

MEASURING THE ECONOMIC VALUE OF WOMEN'S HOUSEHOLD WORK

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ABSTRACT

The “unpaid household work” as recognized by the society is often not considered to be a productive activity or a work having an economic value attached to it. However, Unpaid domestic work is indeed an important and an indispensable factor which contributes not only to the smooth functioning of a household, but also to the economy. The conventional economy often fails to recognize this aspect of work where women stand hidden and unacknowledged. This type of work was termed as the ‘Economy of Care’ by Elson (1995)

Understanding the nature of their unpaid employment is critical, since it has a substantial influence on their economic participation rate. Due to several factors like the stereotypical gender roles, social and religious constraints, the patriarchal set up of the society and the low opportunities for women in the market, women often end up engaging in unpaid domestic work. Therefore, a broader context of household, state, market, and activity should be seen through a macro lens in order to accelerate women’s status in the economy.

Women are put under the shadow of invisibility because of their predominance in household work, hence keeping them from the purview of ‘economic activities’ and outside the production boundaries and economic policies of the country. Consequently, such ignorance of their contribution to economic activity, growth and well-being creates serious macroeconomic consequences. This study project aims to address the repercussions of portraying hard working Indian women as economically ineffective and undervalued in their domestic duties. In addition, the aim of this research paper is to recognize the scope and elements that impact Indian women's status as unpaid houseworkers.

1. INTRODUCTION

In a diverse country such as India, the law regards and holds both men and women equal in order to create an egalitarian society, wherein the constitution aims to provide equal rights and opportunities to everyone irrespective of the gender. Nevertheless, the age-old patriarchy in our society hinders the growth and development of women and binds them to the traditions and

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stereotypical norms of the society. Even in the 21st century, people are of the opinion that daughters/girls pose a liability to the family since they are believed to be unproductive and inferior as compared to men.

In addition to the patriarchal mindset that runs deep in our society, there also arises another problem of labelling women as having no 'job' as what is usually defined by the society. It is often considered as a women's imperative to perform all the household work and the day-to-day chores of the family. However, this tiring job is still not considered to have any significant practicality attached to it since it can't be monetized and therefore it is given little to no social or economic value in the society which consequently labels women as 'second-class citizen'

Unpaid tasks are a very significant part of any economic activity, which is necessary for the overall and holistic development of the people as well as their standard of living, health and wellbeing. Nonetheless, unpaid employment has been overlooked in economic assessments and policy formulations, whether in the form of economic production of items for personal consumption or home services.

The area of study and the issues as discussed in this paper have various goals which include cognizance of women's household work and appropriating the value of their unpaid work, including the domestic chores. The meagre presence of female workforce in the employment sector has aggravated this issue, which particularly becomes relevant in India since their participation is gradually receding, owing mostly fulfil their 'domestic responsibilities.'

2. RESEARCH FRAMEWORK

Women's unpaid household work and its monetization:

2.1) Gender and unpaid work

2.2) Replacement value method

2.3) Opportunity cost method

3. THEORETICAL FRAMEWORK

Unpaid labour consumes a significant percentage of women's time. Women's creative contributions to household maintenance, providing for family requirements, delivering, and rearing the next generation are devalued, and the majority of women's labour is hidden. As a result, women's working circumstances and the economic value of their labour are undervalued. However, the study's importance is accompanied with considerable methodological challenges in its execution. In a country like India, just 22% of women work, and 70% of them are involved in informal agriculture activities with meagre lucrative remuneration or recognition in the society, and almost no social protection. Males spent an average of 83 minutes on unpaid household duties throughout the world, while women spent 265 minutes, or more than three times the time spent by men.

In India, women spend more than 297 minutes on household activities, while men spend only 31 minutes². During the search for a suitable method to assign economic value to women's work, many questions arose, including the wage assigned to these tasks, whether to assign wages based on the number of hours women work (and the manner in which multi-tasking is to be handled), and what wages to use in such calculations.³ This gender segregation in unpaid household activities reflects a set of cultural customs and assumptions about a "normal" home division of labour, as well as macroeconomic policies and practises that ignore the presence of unpaid domestic work and instead exacerbate the economic burden.

