



*Journal of Advances in  
Science and Technology*

*Vol. 10, Issue No. 21,  
February-2016, ISSN 2230-  
9659*

**WOMEN AT THE INTERSECTION OF PAID AND  
UNPAID WORK: A CASE STUDY OF DELHI**

AN  
INTERNATIONALLY  
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# Women at the Intersection of Paid and Unpaid Work: A Case Study of Delhi

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**Abstract – This paper discussed the impact of paid and unpaid women workers in our society and its impact on country's economy. The differentiation between paid and unpaid workers has been perceived in various studies in the past. This study was aimed to establish a reasonable estimate of women's contribution toward paid and unpaid workers. In the literature review four aspects have been discussed i.e., approach of unpaid System of National Accounts (SNA); differentiation between SNA and Non-SNA production activities; concept of care economy and Role of women towards family work, and it's role in economy.**

**This study is target for women workers only. Primary data had been gathered from survey among women in Urban and Rural Setting (N=100). While more women in urban setting were working as paid workers, their contribution to economy was not found higher in comparison to unpaid workers. The findings reveal that most of the women are unaware of their contribution towards economics in country. Finally, Quantification of unpaid activities have revealed that in both rural and urban setting, the women unpaid worker have financial contribution.**

**Keywords: Paid work, Unpaid work, SNA function, Non-SNA function, Gender Disparity.**

## 1.1 BACKGROUND OF THE STUDY

Gender disparity is a pitfall of our society where women are presented as underpaid and unprotected workforce everywhere. As a result, gender based wage differentials and occupational segregation have been perceived in our society. On the other hand, promotion of gender equality enhances the area of social cohesion and overall human development. In this perspective the role of women's paid and unpaid work is immense. The differentiation between paid and unpaid work is understood through different ways like shaping the ability, duration and types of paid work exist which provides social security to the workers; whereas monetary remuneration is not offered in unpaid work which restricts the voice of decision making (Antonopoulos, 2009). This type of gender inequality has troubled women in multiple ways which hinders their abilities in education and health; loses the opportunities in economic and political resources; reduces social security at the cost of domestic violence and a vulnerable position in the family. Generally, paid work is assigned to men, whereas unpaid work is offered to women, where, unpaid work includes household work; providing care services towards children, elderly people and providing support services in husband's business.

The measurement of unpaid work is dependent on the interdependent relationship between the activities of household members which is understood through paid work, unpaid work, community work, leisure and community work (PAHO, 2010). Unpaid work can be classified as unpaid work performed by an unpaid family worker; unpaid work performed on the household production of goods for family members' own consumption; volunteer services for NPI goods; unpaid work performed on the household production of services for family members' own consumption and unpaid volunteer services for NPISHs (United Nations, 2005).

Inadequate employment opportunities have transformed women population into home based unpaid workers and this situation is observed in developing countries. The valuation of domestic unpaid work is unable to reflect its contribution to economy due to the absence of time-use data, lack of standard methods to collection time-use data, reluctance or inefficiency to use this data (Sinha, 2010).

In this paper, the general boundary of System of national Accounts (SNA) has been described in the context of economic production activities. In this perspective, the concept of production or economic

production is defined which is an initiative and it is carried out by an institutional unit through the inputs of labour, capital, goods and services. The production boundary of SNA is more restricted than the general production boundary; whereas the approach of Non-SNA differs SNA from various angle (Pandey, 2001).

## 1.2 AIM AND OBJECTIVES OF THE STUDY

The aim of the study is to establish a reasonable estimate of women's contribution which effects our economy and social development through their unpaid work. The objectives of the study are:

1. To understand the importance of women's unpaid works in the society.
2. To assess women's contribution towards unpaid work and if it contributes towards macroeconomics in Delhi.

## 1.3 LITERATURE REVIEW

### 1.3.1 Defining unpaid System of National Accounts (SNA)

The national account has a vital role in the purview of national economies. The System of National Accounts (SNA) is an accepted framework for the formulation of accounting procedures so the national government can use and track their economy. The approach of SNA is adopted through National Accounts Statistics (NAS) which is considered as the main resource material and applied to macroeconomic data (Das, 2015).

