

Problems and Prospects of Women in Balancing Her Paid and Unpaid Work

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Abstract - It is said that in this 21st century equal opportunities for both male and female will work as a specialist and soul of economic growth in India as well as in the world. Women are said to be the least used asset who play a crucial role in any nation's development. Government is also continuously working to improve this scenario by providing various policies and programs to improve the current imbalance. This paper thus focus on some facts that are necessary to understand the real time situation of women. On one side the motivation provided by society, government and family is upgrading her to opt paid works, but still on the other side all the unpaid work is bagging on the female member. The perception of rural and semi urban people are still a long way apart to accept opportunity cost and replacement cost, which is not considered worth discussing. In a survey it was observed that many women opted home based business even after having competence of working full-fledged in the outside world. They willingly opted for home based business, so as to obtain an effective balance between the paid and unpaid work. But still there is a reluctant behaviour in every member in accepting and mutually sharing of duties related to unpaid work. Even there is a need to have a 360° change in thinking pattern of society without which it cannot be achieved. The question here raised is are we creating pressure in women's life in the name of Socio economic independence.

Key words: *Women, Paid and Unpaid Work, Societal Norms, Imbalance.*

I. INTRODUCTION

Status of women in India have undergone a vast change from the ancient period to a women in a developing India. Both political and cultural changes provide equal opportunities to women in education, employment and participation in vital decision making. With these changes exploitation of women is reduced to a great extent as it occurred in ancient and medieval period. Legislation and targeted policies has increased women's access to paid work. Today in every sector participation of women has become mandatory criteria, where without them economic development has become impossible. Women's work participation is determined by several factors such as age, education level, skill levels, wages, household income level, marital status and several other economic, socio-political and cultural factors. In 2015 the global labour force participation rate was 50 percent for women and 77 percent for men. In all this aspects one aspect that has a restricted improvement in these many years is the role of women in household activity. Today women are been asked to put in efforts for paid work apart from unpaid work. Whereas males are yet to share the routine domestic task at least equally.

In this 20th century no doubt that the status of women is increased as compared to the past but it is also a reality

that even now women has not become independent. She as a career women faces lots of problems in balancing two different kinds of work where the thing gets worsen for a married career women. The contradictory role expectation for a women transforms her as a machine which is expected to be dynamic, confident, competitive, non-sentimental, hardworking, straight forward in her career front and sweet, soft, sensitive, adaptable, gentle, unassertive, domesticated as an ideal women. This has created many complication in women life to efficiently balance between paid and unpaid work. An attempt to justify one role demands injustice at the other level.

The question here arises is are we forcing a women in to unintentional difficult situation where to create her own identity we are pushing her to come out of her home for economic development in the name of equality of gender. When women was traditionally a home maker and a male a bread winner wasn't an ideal situation. Does unpaid care giving work done by women is not countable in the index of economic development. According to international labour organization annual profits from forced labour have been highest in Asia and Pacific with 51.8 billion dollars. As compared to Latin America and the Caribbean 8.5, similarly middle east with 8.5 and Central and South-Eastern Europe with 18.0 billion dollars.

Objectives and Research Methodology of the Study

This study is based on primary data where interview schedules were used and secondary data which is collected from the published reports of HRD, UNDP 2015, Census Surveys, SSI Reports, National Sample Survey, newspapers, journals, websites, etc. The study is planned with the objectives to discuss the problems and prospects of women balancing between paid and unpaid work.

II. REVIEW OF LITERATURE

According to HDR (2015) the global labour force participation rate is 50 percent for women and 77 percent for men. While for unpaid work the picture is reversed, mostly within the home and encompassing a range of care responsibilities women share 41 percent of work that is unpaid, i.e. three times more than men—31 percent versus 10 percent. In this report targeted actions are suggested for balancing care work and paid work and move towards sustainable work. Thus globally women earn 24 percent less than men and hold only 25 percent of administrative and managerial positions in the business world—while 32 percent of businesses have no women in senior management positions. Women still hold only 22 percent of seats in single or lower houses of national parliament.

As per the government of the people's Republic of Bangladesh National Women Development policy (2011), Ministry of women and children affairs have chartered on abolishing discrimination against women and have ensured active participation of women in all national economic activities and equal rights. Increased access of women in the labour market, employment generation and skill enhancement has also been given importance. The matter of building women as skilled human resources by giving them training has been stressed much on the rural non-farm activities. Thus they have materialize Vision 2021 for establishing rights of women, their empowerment and mainstreaming them in the overall development.

