please give us your opinion on the following statements (related to elder care).

Characterization

To classify respondents into groups with homogeneous opinions, a two-stage cluster analysis was conducted using the coordinates obtained from the MCA. Two groups were identified: Group 2 (59% of respondents) and Group 1 (41%).

Figure 21. Groups of the first classification analysis



Description of Group 1

- Includes 100% of permanent residents, 65% of formally employed caregivers, and 61% of caregivers aged 18–34.
- More than 80% strongly agreed with the following statements:
  - "Caring for the older adult is meaningful work for me."
  - "Caring for the older adult contributes to my personal growth."
  - "Caring for the older adult makes me feel proud."

- Sixty percent strongly disagreed with the statement: “I feel I am missing out on life because of my caregiving responsibilities.”
- Eighty-four percent strongly disagreed with the statement: “I want to escape this situation.”
- Forty-three percent became caregivers because they were living with the older adult.

Description of Group 2

- Includes 60% of caregivers who are Colombian citizens (by birth), 67% from the Central-East subnetwork, and 63% of caregivers over the age of 55.
- Eighty percent are not caregivers of their own children or of other people’s children aged 12 or younger.
- Thirty-two percent of their households are composed of three members.
- Their responses to key statements were as follows:
    - 19% somewhat agreed that “Caring for the older adult is meaningful work for me.”
    - 23% somewhat agreed that “Caring for the older adult contributes to my personal growth.”
    - 23% somewhat agreed that “Caring for the older adult makes me feel proud.”
    - 33% strongly agreed that “Caring for the older adult is complicated by unrealistic expectations and demands from family members.”
    - More than 55% strongly or somewhat agreed that “I feel like I am missing out on life because of my caregiving responsibilities.”
    - More than 42% strongly or somewhat agreed that “I want to escape this situation.”
- Thirty percent reported becoming caregivers because hiring a professional care worker was too expensive.

1.6.2 Second analysis: Time and Resources for Care

The following questions were selected for the second analysis:

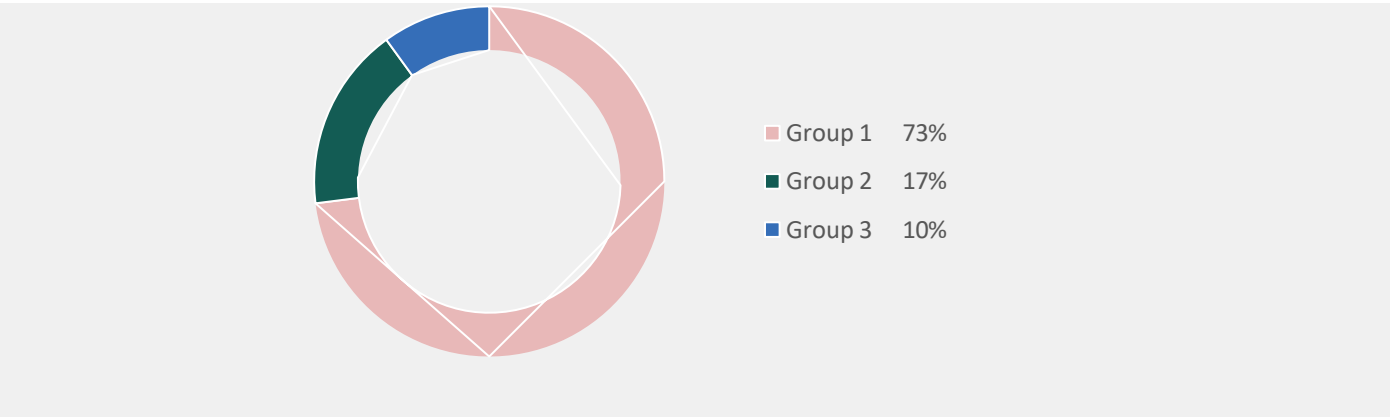
- Q34: How much do you agree with the following statements, based on your general experience as a caregiver?

- Q38: Do you receive any financial support from family members for the care of the older adult?

Characterization

This second analysis identified three groups: Group 1 (73% of respondents), Group 2 (17%), and Group 3 (10%).

Figure 22. Groups of the second classification analysis



Description of Group 1

Seventy-seven percent of caregivers who are unemployed and not seeking work belong to this group.

Their responses to key statements were as follows:

- 82% strongly or somewhat agreed with the statement: *"I usually take care of the older adult by myself."*.
- 24% somewhat agreed with: *"I have time to eat my meals without distractions."*.
- 96% strongly or somewhat agreed with: *"There are times when I have to multitask while caring for the older adult."*
- 98% strongly or somewhat agreed with: *"There are times when I need to help the older adult move, walk, or carry something heavy."*
- 88% strongly or somewhat agreed with: *"I need to keep an eye on the older adult at all times."*

In addition, 61% of this group reported not receiving any financial support from family members for the care of the older adult.

Description of Group 2

Twenty-four percent of caregivers who are formally self-employed belong to this group.

Their responses to selected statements were as follows:

- 25% somewhat disagreed with: *"I usually take care of the older adult by myself."*
- 17% were neutral on: *"I have time to eat my meals without distractions."*
- 24% somewhat disagreed with: *"There are times when I have to multitask while caring for the older adult."*
- 15% somewhat disagreed with: *"There are times when I need to help the older adult move, walk, or carry something heavy*."
- 23% somewhat disagreed with: *"I need to watch the older adult at all times."*

In addition, 26% of this group regularly receive financial support from family members for the care of the older adult.

Description of Group 3

20% of the caregivers who are formally employed belong to this group.

- 28% totally disagreed with: *"I usually take care of the older adult by myself."*
- 15% totally disagreed with: *"I have time to eat my meals without distractions."*
- 41% strongly disagreed with: *"There are times when I have to multitask while caring for the older adult."*
- 45% strongly disagreed with: *"There are times when I need to help the older adult move, walk, or carry something heavy."*
- 55% strongly disagreed with: *"I need to watch the older adult at all times."*

1.6.3 Third analysis: Quality of Life of the Primary Caregiver

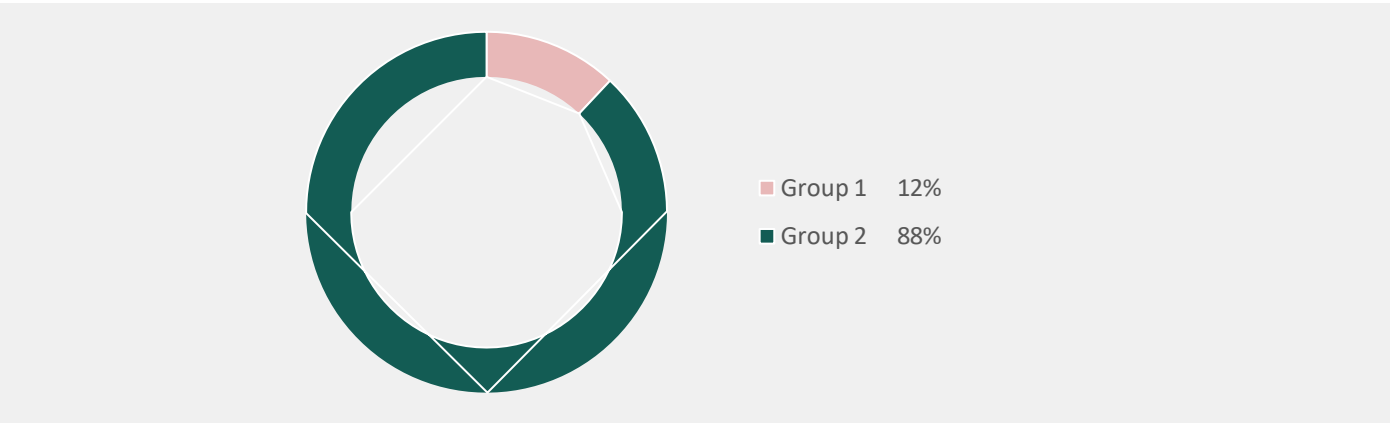
The following questions were included in this analysis:

- Q41: How satisfied are you with your life in general?
- Q42: How would you rate your health?
- Q43: Have you experienced any of the following changes in your health or emotional well-being in the past 6 months as a result of caring for the older adult?
- Q47: Do you have the following experiences related to caring for the older adult?
- Q50: Have you been gainfully employed in the past 12 months?
- Q53: Have your employment or job search activities been affected by your caregiving responsibilities?

Characterization

This third analysis identified two groups: Group 2 (88% of respondents) and Group 1 (12%).

Figure 23. Groups of the third classification analysis



Description of Group 1

This group includes 57% of migrant caregivers, 32% of those aged 18–34, 29% of those in formal employment, and 15% of those living in the North subnetwork.

- Fifty-six percent reported being very satisfied with their life in general.
- Forty-eight percent rated their health as good.
- Sixty-two percent reported no health changes resulting from caregiving.

Their responses to selected statements were as follows:

- 88% strongly disagreed with: *"I don't get enough sleep because I need to care for the older adult."*
- 78% totally disagreed with: *"I don't have enough time to care for other family members because I need to care for the older adult."*
- 89% strongly disagreed with: *"I don't have enough time to do household chores because I need to care for the older adult."*
- 74% strongly disagreed with: *"I don't have enough time to work gainfully because I need to care for the older adult."*
- 90% strongly disagreed with: *"I don't have enough time to socialize, such as meeting friends or attending meetings, because I need to care for the older adult."*
- 99% strongly disagreed with: *"I don't have enough leisure time because I need to care for the older adult."*

Eighteen percent of this group had been gainfully employed in the past 12 months, and 76% reported that their employment or job search was not affected by caregiving responsibilities.

Description of Group 2

This group includes 89% of Colombian citizens, 91% of those unemployed and not seeking work, and 92% of those living in the Central-East subnetwork.

- Twenty-three percent reported being somewhat dissatisfied with life in general.
- Forty-nine percent rated their health as fair.

- Fifty-six percent reported increased fatigue due to caregiving.
- Forty-eight percent reported physical exhaustion or stress.
- Forty-three percent reported difficulty sleeping.

Their responses to selected statements were as follows:

- 49% somewhat or strongly agreed with: *"I don't get enough sleep because I need to care for the older adult."*
- 58% somewhat or strongly agreed with: *"I don't have enough time to care for other family members because I need to care for the older adult."*
- 49% somewhat or strongly agreed with: *"I don't have enough time to do household chores because I need to care for the older adult."*
- 74% somewhat or strongly agreed with: *"I don't have enough time to work gainfully because I need to care for the older adult."*
- 70% somewhat or strongly agreed with: *"I don't have enough time to socialize, such as meeting friends or attending meetings, because I need to care for the older adult."*
- 69% somewhat or strongly agreed with: *"I don't have enough leisure time because I need to care for the older adult."*

Eighty-four percent had not been gainfully employed in the past 12 months, and 41% reported that their employment or job search was affected by caregiving responsibilities.

1.6.4 Fourth Analysis: Women

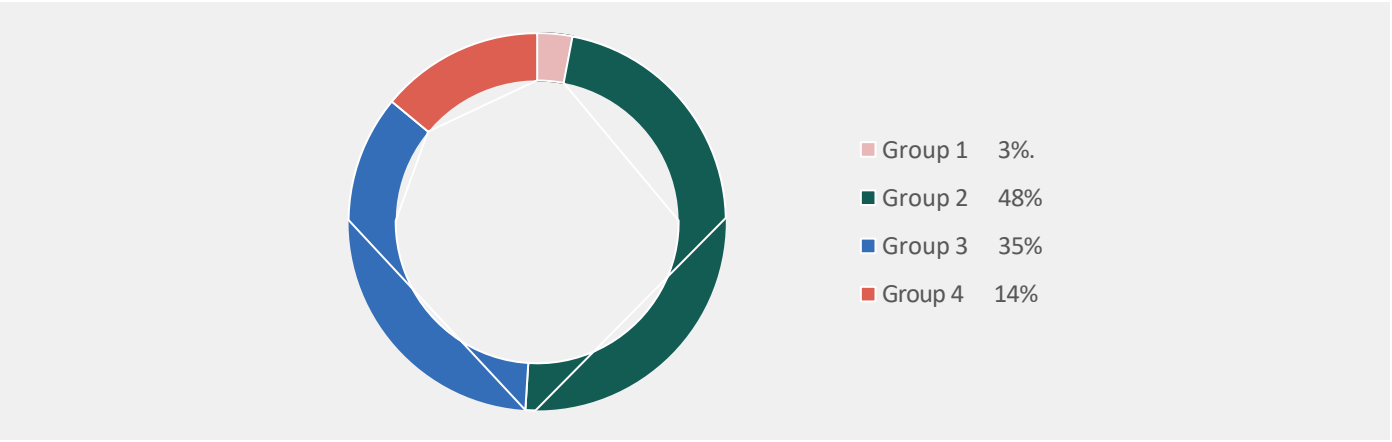
The following questions were included:

- Q57: Have you ever been required to take a pregnancy test to work?
- Q58: Have you ever been asked to take a blood test to get a job?
- Q59: Were you ever not hired for a job because you were pregnant?
- Q60: Have you ever been fired from a job while pregnant?
- Q61: In a job interview have you ever been asked if you are a parent or caregiver?

Characterization

This fourth analysis identified four groups: Group 2 (48% of respondents), Group 3 (35%), Group 4 (14%), and Group 1 (3%).

Graph 24. Groups of the fourth classification analysis



Description of Group 1

This group includes 5.2% of unemployed women not seeking work and 3.9% of women over 55. All caregivers in this group were unemployed, not seeking work, and had never applied for a job. Eighty-nine percent reported never being asked to take a blood test to obtain employment.

Description of Group 2

This group includes 65% of fully retired caregivers, 59% of married caregivers, and 56% of those over 55.

- Sixty-eight percent had not been required to take a pregnancy test for employment.
- Sixty-two percent had not been asked to take a blood test.
- One hundred percent reported never being fired or not hired due to pregnancy, and never being asked if they were parents or caregivers.

Description of Group 3

This group includes 41% of caregivers aged 18–34, 46% aged 35–54, 54% of those formally employed, and 50% of those unemployed and looking for work.

- Fifty-eight percent reported being asked to take a pregnancy test for employment.
- Seventy-one percent reported being asked to take a blood test.
- One hundred percent reported never being fired or not hired due to pregnancy.
- However, they were asked if they were parents or caregivers.