The activities of production boundary of the system can be understood through the production of individual or collective goods or services which are supplied or intended to be supplied to produce goods or services; retention of the own-account production of goods due to their final consumption; the own-account production can be handled through housing services such as domestic and personal care services. The approach of Non-SNA is understood as non-economic work which is classified into two categories like under counted work and uncounted work. The under counted work is not fully counted for the data collection problem and it is referred as 'difficult to measure sectors' in the course of unpaid family work, household work and other informal work; whereas the uncounted work is not measured in several countries due to limited coverage of economic work in the national accounts system. The correct estimation of unpaid economic work is included in the purview of macro economy where the relation of GDP and workforce contribution prevails (Hirway, 2005). On the contrary, SNA activities are focused on personal and domestic services come under the category of household services but falls outside of the production boundary. So the SNA consists of such system which includes production of household goods within the production

boundary as it adds monetary value and sells in the market. There are various types of household production like production of agricultural products and its storage; production of other primary products such as mining salt; processing of agricultural products; another kinds of processing like cloth weaving, tailoring, pottery, footwear etc. These types of production fall within the production boundary system. However, the own-account production of domestic and personal services has been excluded from the measurement of national accounts as this type of household production is a self-contained activity with limited capability or huge household resources of domestic and personal services are not produced according to the demand of the market. So it is difficult to quantify the output of the service (Pandey, 2001).

So unpaid service is identified by three approaches like unpaid work in household subsistence production of goods; household production of own account services; household's unpaid work in non-profit organizations. In the subsequent section, the researcher will discuss the differentiating factors between SNA and Non-SNA activities. SNA and Non-SNA activities are mainly focused to identify its influence to the economy.

### 1.3.2 Differentiating SNA from Non-SNA

The differentiation between SNA and Non-SNA work can be understood through its activities. SNA work is related to household unincorporated services like primary production activities; non-primary production activities; construction activities etc. On the other hand, Non-SNA work is associated with unpaid domestic services; unpaid care services and community services. SNA household production occurs within enterprises which is directly owned by the family members, either individually or in partnership with others. This household production is termed as household unincorporated enterprises which mean market production or non-market production. When household members or family members are involved in this type of production for their own consumption then it is called household unincorporated enterprises. However, this household organization is also engaged in non-market production and includes production of agricultural goods for their own use; construction activity of their own house or extension of their house; production of cloth, food items, furniture for their own consumption; unpaid domestic services and volunteer services to schools and hospitals etc. If household members regularly sell most of their goods, they are labelled as market producers. On the contrary, Non-SNA household functions are associated to two types of activities; the first one is production of domestic services for family members' consumption and the second type is concerned to unpaid services which is provided by household members for other household or institutions (Pacific & Programme, 2003).

Further, there is another type of production activities which is called non-economic activities like recreational activity or physiological activity. To add value to SNA and non-SNA production, two methods are applied; direct valuation of market prices and valuation at cost of inputs. The first method is the most preferred method which falls within the system production boundary. This Non-SNA production includes household outputs like preparation of food items; number of washing of cloth or utensils. For example, Finland is the only country which counts household functions and adds valuation to it. The value of non-SNA production is measured by attributing the prices of equivalent market products and the respective mixed income is calculated by subtracting the value of intermediate inputs and of fixed capital consumption. In this method, the adequate data is explained which is based on output volume but it is not developed. So the second method is adopted from the problem area of direct method as the method of valuation is performed at cost of inputs (Goldschmidt-Clerm & Pagnossin-Aligisa, 1999).

The importance of unpaid work reflects in our economy in the form of care economy. The relevance of unpaid workers or care providers remains insignificant in our economy as this contribution is not reflecting in the economy. The next section will discuss about the care economy in the context of unpaid work and its impact in socio-economic perspective.

### **1.3.3 Defining Care Economy and role of women towards family work and care economy**

Care economy is termed as 'unpaid care work' which is involved in a wide range of caring roles and includes responsibilities like food preparation, water collection, washing clothes, caring for children and elderly people. Care giving is essential factor for human survival. Due to lack of support of care providers for such care, it creates pressures on those who seek it and the frustrations of caregivers are dependent upon time as this service is unpaid (Urdang, 2006).