Two Principal Methods have been used for Measurement And Imputation namely:

- a) *Replacement value* method: Calculated using current hourly wages for comparable work to determine how replacing unpaid workers with paid workers would cost.
- b) The opportunity cost method: It is the method which computes the Individuals' unpaid work and the amount of time spent on it by considering their hourly wage rates, both for men and women, and further multiplying it by the number of hours worked each day.

4. INFLUENCE OF THE POLICIES ON THE RESEARCH FRAMEWORK

² Natasha Chaudhary Et Al., *Women's Economic Contribution Through Their Unpaid Household Work: The Case of India*, ESAF and HealthBridge, 2 (2009) https://healthbridge.ca/dist/library/India_summary_report_final.pdf.

³ Ibid.

Cooking, cleaning, washing, gardening, repairs, home shopping, household administration, travel linked to housework, and additional housekeeping duties such as childcare are all considered housework. These activities are expected to account for a significant portion of total home and childcare expenses. Any other sort of employment in these sectors, on the other hand, is not included in our compensation calculations, meaning that our estimates for domestic and childcare labour are a lower-bound figure. Furthermore, utilising employment records, tax filings, or other data, a person's economic contribution to the home from outside labour may be simply assessed.

Economists, on the other hand, continue to struggle to measure the economic contribution of home labour, or household output. As a result, it is critical to recognise women's economic contributions to home production, as they outweigh men's contributions on average, even in single-family households. No economy could run without competent care of the younger generation, who will further contribute to the economy in future. The housework is also crucial to make the living for adults more comfortable and convenient.

Due to the unpaid nature of such work, it becomes generally difficult to estimate its economic worth. However, in order to fully know the economics of the house, one must first comprehend the economic worth of the labour produced within it. This study's key contribution is the introduction of a fresh technique to domestic work appraisal. To develop a more comprehensive understanding of the economic value of such unpaid work, the freely accessible and free data on real earnings has been used. This value can be used to calculate the economic value of such work. National accounting offices may find the technique given in this paper particularly valuable for establishing household-specific satellite accounts to augment gross domestic product estimations.

5. WOMEN'S UNPAID HOUSEHOLD WORK AND ITS MONETIZATION: INTERPRETATION OF DATA

5.1) Unpaid work and its relation to gender

A study was carried out combining various quantitative and qualitative methods. It was agreed to use an interview schedule. The sample includes 25 urban males and 25 rural men, as well as

75 urban women and 75 rural women, for a total of 50 men and 200 women. There were no married couples among those who took part.

Surat City in Gujarat, was selected for covering the urban aspect of the research, whereas Bhata, a hamlet in Gujarat state, was chosen for the rural component. In a country the size and variety of India, picking only two locations was not sufficient for an appropriate representation, taking into account the nation's population and diversity.

Additionally, it is also important to take cognizance of the fact that the tasks performed by women in India may differ from the tasks performed by women from other countries, the study's overall findings should be broadly applicable across India. The respondents were asked for basic socioeconomic information such as their age, educational qualifications, employment status, monthly income, marital status, and their status in the family.

Table 1 shows how men and women are reported to be involved in different home chores. As the data illustrates, women are substantially more active in domestic duties than males. Contrary to common assumption, guys contribute to domestic duties as well. Women, on the other hand, were far less likely to engage in such activities.