Description of Group 4

Seventy-one percent of caregivers in this group reported being asked to take a pregnancy test for employment, and 78% reported being asked to take a blood test. Sixty-nine percent reported being denied a job because they were pregnant, 64% reported being fired while pregnant, and 58% reported being asked if they were parents or caregivers.

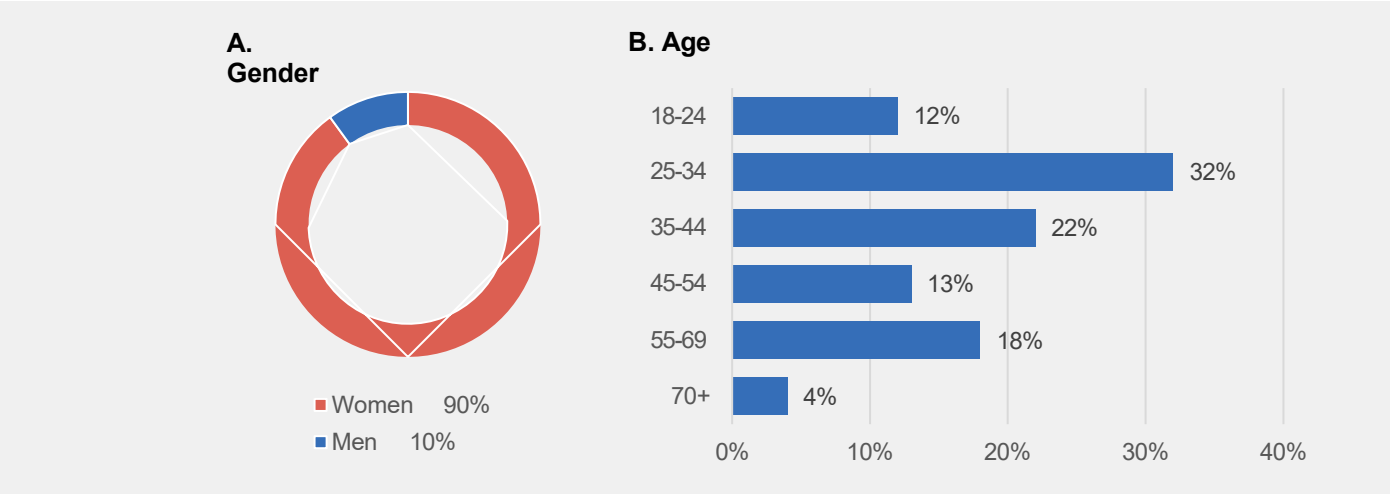
2 Childcare

A total of 946 caregivers of children aged 12 and under, residing in different localities of Bogotá, were surveyed. The sociodemographic variables of these caregivers are described below, followed by the survey results for this group.

2.1 Sociodemographic Characterization

Of all caregivers of children aged 12 and under, 90% are women and 10% are men. This predominance of female caregivers once again highlights the reality of unpaid domestic and care work in Colombia, which is primarily carried out by women.

Graph 25. Distribution of child caregivers by sex and age



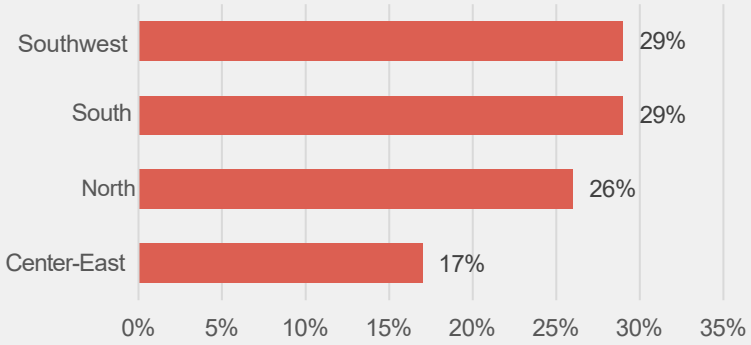
The ages of respondents ranged from 18 to 85, distributed by age group as shown in **Figure 25B**. The average age of child caregivers is 41 years—15 years younger than the average age of caregivers of older adults. The majority of respondents (54%) are between 25 and 44 years old. Eighteen percent are between 55 and 59, 13% between 45 and 54, and 12% between 18 and 24. Only 4% of child caregivers are 70 or older.

Regarding marital status, 44% are in a common-law union, 28% are single, 17% are married, and 6% are separated. Smaller shares of caregivers reported being widowed (4%) or divorced (1%).

With respect to employment status, 28% are unemployed and not seeking work, while 26% are unemployed and actively seeking work. Twenty-two percent are self-employed (7% formally and 15% informally), and 20% are employed (9% formally and 11% informally). Finally, 3% are fully retired, and 1% are on leave.

Regarding their place of residence, the majority of caregivers live in the Southwest (29%) and South (29%) subnetworks, followed by the North (26%) and the Central-East (17%).

Graph 26. Distribution of child caregivers by subnetwork



2.2 Family and Household Configuration

On average, respondents are primary or shared caregivers of 1.5 children, with a maximum of 5 children under the care of a single caregiver. In most cases, the children live with their caregiver, with an average of 1.4 children residing in the same household.

In cases where caregivers reported not living with all the children they care for (114 respondents), the children were found to reside in an average of 1.2 households, indicating that most live in a single household.

The households of surveyed caregivers consist, on average, of 4.5 members, with a minimum of 2 and a maximum of 14. Disaggregating by age, households are composed of an average of 3 members aged 13 or older and 1.5 children aged 12 or younger.

In terms of employment, caregiver households report an average of 1.5 working members. In 7% of households, no members are employed.

2.3 Care History, Care Arrangements and Decision-Making

When asked how many other people provide care for the children under their responsibility, respondents reported that, on average, 1.1 additional people (family members, relatives, or friends) provide unpaid care. Female caregivers reported fewer additional participants (average of 1), compared with men (average of 1.5).

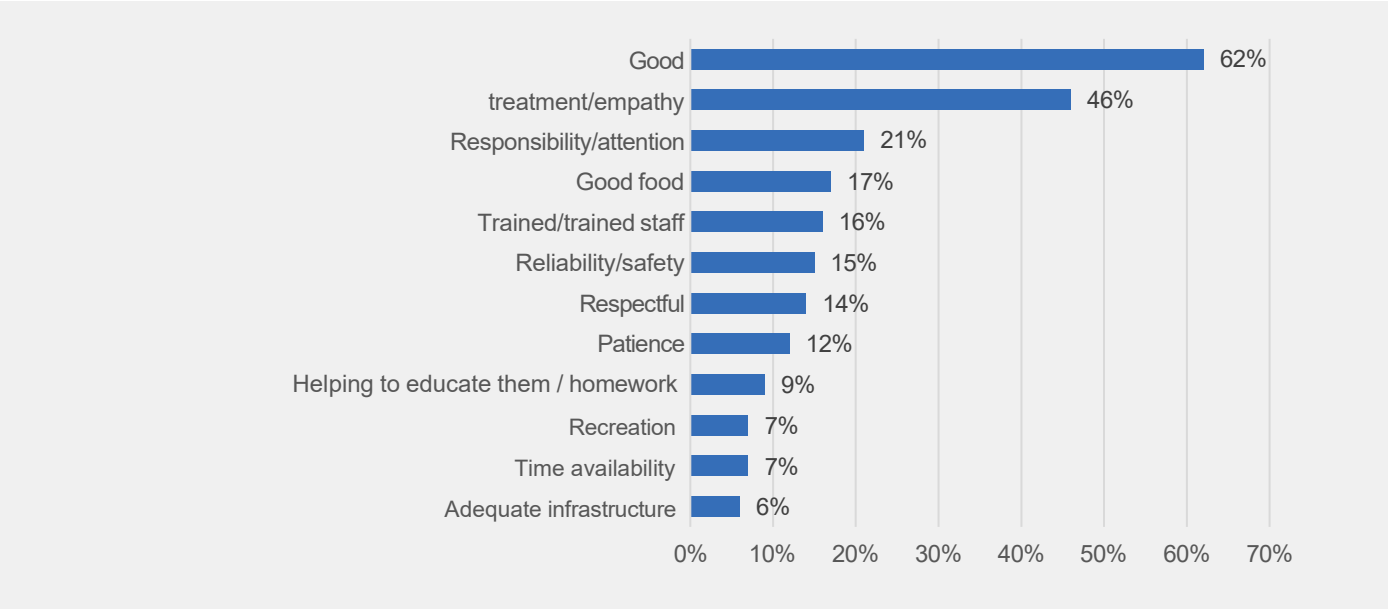
Regarding paid childcare services, only 8% of respondents reported using them (childcare centers, in-home care, babysitters, before- and after-school care, etc.). The vast majority (874 respondents) reported not using such services.