Unpaid care work is considered an important economic activity which is targeted towards mainly women in the family who are engaged in various home-based activities ranging from cooking to children rearing. But the problem is related to unpaid work as it is difficult to measure as well as it is not reflected to our national economy. In our society that unpaid care work is the responsibility of women than men. Based on socio-economic classes and cultures, women meet expectations of unpaid care work at house and if these women are involved in paid service, then they need to take 'double burden' of work. So the question of gender equality emerges as women work beyond their capabilities and choices but not the men. The unequal distribution of unpaid care work gives the birth of women rights. Additionally it is also said that by putting

effort for one minute towards unpaid care work, women lose their capabilities for market-related activities. According to Social Institutions and Gender Index (SIGI) report, it measure social institutions on the basis of fourteen indicators which are grouped into five factors like Discriminatory Family Code put restrictions on women's decision making power within the family; the issue of 'Restricted Physical Integrity' is referred to as restrictions on women's control over their bodies' 'Son Bias' maps intra-household biases or preferences towards son child than daughter; 'Restricted Resources and Entitlements' is about constraints regarding access and control over resources; 'Restricted Civil Liberties' enables to detain women at public space and political field (Ferrant, Pesando, & Nowacka, 2014).

## **1.4 RESEARCH METHODOLOGY**

### **1.4.1 Sources of Information**

The paper uses descriptive as it describes Non-SNA production activities which include unpaid care work of women. Primary data was collected from women in urban and rural settings (N=100) within Delhi. Unpaid care work is approached to women at rural and urban areas. Questionnaire was developed (See Appendix 1) and responses were seek from women in urban and rural setting. Aim and objectives of the study were explained to the respondents. In order to supplement the primary data, researcher also collected secondary data from different sources, for example, journals, books, working papers, thesis, report etc.

### **1.4.2 Sampling plan**

In this study, non-probability simple random sampling was adopted to gather a sample size of 100 respondents as the respondents had been selected randomly based on their demographic profile. Self-administered questionnaire was developed and distributed and responses were processed for further analysis.

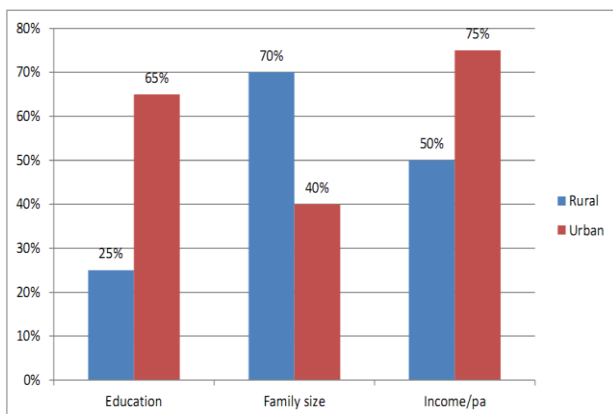
### **1.4.3 Data analysis Tools and Techniques**

Quantitative analysis was applied in this study which was gathered from structured close-ended questions. The researcher transferred the responses to an excel sheet by coding them and then imported the data to SPSS 19.0. The frequency analysis was conducted to determine demographic profile of the respondents and inferential analysis tools were applied to examine the contribution of paid and unpaid work and its impact on economy.