TABLE 1: HOUSEHOLD TASKS AS PERFORMED BY MEN AND WOMEN

| TASK | MALE | FEMALE |
|---|-------------|---------------|
| Housecleaning | 26 | 90 |
| Laundry | 20 | 81 |
| Fixing floors made of mud | 0 | 41 |
| Arranging mattresses, putting up and pulling mosquito netting | 14 | 55 |
| Doing the dishes | 6 | 87 |
| Drying and collecting the laundry | 20 | 85 |
| ironing, folding, and storing garments | 12 | 19 |
| Food preparation and service | 28 | 86 |
| Gathering firewood or other fuel-related goods | 14 | 29 |
| Hauling water | 24 | 55 |
| household work supervision | 34 | 35 |
| assisting with the family business | 34 | 35 |

Table 2 shows the self-reported frequency of engagement in caring for family members by men and women. Using this technique, the value of unpaid employees is measured by multiplying the cost of paying a substitute by the current wage for equivalent labour. If a house help did the same work, a value would be assigned to it; similarly, unpaid labour is assigned the same value. This allows for a realistic (under)estimation of the contribution made by women through unpaid labour to be measured. (Because maids are typically underpaid as a result of the low value put on homework, the mistake is most likely an underestimation of value.)

TABLE 2: RESPONDENTS PARTICIPATION IN CARETAKING

| CARING FOR FAMILY MEMBERS | MALE | FEMALE |
|---|-------------|---------------|
| Looking after children | 24 | 60 |
| Taking care of the sick | 4 | 7 |
| Taking care of husband/wife | 0 | 52 |
| Tutoring children/assisting with homework | 20 | 25 |
| Transporting kids to and from school | 20 | 21 |
| Feeding and taking care of visitors | 4 | 5 |
| Managing household accounts and paying expenses | 52 | 17 |
| Buying groceries | 80 | 65 |
| Purchasing clothing and other household stuff | 76 | 56 |
| Managing the Family | 40 | 27 |
| Taking the ill to the doctor | 12 | 7 |

In the majority of the households questioned, women, particularly wives or daughters-in-law, were the first to climb. Only 15% of the households said the male responder was the first to rise. Both male and female respondents believed that it was largely the responsibility of women to wake up first in order to guarantee that her family members had breakfast on time, to clean the house and its environs, to prepare lunch, and so on. These findings were unaffected by the woman's job status; she was in control of all early morning household duties even if she worked outside the home.

According to 57% of women and 38% of men, women should be responsible for cooking, looking after children, and caring for the elderly. Men who responded were adamantly opposed to cooking or taking care of children or the elderly. The husbands assisted their wives with chores in approximately half of the cases. The scope of this contribution may have been constrained, as seen in Table 2, given that the majority of men were not regularly engaged in household tasks.

Both men and women were asked this question; women claimed their husbands help, but only to a limited extent, while men said they do help, but not on a regular basis and only to a small extent. Lack of time is the most common argument used by men for not taking on household duties. Factors other than this are lack of necessity for them to perform home labour (7%), apprehension to assist (6%), and the fact that it is a woman's responsibility (6%).

Women also stated that they usually did not prefer men engaging in the household activities as they are degrading for them, or indeed any home labour at all. Due to current customs and cultures, men, for example, are not authorised to wash their clothing or clean their dishes. As a result, even when men play a role, they are restricted by beliefs regarding the kind of tasks they are supposed to perform. Two-thirds (64%) of men and women agreed that males should not perform any home labour. Additionally, the majority of men and women said that female family members shouldn't be compensated for the domestic work they conduct; however, nearly three times as many men (14%) as women (5%) disagreed.

Many people are opposed to putting a monetary value on homework, as Health Bridge-supported research in other countries has indicated, yet when asked if such labour is vital, they strongly agree. The issue could lie more with the idea of assigning monetary values to the labour than with its devaluation.

5.2) Replacement value method

To compute the earnings that women make after doing all the household work, firstly segregate women according to their place of living for example: urban, sub-urban etc, then finalise the numerous jobs accomplished by each, then give a market wage to each of the tasks performed.

Even though the situation varied from home to family, the lady slaves' tasks were frequently constrained. Dishwashing, laundry, and cleaning and mopping the house were the main responsibilities of a woman servant in urban areas. A few of them could also cook. The maid

slaves were paid between 150 and 250 rupees for each task every month, depending on whether they worked in the city or the rural areas.