Among those who do not use paid childcare services, the most frequently cited reasons were:

- “We do not think it is necessary to use outside services” (36%).
- “The child(ren) I care for are old enough to stay at home alone” (25%).
- “The child(ren) do not like or refuse to use outside services” (20%).
- “Services are not adapted to the special needs of the child(ren) due to a disability or chronic illness” (18%).
- “Safety/distrust” was also mentioned under “other reasons” (8%).

When asked about the three most important characteristics of quality paid childcare, caregivers highlighted: good treatment and empathy (62%), responsibility and attentiveness (46%), and healthy food (21%). Other qualities mentioned included trained staff (17%) and reliability/safety (16%).

Graph 27. Reasons for considering the care provided by a service provider to be quality care



Respondents who used paid childcare services reported the following:

- **In-home care by a non-relative (e.g., babysitter, caregiver) (35%)**:
  - Satisfaction level: 72%.
  - 80% were satisfied with the child-to-caregiver ratio.
  - 88% said the service hours met their needs.
  - 80% believed caregivers had the necessary commitment and skills.
  - 96% reported receiving adequate information about the child's progress and care.
- **Private daycare centers (19%)**:
  - Two of the 14 users reported receiving a subsidy.
  - Overall satisfaction: 93%.
  - 93% satisfied with the child-to-caregiver ratio.
  - 86% said the hours met their needs.
  - 93% believed the service had the commitment and skills required.
  - 93% reported receiving adequate information about their child's care.
- **Care by a relative in the home (15%)**:
  - Overall satisfaction: 100%.
  - 91% satisfied with the child-to-caregiver ratio.
  - 91% said the hours met their needs.
  - 91% believed caregivers had the necessary skills and commitment.
  - 100% reported receiving adequate information about care.

Overall, 99% of respondents who use paid services stated that the children receive quality care.

Regarding expenses for paid childcare, 31% of caregivers considered them “very affordable” or “affordable,” while 41% described them as “reasonable.”

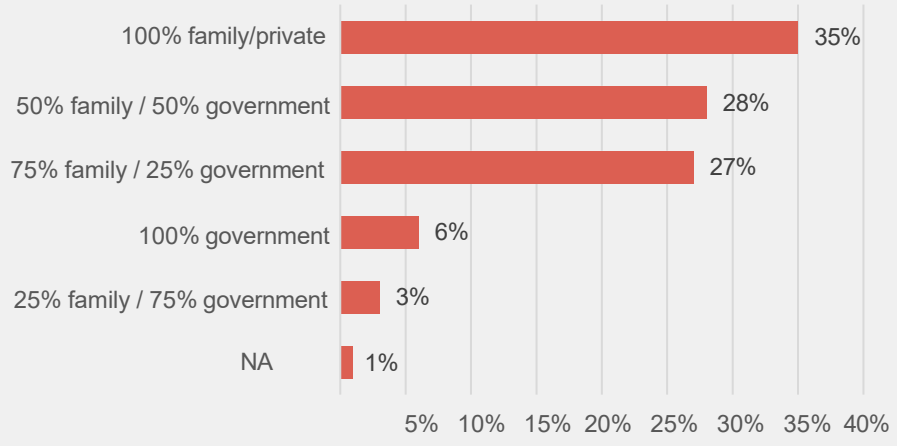
2.4 Time and Resources for Childcare

Among caregivers who use paid childcare services, 89% reported not receiving financial assistance from relatives for these expenses. Those who do receive such assistance (10%) reported an average monthly contribution of 287,857 pesos.

Across all respondents, 87% reported not receiving any government services or support for childcare. Eight percent reported receiving a subsidy or monetary transfer from the Bogotá Mayor’s Office, and 3% from the national government (such as *Familias en Acción*).

When asked about responsibility for childcare, 35% said it should be entirely a family responsibility, 28% said it should be shared equally between families and government, and 27% said it should be 75% family and 25% government.

Graph 28. Division of responsibility for care between families and government



Among respondents whose spouse or partner shares caregiving tasks, it was found that, during the week, caregivers would like their partner to dedicate an average of 2.8 days to childcare. Gender differences emerged: male caregivers would like their partners to dedicate 3.8 days—one day more than the overall average. In contrast, 18% of female respondents said they would not want their partners to perform caregiving tasks on any day, three times the percentage reported by men (6%).

In terms of time, respondents expected their partners to dedicate an average of 549.8 minutes per week to childcare. Again, men reported higher expectations, averaging 717 minutes—168 minutes more than the overall average.

For weekends, respondents would like their partners to provide childcare for an average of 1.4 days. The trend persists: women reported 1.3 days, while men reported 1.6 days. In terms of minutes, the average expectation was 679 minutes, with men expecting 203 minutes more than women (654 minutes).

These same questions were asked in cases where the father or mother of the children also shared caregiving. In this situation, the expected average was 2.9 days per week, with little difference between men (3.1 days) and women (2.9 days). In minutes, the weekly average was 577. For weekends, both men and women reported 1.7 days, with men slightly lower at 1.6. The average expectation in minutes was 765, showing a smaller gender gap when the children's parents shared caregiving.

Finally, 10% of respondents reported also caring for other dependents aged 13 or older with disabilities, chronic illnesses, or mental health conditions. In most cases, the respondents' parents (mother or father) acted as the main caregivers (6%).