## 1.5 FINDINGS AND INTERPRETATIONS

### 1.5.1 Demographic Analysis of the respondents

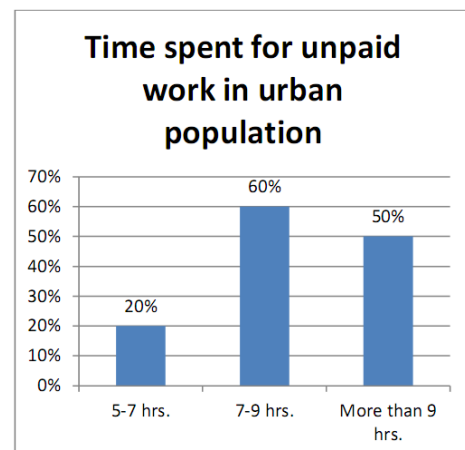
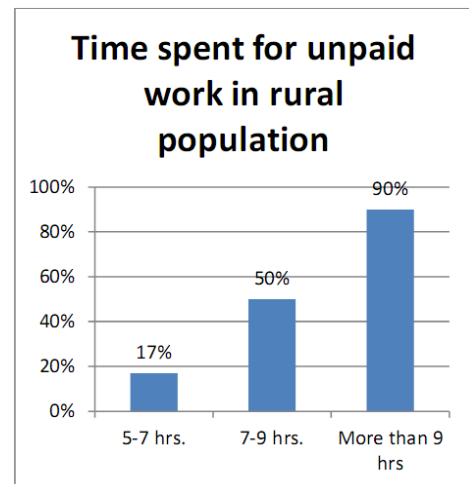
The demographic analysis is based on factors like age, marital status, educational level, region, family size, source of family income, yearly family income, and number of dependents in the family. Nearly half of the sample population was young in their late 20s which is reflected by 55% of the sample population. With respect to education level of the respondents, women in rural areas mostly indicated that they were either uneducated or had studied only till 10<sup>th</sup> standard; on the other hand, women at the urban areas at least had graduate degrees. In rural setting, agriculture was indicated as the source of family income by most of the respondents' with yearly family income falls under the income bracket of Rs. 50000/- to Rs. 100000/-. On the contrary, in urban areas, the family income for most of the respondents was around income bracket of Rs. 200000/- to Rs. 500000/-. Most of the respondents in rural setting indicated that they had 6-9 members in their family and this number was considerably lower in urban setting where most of the respondents indicated family size of 3-4 members.



**Figure 1: Demographic interpretation of Rural and Urban married women respondents**

### 1.5.2 Contribution towards Paid and Unpaid Work

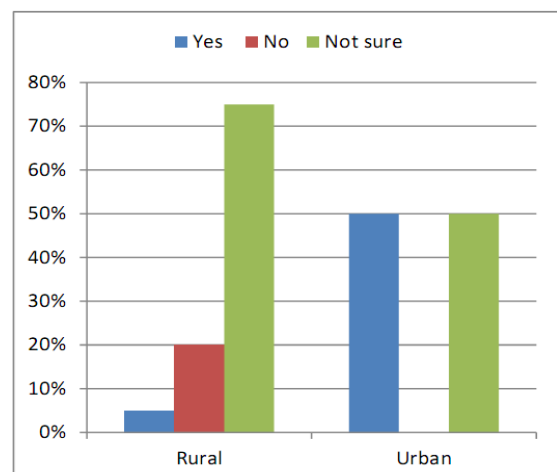
Comparative review of analysis of contribution of paid and unpaid workers is based on responses from paid and unpaid women. The workers in the urban areas devote 7-9 hours which means 60% of their time towards unpaid job. Among these 90% of the women indicated that they were also involved in unpaid work at home after office. On the contrary, 60% (88% rural women) of the sample population were unpaid workers who worked more than 9 hours which is 90% of the workload to accomplish different household work. The contribution of paid workers towards family affairs was found to be 45%-60%.



**Figure 2: a) Time spent for rural areas b) Time spent at urban areas**

### 1.5.3 Awareness about their contribution

Women respondents were asked if according to them their unpaid work contributes to the economy or not. In rural setting, 90% of the population indicated that they were not sure if they contribute towards GDP whereas in urban area 40% of the respondents indicated that they contribute towards GDP and the 60% were not sure.