TABLE 3: WORK DONE BY MAID SERVANT AND THEIR PAYMENT⁴

| WORK DONE BY MAID SERVANT | PAYMENT PER TASK/MONTH | |
|-----------------------------|------------------------|-------|
| | Rural | Urban |
| Laundry | 100 | 200 |
| Washing dishes | 150 | 250 |
| House cleaning | 100 | 200 |
| Assistance in cooking | 300 | 500 |
| Dusting | 100 | 100 |
| Childcare | N/A | 500 |
| Chopping and cutting | 300 | 500 |
| Dropping children to school | N/A | 500 |
| Fuel collection | 300 | N/A |

It's vital to remember that women undertake a total of 33 duties, not just those nine. The average price of each of those nine tasks was then compounded by 33 to obtain at a figure for the value of unpaid domestic labour performed as by women. One task costs an average of US\$3.0 per month for rural women and \$6.1 per month for urban women. When you multiply those numbers by 33, you get a monthly figure of \$99 for rural women and \$201.3 for city women. These figures add up to \$150 every month, or \$1,800 per year.⁵

According to the 2011 Census Survey, India's population was over one billion people, with over 623 million men and over 586 million women. There are about 444 million females aged 15 to 64 in the world. When the aforesaid pay data are multiplied by the female population aged 15 to 64, a total of US\$ 799.7 billion is obtained (Table 4).

TABLE 4: CALCULATION OF WOMEN'S WAGE

⁴ Ibid.

⁵ Ibid.

| TOTAL POPULATION INDIA | FEMALE POPULATION AGED 15-64 | VALUE OF UNPAID WORK BY WOMEN/MONTH FOR 33 TASKS (US\$) | | AVERAGE VALUE | TOTAL UNPAID CONTRIBUTION OF WOMEN/YEAR |
|------------------------|------------------------------|---|-----------------------------------|---------------------|---|
| 1.21 billion | 444.3 million | Rural | \$3*33 = \$ 99 Rs. 4950 | 150*12 = \$1,800 | US \$799.7 Billion OR 39,960,000 trillion Indian rupees |
| | | Urban | \$6.1*33 = \$ 201.3 Rs. 10,065 | Rs. 90,000 | |

5.3) The opportunity cost method

The current market salary rates were applied for 7 hours each day in this manner. The wage rates for government and private work are different: Rs 100 (under the Union Government of India's flagship employment scheme, the Mahatma Gandhi National Rural Employment Guarantee Scheme [MNREGA]) and Rs 130 (under the Mahatma Gandhi National Rural Employment Guarantee Scheme [MNREGA]) (the rate at which people hire labour for construction and farm-related activities). The monetization specifications based on daily compensation rates are shown in Table 5.⁶

⁶ Shiv Narayan Sidh and Sharmistha Basu, *Women's Contribution to Household Food and Economic Security: A Study in the Garhwal Himalayas, India*, . 31(2) mountain res. dev. 102-111, (2011), <https://doi.org/10.1659/MRD-JOURNAL-D-10-00010.1>.

TABLE 5: CALCULATING WAGE RATE WITH RESPECT TO MARKET WAGE RATES

| GENDER | WORKING HOURS (PER DAY) | ACCORDING TO GOVERNMENT RATES ^a | ACCORDING TO PRIVATE SECTOR RATE ^b |
|--------|----------------------------|--|---|
| MALE | 9 | 128 | 167 |
| FEMALE | 16 | 228 | 297 |

a) Rs 100 per day, or Rs 14.25 per hour, as prescribed in MNREGA

b) Rs 130 per day, or Rs 18.57 per hour

According to this method, women earn 1.8 times more than men when hours spent each day are translated to money. Women's jobs do not have an end, since they engage in the preparation of three meals per day, in addition to taking extra care for the children and elderly. On the other hand, most male household members get holidays (public/private) on various occasions. The profit gap increases much more if we extrapolate for the whole year.