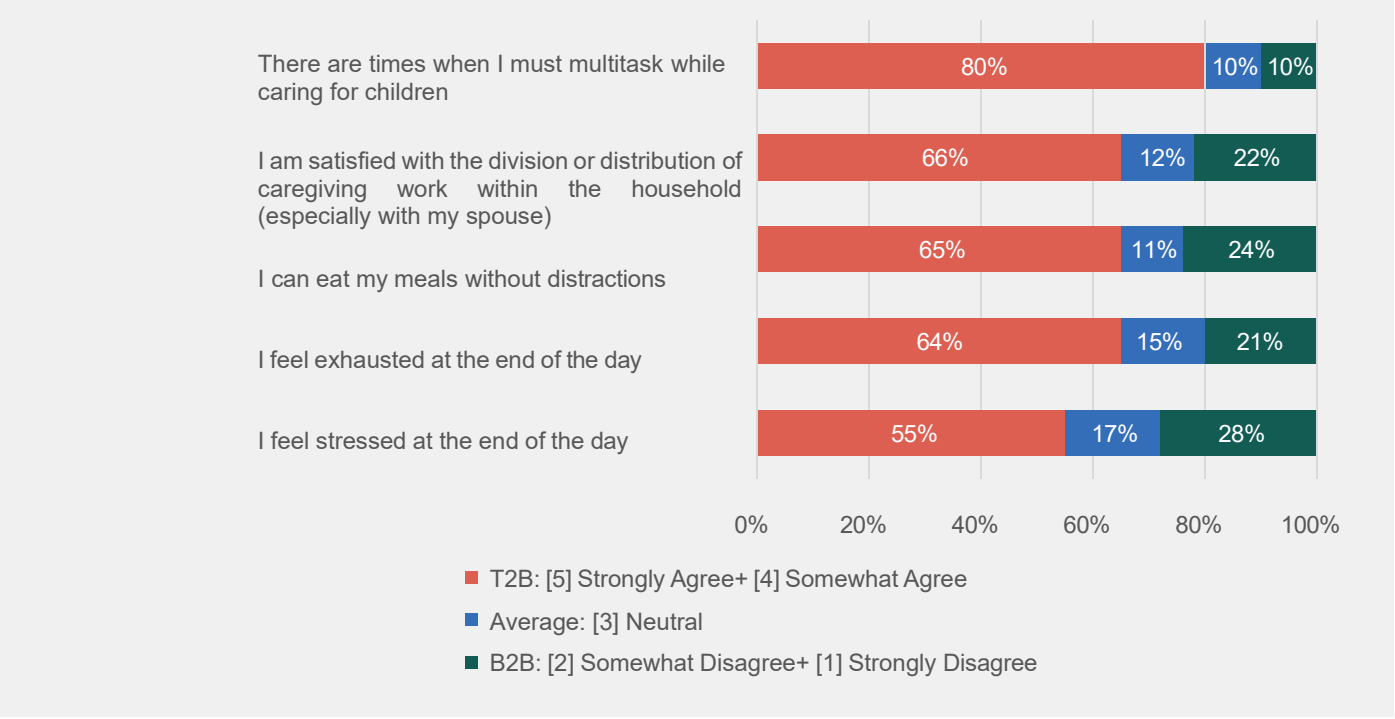
2.5 Quality of Life of the Primary Caregiver

This section asked about the quality of life of primary caregivers

- **Multitasking:** 80% of caregivers reported multitasking while caring for children, with women reporting it more frequently (81%) than men (74%).
- **Satisfaction with division of caregiving tasks:** 66% reported satisfaction, but men were more satisfied (78%) than women (64%). Dissatisfaction was reported four times more often by women (24%) than men (6%).
- **Meals without distraction:** 65% of caregivers said they could eat meals without interruption, while 24% could not. Gender differences were notable: 74% of men

could eat without distraction, compared with 64% of women. Conversely, 25% of women reported they could not eat without distractions, compared with only 9% of men.

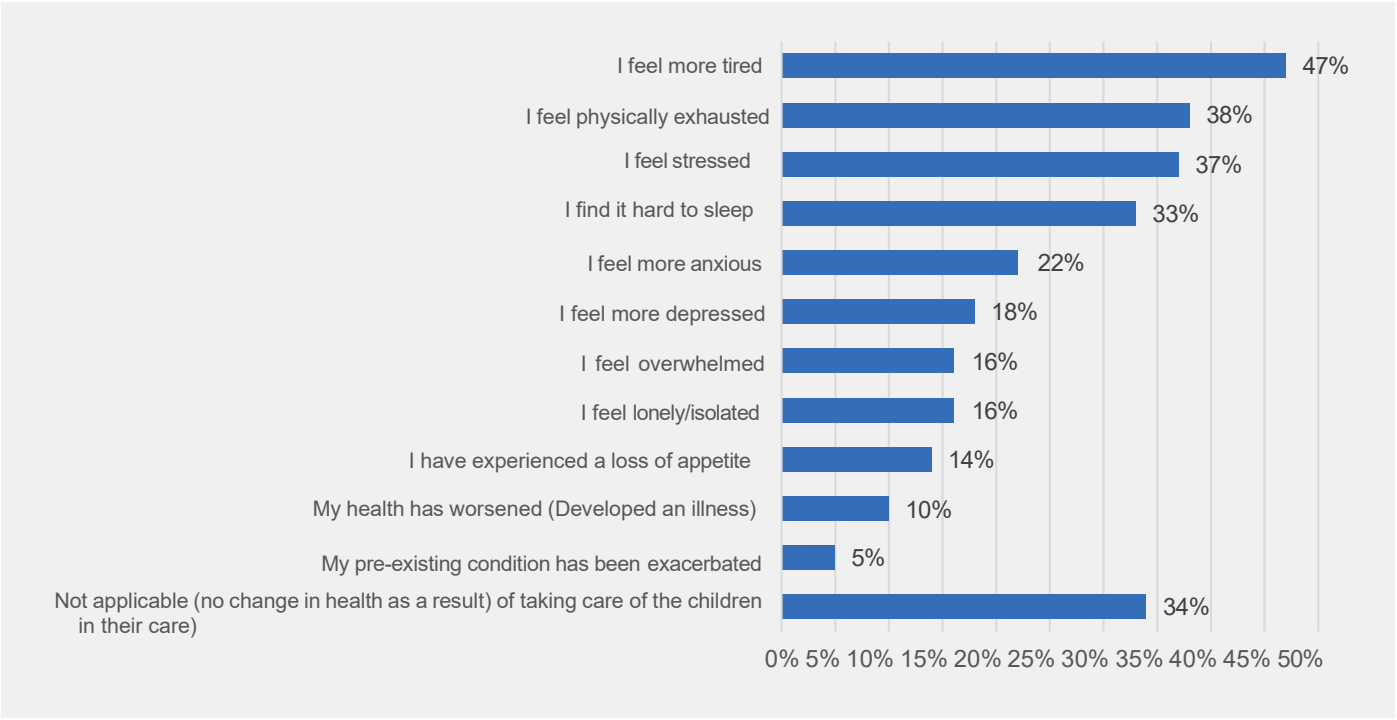
Graph 29. Experiences related to caring for children



- **Fatigue and stress:** 64% reported feeling exhausted at the end of the day (67% of women and 44% of men). Twenty-one percent reported not feeling exhausted (20% of women and 31% of men). Stress was reported by 55% overall, more frequently among women (58%) than men (23%). Twenty-eight percent reported no stress, with men less likely to report stress (54%) than women (25%).
- **Time pressure:** 46% of caregivers reported sometimes feeling under time pressure, and 20% said they always did. Women reported higher levels of time pressure: 21% always and 48% sometimes, compared with 8% and 32% for men, respectively. Conversely, men reported feeling less time pressure more often than women.

Respondents were also asked whether they had experienced health or emotional changes in the last six months as a result of childcare. The main changes are presented in **Graph 30**.