Prince Edward Island Advisory Council on the Status of Women (2003) have worked on measuring the unpaid performed by Canadian women. Which reports that women do two-thirds of the 2.5 billion hours of unpaid work performed in Canada annually. And, depending on how it is measured, that work is worth between \$235 billion and \$374 billion annually. The two main ways that have been used to put a value on unpaid work are: 1) Third person criterion or replacement cost - What would it cost to pay a third person or a replacement to do the work being completed by the unwaged worker? 2) Opportunity cost - What is the cost of the lost paid work opportunities unavailable to the unwaged worker because of her responsibilities plus the cost of her unwaged work? Finally one aspect which was not in the limit of measurement was the "LOVE" factor which is unmeasurable aspect.

III. CONCEPTUAL FRAMEWORK

Whenever we think of work, we think of paid work only. Work is any activity that not only leads to the production and consumption of goods or services, but also goes beyond production for economic value. Workers may be paid in a variety of ways, most commonly hourly wages or salaries. An hourly worker is an employee paid an hourly wage for their services, as opposed to a fixed salary. Hourly workers may often be found in service and manufacturing occupations, but are common across a variety of fields. Where paid work is a form of periodic payment from an employer to an employee, which may be specified in an employment contract. When we talk about unpaid work, we are referring to the many things that are done at home and in the community. At home, women manage the household, do hands-on tasks that are vital to everyone's survival, and do the bulk of the caregiving. Here the individual performing this activity is not remunerated. Care work is thus an activity which provides what is necessary for the health, well-being, maintenance, and protection of someone or something which involves mental or physical effort and is costly in terms of time resources

Discussion

In a survey done at Sangli city with 117 women who opted home based self-employment, only to have effective balance between her paid and unpaid work. They are the one who were eager to do something on her own by balancing her commitments at home. When there compound average growth rate (CAGR) was calculated with the help of their initial investment done at the start of the business, current investment level of the business and the number of years in to business, below was the observation obtained.

S No	Particulars	Total
1	Count	117
2	Sum	4858.43
3	Mean	41.52504274
4	Median	25.45
5	Mode	18.92
6	SD	0.460125
7	Skewness	2.075498
8	Kurtosis	4.447013

- It is found that the mean growth rate of (CAGR%) of all the respondents comes out to be 41.53%. It shows that Women's are taking hard work for their growth of business.

- The mean, median, mode growth rate are Mean = 41.52%, Median = 25.45%, Mode = 18.92%. Since Mean > Median > Mode, majority of women have modal growth rate of 18.92%. Whereas average growth rate for all women enterprise is higher i.e. 41.52%. This means that not all women are working to their actual potential. Some are showing extra ordinary level of growth as compared to other women respondents who are earning very little out of that business. They are just struggling to achieve good growth in there business.
- The Standard Deviation of growth rate is 0.460 which is very small. It shows that there is no much variation in their growth rates.
- Since Mean > Median > Mode, Skewness of the growth rates (CAGR%) of business is SKEW = 2.075 which is positive. It shows that it is left skewed curve distribution of compounded growth rates. Also the kurtosis $k=4.447$ which is greater than mesokurtic value ($K>3$), the distribution is leptokurtic. It shows that the distribution of business growth rates is above normal. It shows that some women are progressing business above normal growth compared to other women respondents who are just in to the self-employment to satisfy their inner urge of doing something extra other than the usual duties.

Problems and prospects of Balancing Paid and Unpaid Work

Women due to this dual duty of paid and unpaid work is facing incredible pressure to juggle work and family responsibility. Various problems faced by her are extended duration of work, increasing infertility rate, health issues, stress level, and finally increasing number of nuclear family. Extended duration of work of paid and unpaid kind has created no limits on working hours for a women as she is completely intertwined between her paid and unpaid work. As per the Factories Act 1948, every adult (a person who has completed 18 years of age) cannot work for more than 48 hours in a week and not more than 9 hours in a day. According to Section 51 of the Act, the spread over should not exceed 10-1/2 hours. But still no focus is made on the women who manage the household, do hands-on tasks that are vital to everyone's survival, and do the bulk of the caregiving. Caregiving, especially the work involved in bearing and nurturing children, is a constant responsibility, requiring a non-stop physical and emotional commitment from women. They provide countless hours of informal work as supportive friends, neighbours, and citizens. Work is work. It occurs any time that they expend their energy whether or not they receive payment in return.