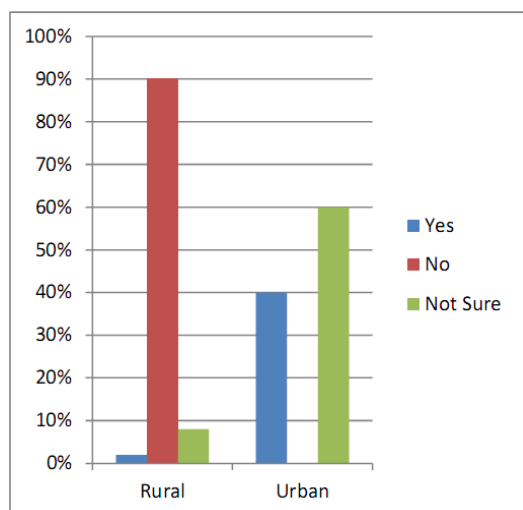


Figure 1: a) Awareness level of GDP b) Awareness about contribution towards GDP

Further, the respondents were asked if domestic work or unpaid work should be paid for as it contributes to the economy. The results indicate most of the respondents agreed that 'Domestic work should carry a monetary value' which is reflected with correlation value of 0.824 (p value= .000). Further, the respondents were not sure if they contribute towards Economic growth in country as most of the respondent agreed that 'Only women who are engaged in paid work contributes to economy' with correlation value of .800 (p value= .000). However, most of the respondents disagreed that 'Domestic work need not be paid, since it is the duty of the women in the family' which reflected negative correlation as indicated in the Table 1 given below.

Table 1: Correlation analysis of the influence of unpaid work

Correlation		
		Do you think unpaid work contributes towards the economy
Do you think unpaid work contributes towards the economy	Pearson Correlation	1
	Sig. (2-tailed)	
	N	100
Domestic work need not be paid, since it is the duty of the women in the family.	Pearson Correlation	-.824**
	Sig. (2-tailed)	.000
	N	100
Domestic work should carry a monetary value	Pearson Correlation	.741**
	Sig. (2-tailed)	.000
	N	100
Domestic work is like a responsibility for me so there is no contribution to the economy	Pearson Correlation	.807**
	Sig. (2-tailed)	.000
	N	100
Only women who are engaged in paid work who contributes to economy	Pearson Correlation	.800**
	Sig. (2-tailed)	.000
	N	100

#### 1.5.4 Quantification of Unpaid Activities Performed by Women

In order to quantify the contribution of women who are engaged in unpaid work, the respondents were asked about the chores for which they have hired maid servants and the worth of each household work. The responses had been segregated on the basis of rural and urban setting. In this context the findings have been presented below.

Table 1: Quantification of Unpaid work

	Rural area	Urban Area
Maid servants for Household work	10%	90%
Activities of Maid Servant		
1. Washing Clothes	12%	42%
2. Washing Dishes	7%	90%
3. Cleaning House	10%	90%
4. Taking Children to & from school	9%	14%
5. Cooking	2%	31%
6. Nursing elder people	12%	25%

In urban setting most of the respondents have maid servant which was indicated by 90% of the respondents on the other hand only 10% of the respondents indicated that they outsource household work to maid servants. It is important to quantify the contribution of unpaid work towards economy in both rural as well as urban area.

In rural setting, work which is outsourced to maid servants includes; washing clothes, cleaning house, and nursing elder people indicated by an average of 10% population. For other chores which they do themselves they are able to save nearly, Rs. 1700 in a month and Rs. 20400 annually. On the contrary, in urban setting women are able to save Rs. 17200 every month and nearly Rs. 2,06,400 yearly.

#### 1.6 CONCLUSIONS

This study shows the impact of gender inequality in our society. The women's economic position is suppressed by considering them as unpaid workers in the course of domestic work. The paper tries to establish impact of two types of work, SNA production activities and Non-SNA production activities. Most of the women in urban setting contribute not only through paid work but also through unpaid work. Further, when asked if they were aware that they contribute towards GDP most of them indicated that they were not sure in both the

case areas. However, they felt that unpaid work should carry some monetary value.

Although there is no specific technique to estimate the contribution of unpaid work towards economy, nevertheless, the researcher has deduced that in rural setting most of the work is done by the women in the house, while in urban setting for most of the respondents it is outsourced, still urban women are able to contribute more towards the economy in a year in comparison to rural area women.

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## APPENDIX I: QUESTIONNAIRE

### Section A: Demographic Profile

#### 1. Age:

- ☐ 18-25 years
- ☐ 26-33 years
- ☐ 34-41 years
- ☐ 42-49 years
- ☐ Above 49

#### 2. Marital Status:

- ☐ Single
- ☐ Married

#### 3. Educational Level:

- ☐ Illiterate
- ☐ Below 10<sup>th</sup> standard
- ☐ 10<sup>th</sup> standard
- ☐ 12<sup>th</sup> standard
- ☐ Graduate

☐ Postgraduate

**4. Where do you stay?**

☐ Rural

☐ Urban

**5. Family Size:**

☐ 2-5

☐ 6-9

☐ More than 9

**6. What is the source of family income?**

☐ Agriculture

☐ Animal Husbandry

☐ Handicraft

☐ Service

☐ Self-employed

☐ Others, please specify.....