Graph 30. Changes in Caregiver's Health as a Result of Caring for Children



Forty-seven percent of caregivers reported feeling more tired. Among them, 48% of women and 31% of men reported increased fatigue.

The second most common change was physical exhaustion (38%), again with gender differences: 40% of women reported it compared with 22% of men.

Stress was the third most frequently mentioned change (37%), with 40% of women and only 12% of men reporting it.

Sleep problems were also reported, with 33% of caregivers stating they had difficulty falling asleep. Thirty-five percent of women reported this change, compared with 18% of men.

Anxiety was mentioned by 22% of caregivers—23% of women and 11% of men.
this.

Meanwhile, 34% of respondents reported no health changes as a result of childcare. This was reported by 60% of men, nearly double the proportion of women (31%).

Caregivers were also asked about leisure time. On weekdays, respondents reported an average of 3.9 free hours per day, with men reporting more than average (4.5) and women less (3.8). On weekends, free time increased to 4.8 hours: men reported 6.2, while women reported 4.6.

Fifty-two percent of caregivers said childcare had not affected their employment or job search. Male caregivers were less affected (70%) than women (50%).

Among the 48% who reported negative effects, the main impacts are shown in **Graph 31**:

- Quitting a job (44%), reported by 45% of women and 23% of men. Rejecting better job opportunities (30%), reported more often by men (37%) than women (30%).
- Reducing work hours for flexibility (26%), reported by 43% of men and 25% of women.

Graph 31. Changes in employability or job search activities resulting from caregiving responsibilities

Most of those who left their jobs to care for children under 12 did so between 2021 and 2024. Among them, 62% had incomes between 500,000 and 1,300,000 pesos.

Caregivers who reduced their work hours reported cutting them by more than 75% (31% of cases) or by 50–75% (24%).

Female caregivers were asked specifically about discriminatory practices in employment:

- 42% reported being required to take a pregnancy test in order to work.
- 59% had been asked to take a blood test to obtain a job.
- 13% reported not being hired due to pregnancy.
- 9% reported being dismissed from a job while pregnant.

All caregivers were also asked whether they had ever been asked in a job interview if they were parents or caregivers. Fifty-eight percent reported they had—59% of women and 48% of men. Thirty-three percent reported never being asked this question.

Attitudes Toward Work, Family, and Gender Roles

- 80% of respondents stated that employment is necessary for personal growth and experience.
- 49% disagreed with the idea that married couples should manage income separately.
- Regarding gender roles, 62% disagreed (somewhat or totally) with the statement that the “ideal” is for men to work while women stay home to care for the household.

Household Income and Expenses

- The average monthly household income of respondents was 1,855,492 pesos.
    - Women reported incomes 95,000 pesos below the average (1,760,228).
    - Men reported much higher incomes, averaging 2,597,340 pesos (741,848 pesos above the mean).
- Subnetwork differences were also observed:
    - The North subnetwork exceeded the average by 394,174 pesos (2,249,666).

- The South subnetwork fell below the average by 280,980 pesos (1,574,512).

Average monthly household expenses were 1,453,505 pesos. On average, respondents spent 70.1% of their household income on expenses. Here again, differences appeared:

- Men reported spending 86.7% of their income on expenses.
- Women reported spending 69.4%.

2.6 Classification Analysis

To complement the survey results for the childcare segment, multivariate analyses were also conducted using selected questions from the questionnaire.

2.6.1 First analysis: family/household configuration

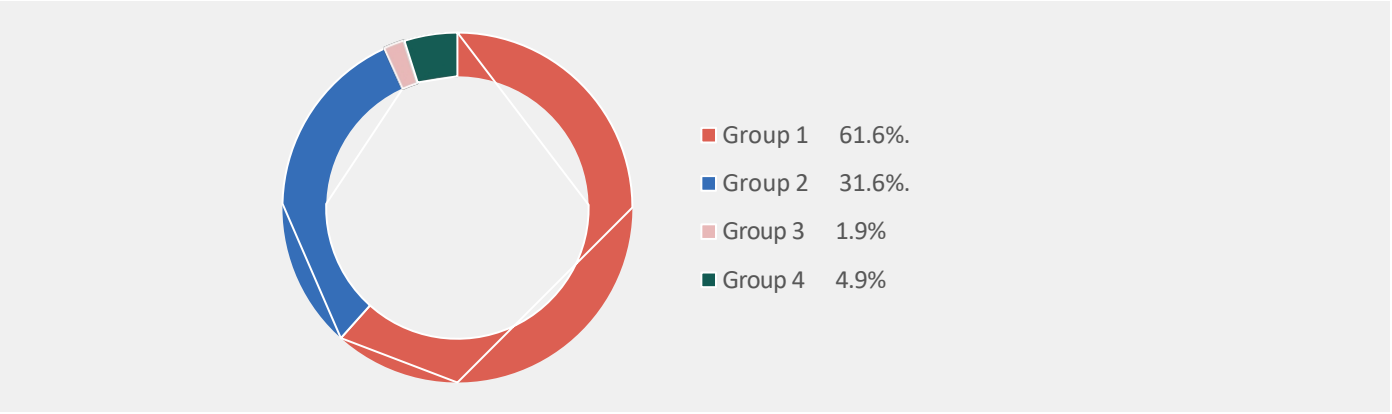
The following questions were included:

- **PA**: How many children aged 12 or younger are you the primary/shared caregiver for?
- **Q64**: How many of these children live with you?
- **Q67_1**: How many members in your household are aged 13 or older?
- **Q67_2**: How many are children aged 12 or younger?
- **Q69**: Please provide information on household members aged 13 or older, including yourself. If you have more than four members in this age group, please complete information for the four who spend the most time caring for or interacting with children aged 12 or younger.

Characterization

To group respondents into clusters with homogeneous characteristics, a two-stage classification analysis was conducted using coordinates from the mixed cluster analysis (MCA). Four groups were identified: Group 1 (61.6%), Group 3 (31.6%), Group 4 (4.9%), and Group 2 (1.9%).

Graph 32. Groups of the first classification analysis



Group 1

- 70% of caregivers from the Southwest subnetwork and 65% of Colombian citizens belong here.
- 96% are primary caregivers of one child aged 12 or younger.
- 99% of these caregivers live with the child they care for.

Group 2

- Includes 37% of caregivers from the North subnetwork and 41% of migrants.
- 96% are primary caregivers of two children aged 12 or younger, and 94% live with them.
- In 82% of these households, the main respondent is the person over 13 most involved in childcare.

Group 3

- 88% are primary caregivers for four or five children aged 12 or younger.
- Among those caring for four children, only 53% live with them.

Group 4

- Includes 10% of caregivers who are migrants, 12% who are separated, and 8% aged 18–34.
- 96% are primary caregivers of three children aged 12 or younger, and 100% live with them.
- 54% live with two additional household members aged 13 or older.