Today we find many problems that we never thought for a women. Due to the dual role the women are not able to go with their biological clock, where there were natural mechanism of relieving stress. Due to lack of time in India this type of an issue is arising. Delaying marriage and increasing infertility rate day by day due to women giving priority to career first. It is expected that fertility rates will continue to drop in the coming decades, gradually moving from the current global average of about 2.5 births per woman to about 2.1 in 2075 and 1.99 in 2100 (HRD 2015). The statistics of India registrar general, (Survey of Causes of Death) Statistics on women in India 2010 has stated that from the period 1995 the maternal deaths due to child birth and pregnancy is increased due to haemorrhage which was 28.9 in 1995 and 38 in 2003. Likewise death due to not classifiable conditions and hypertensive disorders is increased from 14.1 in 1995 to 34 in 2003. Thus the stress level in women is also increasing at a higher rate all due to involvement in paid and unpaid work simultaneously. Chetan Bhagat in his article has rightly stated that Indian women are the most stressed out in the world: 87% of our women feel stressed out most of the time a survey by Nielsen.

Anything that we get is a bundle of good and bad things together. Paid work has created a lot of change in women life. From ancient period women have faced a lots of change in the perception with which their personality is interpreted. The paid work is one of the mile stone that has triggered a high degree of an intellectual stimulation which has changed the whole scenario. It has created an ample amount of confidence and independence in her life. Because of the paid work women are able to make better choices in life. Paid work has provided her with control over decisions. Now she has become less dependent on her husband or others for survival. The paid work has created an ability to negotiate within the household activities too, which is not only because she has financial independence to offer for her household activities, but also because she has an improved fall-back position.

According to 4th EUS LFPR for women was significantly lower than that for males in both rural and urban areas. The present survey divulges similar trend with LFPR for women at All India level further declining to 23.7 per cent as compared to 25.8 per cent recorded in 4th EUS. The Government is keen to address the issue of low female LFPR and WPR and has launched various legislation based schemes and other programmes/schemes where the emphasis is on female participation, for example, the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) to stimulate one third participation by women (Economic Survey 2015-16).

Unpaid care work is also an important aspect of economic activity and an indispensable factor contributing to the

well-being of individuals, their families and societies. Every day women spend time in cooking, cleaning and caring for children, the ill and the elderly. Despite this importance for well-being, unpaid care work is commonly left out of policy agendas due to a common misperception that, unlike standard market work measures, it is too difficult to measure and less relevant for policies. Yet, neglecting unpaid care work leads to incorrect inferences about levels and changes in individuals' well-being and the value of time, which in turn limit policy effectiveness across a range of socio-economic areas, notably gender inequalities in employment and other empowerment areas. (OECD development centre).

Government if taking measures to increase the involvement of women in paid work so that economic wellbeing is achieved. For the same many schemes for rural and urban women are launched like SJRY, SJSRY, PMEGP, MGNREGA etc where they are motivated for doing paid work with the unpaid work they do. But unpaid care work is the missing link that should be considered to minimize the gender gaps in labour outcomes as unpaid care work significantly affects the women's ability to actively take part in paid work and contribute qualitatively to the demands of the paid work. Time is a limited resource, which is divided between labour and leisure, productive and reproductive activities, paid and unpaid work. Every minute more that a woman spends on unpaid care work represents one minute less that she could be potentially spending on market-related activities or investing in her educational and vocational skills.

IV. CONCLUSION

By going through the above situation it becomes mandatory that some measures should be taken to change the mind set of human regarding paid and unpaid work so that women are contributing for nations development and empowering herself without any problems for self. It is the state of being as well as state of mind which should be realised. As only after becoming successful women are getting the real empowerment and the women who struggles at the initial stage has to give extra efforts by handling both paid and unpaid work simultaneously which may result in to success or failure. They should be dealt differently so that they value themselves more and the society on the other hand should really believe that they are equal. As challenges lies not just in individual women, but also in society and so while promoting individual women's in to paid work it is incredibly important, that consideration of unpaid work performed by her should have its role in evaluating success.

At the end, countries where women shoulder most of the responsibility for unpaid care work, they are less likely to be engaged in paid employment, and those who are active in the labour market are more likely to be limited to part-time or informal employment, and earn less than their male

peers. The gender inequalities in unpaid care work thus translate into higher gender gaps in labour outcomes. Thus this is the right time to understand the role of unpaid work and accordingly provisions should be made. So that there is an effective measuring mechanism of unpaid work done apart from the paid work performed by the individual. As when consideration of work is done it boosts the moral of a person.

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