**7. What is your yearly family income?**

☐ Rs. 50000/- to Rs. 100000/-

☐ Rs. 100000/- to Rs. 150000/-

☐ Rs. 150000/- to Rs. 200000/-

☐ Rs. 200000/- to Rs. 250000/-

☐ Rs. 250000/- to Rs. 500000/-

☐ Rs. 500000/- to Rs. 1000000/-

☐ Rs. 1000000/- to Rs. 2000000/-

☐ Above Rs. 2000000/-

**8. No. of dependents in the family.**

☐ Less than 4

☐ 4-6

☐ More than 6

**Section B: Contribution towards Paid and Unpaid Work**

**9. Do you engage in paid work?**

☐ Yes (If 'Yes', then please attain Q. 10,11)

☐ No (If 'No', then go to Q. 12, 13 and 14)

**10. Time spent for paid work.**

☐ 5-7 hrs.

☐ 7-9 hrs.

☐ More than 9 hrs.

**11. Contribution to paid work?**

☐ 0%-15%

☐ 15%-30%

☐ 30%-45%

☐ 45%-60%

☐ Above 60%

**12. Time spent for unpaid work.**

☐ 5-7 hrs.

☐ 7-9 hrs.

☐ More than 9 hrs.

**13. How much do you think is your contribution through unpaid work to family income?**

☐ 0%-15%

☐ 15%-30%

☐ 30%-45%

☐ 45%-60%

☐ Above 60%

**14. Type of domestic work? (Tick all that apply)**

☐ Housework

☐ Animal Husbandry



- ☐ Handicrafts
- ☐ Caring Family members
- ☐ Leisure Time activities

**15. Are you doing any voluntary (unpaid) community work?**

- ☐ Yes
- ☐ No

**Section C: Quantification of the Unpaid Activities Performed By Women**

**16. Do you think unpaid work contributes towards the economy?**

Rate the following statements on the scale of 1-5 where; Strongly agree=5, Agree=4, Neutral=3, Disagree=2, Strongly disagree=1.

	1	2	3	4	5
Domestic work need not be paid, since it is the duty of the women in the family.					
Domestic work should carry a monetary value.					
Domestic work is like a responsibility for me so there is no contribution to the economy					
Only women who are engaged in paid work who contributes to economy.					

**17. Can you measure women's economic contribution towards each type of unpaid work?**

- ☐ Yes
- ☐ No

**18. Do you have maid servant?**

- ☐ Yes (If 'Yes', then go to Q. No 19 & 20)
- ☐ No

**19. Type of domestic work for maid servant. (Tick all that apply)**

- ☐ Washing clothes only
- ☐ Washing dishes only
- ☐ Cleaning house only
- ☐ Washing clothes and dishes

- ☐ Washing clothes, washing dishes and cleaning house
- ☐ Cooking
- ☐ Taking children to & from school
- ☐ Nursing elder people

**20. Can you estimate the monthly compensation for the unpaid work?**

Unpaid work	Rural	Urban
<b>Housework</b>		
Washing clothes	Rs. 200/- to Rs. 500/-	Rs. 500/- to Rs. 700/-
Washing dishes	Rs. 200/- to Rs. 500/-	Rs. 500/- to Rs. 1000/-
Cleaning house	Rs. 200/- to Rs. 500/-	Rs. 500/- to Rs. 1000/-
Taking children to & from school	Rs. 500/- to Rs. 700/-	Rs. 1000/- to Rs. 1500/-
Cooking	Rs. 500/- to Rs. 700/-	Rs. 2000/- to Rs. 5000/-
Nursing the elderly people	Rs. 500/- to Rs. 700/-	Rs. 4000/- to Rs. 10000/-

**21. Do you know what GDP is?**

- ☐ Yes
- ☐ No
- ☐ Not sure

**22. Do you think if women's unpaid contribution is counted that it will change the country's GDP?**

- ☐ Yes
- ☐ No
- ☐ Not sure

Any other comments

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Thank you for your time