2.6.2 Second analysis: Caregiving and Caregiving Experience

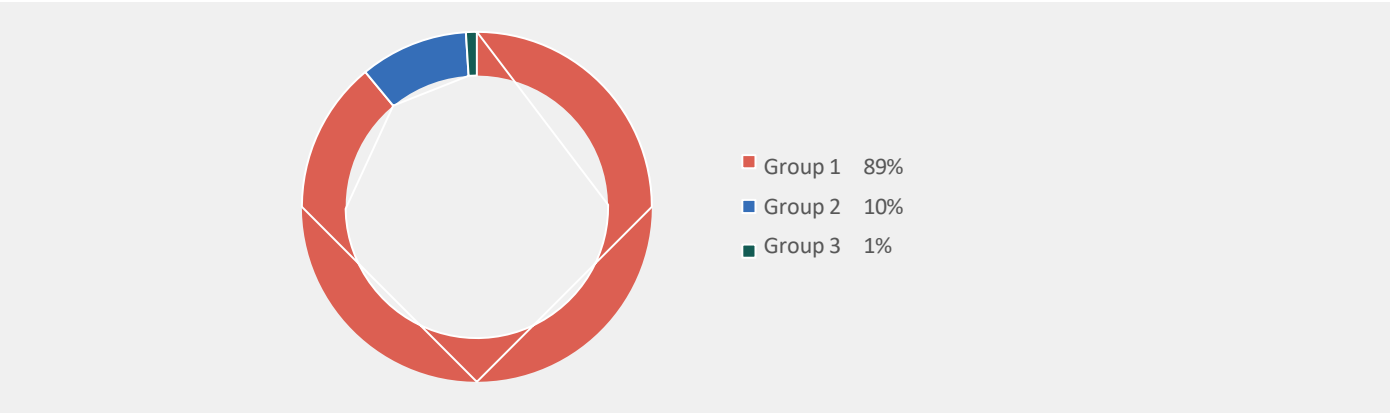
The following questions were included:

- Q96: Are there people aged 13 or older with disabilities, chronic health/mental health conditions or older people that you are also caring for?
- Q97: What do you think about the following statements based on your overall experience caring for children in your care?

Characterization

From this second classification analysis, three groups were found. The largest is group 1 with 89% of respondents, followed by group 2 with 10% and group 3 with the remaining 1%.

Groups of the second analysis of classification



Description of Group 1

93% of caregivers who are between 18 and 34 years old, 96% of those with a formal job, 96% of those who are migrants and 95% of men belong to this group.

100% of caregivers in this group do not provide supportive care to any person with disabilities/chronic health conditions or family members/elderly people, 46% strongly agree that they are satisfied with the division or distribution of caregiving work within the household (especially with my spouse) and 27% somewhat agree that they feel exhausted at the end of the day.

Group 2 Description.

15% of caregivers are between 35 and 54 years old, 16% of those who are separated and 16% of those who are married belong to this group.

47% of caregivers in this group provide care to another relative, 34% provide care to the mother, 17% provide care to the father, 25% somewhat disagree that they can eat their meals without distractions, 59% strongly agree that they feel stressed at the end of the

day, 62% strongly agree that they feel exhausted at the end of the day, 17% strongly disagree that they are satisfied with the division or distribution of care work within the household (especially with the spouse).

Description of Group 3

57% of caregivers in this one somewhat disagree that they are satisfied with the division or distribution of caregiving work within the household (especially with my spouse) and 29% provide care to the mother apart from the care she provides to the child.

2.6.3 Third analysis: caregiving and experience of caregiving

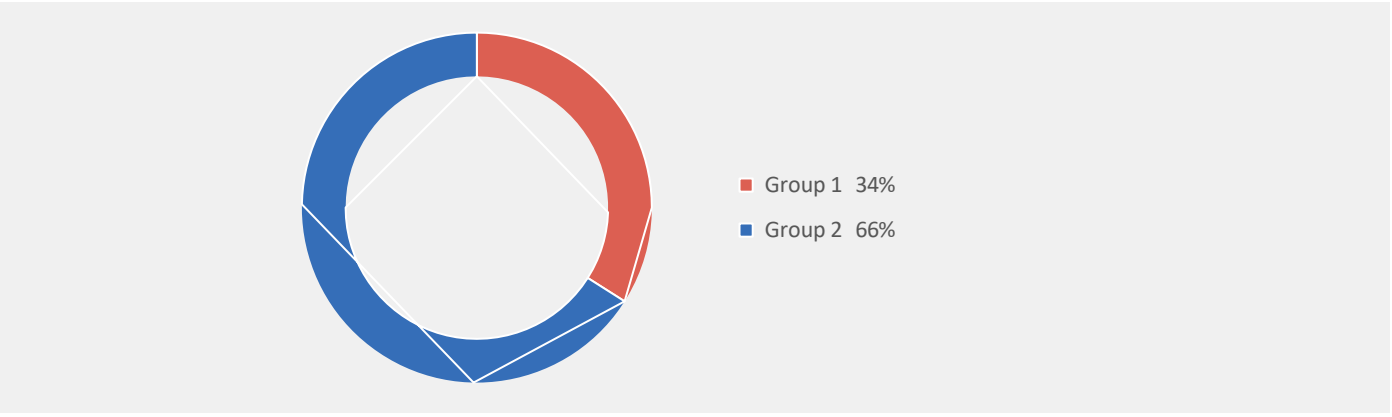
For the third analysis the questions chosen were as follows:

- Q99: Have you experienced any of the following changes in your health or emotional well-being in the past 6 months as a result of caring for children in your care?
- Q101: Has caring for your dependent children affected your work or job search activities?

Characterization

From this third classification analysis, two groups were found. The largest is group 2 with 66% of respondents, followed by group 2 with the remaining 34%.

Figure 34. Groups from the third classification analysis



Description of Group 1

53% of caregivers are 55 years of age or older, 59% of men, 65% of those who are fully retired and 58% of those who are widowed belong to this group.

Ninety-nine percent of the caregivers in this group reported no changes in health as a result of caring for the children in their care, and 77% have not seen their work or job search activities affected by caring for the children in their care.

Group 2 Description

72% of caregivers who are between 18 and 34 years old, 72% of those between 35 and 54 years old, 69% of women, 77% of those in informal employment, and 70% of those living in a union belong to this group.

Seventy percent of caregivers in this group report feeling more tired, 58% feel physically exhausted, 56% feel stressed, 50% find it difficult to sleep, 33% feel more anxious, 27% feel more depressed, 24% feel more overwhelmed or lonely and isolated. 22% have experienced a loss of appetite, 15% developed an illness, 8% have had a pre-existing illness exacerbated, and 60% have had their work or job search activities affected by caring for the children in their care.

2.6.4 Fourth analysis: women

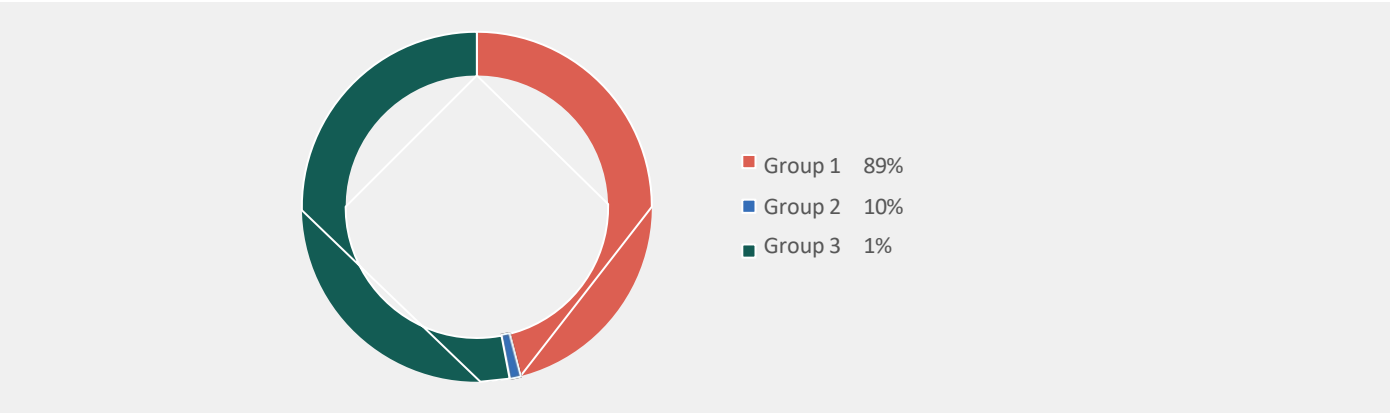
For the fourth analysis, the questions selected were the following:

- Q106: Have you ever been required to take a pregnancy test to get a job?
- Q107: Have you ever been asked to take a blood test to get a job?
- Q108: Were you ever not hired for a job because you were pregnant?
- Q109: Have you ever been fired from a job while you were pregnant?

Characterization

From this fourth classification analysis, three groups were found. The largest is group 3 with 53% of respondents, followed by group 1 with 46% and group 1 with the remaining 1%.

Figure 35. Groups of the fourth classification analysis



Description of Group 1

55% of caregivers are 55 years of age or older, 73% of migrants, 70% of permanent migrants, 86% of immigrant Colombian citizens and 55% of those from the central-

eastern sub-network belong to this group.

99% of caregivers have not been fired from their jobs while pregnant, 98% have not been laid off for being pregnant, 92% have not been required to take a pregnancy test to work, and 75% have not been asked to take a blood test to get a job.

Description of Group 2

In this group are 100% of the respondents who care for 5 children.

Sixty percent of the caregivers in this group have not been hired because they are pregnant.

Description of Group 3

58% of the caregivers who are Colombian citizens by birth and 64% of the caregivers who are formally employed belong to this group.

Eighty-eight percent of the caregivers in this group have ever been asked to take a blood test to get a job, 77% have ever been required to take a pregnancy test to work, 23% have ever not been hired for a job because they were pregnant, and 17% have ever been fired from a job while pregnant.

2.6.5 Fifth analysis: women's opinion on some statements

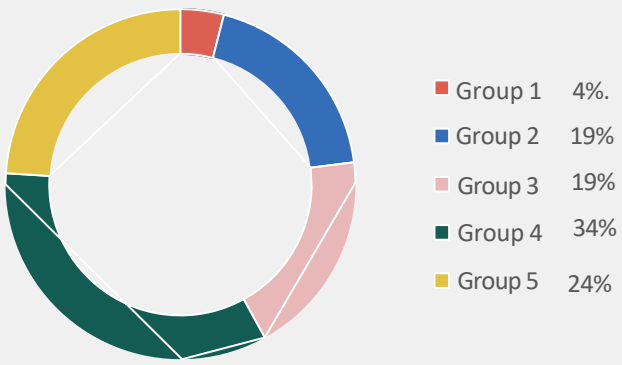
For the fifth analysis, the question chosen was the following:

- Q111: What is your opinion about the following statements?

Characterization

From this fourth classification analysis, five groups were found. The largest is group 4 with 34% of the respondents, followed by group 5 with 24%, group 3 with 19%, group 2 with 19% and finally group 1 with the remaining 4%.

Graph 36. Groups of the fifth classification analysis



Group 1 Description

5.7% of caregivers who are unemployed and not looking for work belong to this group.

91% of respondents somewhat disagree that employment is critical/necessary for their growth and experience and 32% somewhat disagree that a married couple should manage income/wages separately.

Group 2 Description.

28.2%of caregivers who are formally employed, 20.1% of those who are Colombian citizens and 25.9% of those living in the North subnetwork belong to this group.

75% of respondents strongly agree that employment is critical/necessary for their growth and experience, 50% somewhat disagree that a married couple should manage income/wages separately and 66% somewhat disagree that it is ideal for a man to have a job and a woman to take care of the household.

Group 3 Description.

39% of respondents somewhat agree that employment is critical/necessary for their growth and experience, 50% somewhat agree that a married couple should manage income/wages separately and 37% somewhat agree that it is ideal for a man to have a job and a woman to manage the household.

Group 4 Description.

38.5% of live-in caregivers and 40% of caregivers in the southwest subnetwork belong to this group.

57% of caregivers strongly disagree that a married couple should manage income/salaries separately and 64% strongly disagree that it is ideal for a man to have a job and a woman to take care of the household.

Description of Group 5

30.8% of caregivers who are from the east central subnetwork belong to this group.

71% of respondents strongly disagree that employment is critical/necessary for their growth and experience, 74% strongly agree that a married couple should manage income/salaries separately and 46% strongly agree that it is ideal for a man to have a job and a woman to take care of the household

3 Conclusions

The survey conducted in Bogotá on the care of the elderly and children under 12 years of age reveals that this work falls disproportionately on women, who represent 86% of caregivers, 82% of caregivers of the elderly and 90% of caregivers of children. This finding reflects the reality of unpaid domestic and care work in Colombia, which is mainly assumed by women. This situation highlights the existing gender inequality in the distribution of care work and the need for policies that promote greater co- responsibility in this area.

Caregivers of the elderly have an average age of 56 years and half of them are in the 55 to 69 age range. This suggests that a significant proportion of caregivers are older people caring for other older people, which may imply additional challenges in terms of their own health and caregiving capacity.

It is also observed that more than 80% of these caregivers dedicate more than 6 hours a day to this task. Most of them care for their parents, have been doing so for 3 years or more, and do not have sufficient external support. Although caregiving generates positive feelings for many, it also has significant costs in terms of health, employment and personal autonomy.

In the case of childcare, caregivers are on average 41 years old and usually care for 1.5 children within their families, with little co-responsibility from other family members or the children's father. Only 8% use paid childcare services. Women report lower satisfaction with the distribution of care and greater impacts on their well-being, health and employment than male caregivers.

Both types of caregivers experience negative impacts on their employment trajectory due to caregiving, such as having to quit work, reduce working hours, or turn down opportunities. This situation is more frequent among women, deepening gender gaps in the labor market. In addition, they face employment discrimination related to maternity.

The classification analyses show that caregiving experiences are more positive for young, male and formally employed caregivers, while older, unemployed women who care for several family members or children face more difficult and demanding experiences, with greater burdens and less support.

In conclusion, the results of the survey show the need for policies that redistribute care work between men and women, and between families, the State, the market and the community. It is necessary to move towards a comprehensive care system that guarantees the right to dignified care for all people, recognizing its fundamental social and economic value for the sustainability of life.

This implies promoting co-responsibility between men and women in the domestic sphere, transforming traditional gender roles, universalizing access to affordable and quality care services, and guaranteeing the labor rights and well-being of caregivers, mainly women. Care must be understood as a matter of human rights and social justice, and not only as a private problem of families and women. Only with a comprehensive and transformative approach to the current patterns of social organization of care will it be possible to build a more just, equitable and sustainable society, in which the well-being of all people is a priority. Progress in this direction is not only urgent, but also strategic for sustainable development and the fulfillment of human rights in Colombia.