6. FINDINGS AND DISCUSSION

Women's lower wages might be related to a variety of factors. Men earn more than women for equivalent labour in the United States and Canada, which are substantially more egalitarian in terms of gender equality than India, and traditionally male occupations pay more than traditionally feminine occupations. Even if the job is comparable, one explanation for the wage discrepancy is that women are just paid less than males. Women may also be prevented from obtaining higher-paying jobs by discrimination, misconceptions about "acceptable" professions for women, and the inability to work the same number of hours as men and to flourish in their individual fields because of family obligations.

While many of the female respondents stated a desire for financial independence, they also acknowledged that working would prevent them from giving their children and husbands the same amount of care that they could give on their own. Consequently, many of the women

claimed that a sense of fulfilment was the most they could aspire for rather than financial reward from a paid employment. Another obstacle that the women encountered on their path to financial independence was finding a suitable workplace and career.

This was mostly a problem for middle-class families. Even though women were ready to work as domestic servants because of social stigma and cultural expectations, middle-class women were not permitted to do so because of social shame and societal norms. In rural places, the picture was different. Most women could find work, mostly as agricultural labourers, because there was no discrimination between the lower and higher middle classes. Regardless of employment or financial status, housework remained a woman's domain. Furthermore, women who assisted their family's business or worked on the family farm or land saw it as an extension of a woman's obligations rather than a paid employment.

Even though women perform all the housework, many believe they contribute little financially to the household. They frequently lack the authority, trust, and power to make important family decisions. In India, women's status is still relatively low. Women in both urban and rural areas begin their days between 4:30 and 6:30 a.m. and do not come home until after 9:30 p.m. Despite having most home chores, two-thirds of women work part-time to boost their family's income.

Women work for an average of eight hours a day (based on a small sample), after which they are completely responsible for their own household chores, such as cooking, cleaning, laundry, and child care. While spouses occasionally assist wives, women carry most domestic responsibilities, even if they work for a living.

Women frequently multitask, such as holding or nursing a newborn, calming an infant and simultaneously assisting another child with classwork, or caring for the aged while performing other duties like cooking and cleaning. Women's working hours would be substantially increased if each individual activity was considered. Looking at the time allocation of women in their household work it can be deduced that most women have no or very less free time or leisure time and that most women work an average of 16 hours a day, divided between paid and unpaid employment.

Even full-time working women who work an average of 8 hours per day must devote around 8 hours per day to home tasks, in addition to the extra hours required for weekly holidays or vacations. Women are also expected to care for the fields or gardens, pets, and other household activities.

7. CONCEPTUAL FRAMEWORK ON FAMILY LAW AND ITS RELATION WITH ECONOMICS

It is essential to understand how economics and family law interact. To explain and regulate behaviour in each field, economics and law have each developed their own set of standards. The dichotomy is explained in terms of the divide between self-interested and altruistic incentives for behaviour in economics. These borders are understood differently in modern legal and economic systems, and a new set of ideas are developed to describe what constitutes a family.

Various significant and new family economics contributions are made by the conventional legal and economic idea of the family. Among these contributions are the study of family labour specialisation, household production theory, and theories of human capital investment, the trade and altruism paradigms, on which family economics was based.

Even if the conclusions drawn from economic theory are useful, there are still important legal and ethical problems that require consideration. Economics and law have traditionally regarded the family or the household as a fundamentally different sphere of human behaviour from the market. Economists have not examined the work done at home with the work done in the marketplace. Since families or households are typically not considered as economically productive, economists and lawyers usually assume that the family behaves as if it were a single individual when examining consumer behaviour.

A constrained, neoclassical perspective is reflected in statistical metrics of economic production. These metrics simply track market activity. The work necessary to support a family—including child rearing, child care, housework, home upkeep, meal preparation, subsistence farming, and other tasks—is not included unless it is done in exchange for compensation.

According to some economists, there is a significant distortion when non market activity is excluded from planning and public policy. Policy choices based on imprecise information could leave out crucial considerations and regions of production throughout the planning process. As economist Marilyn Waring has observed, “*the distinction between market and*

*nonmarket production is a heavily gendered one; work done predominantly by women remains invisible to economic policy makers.*⁷

The common law tradition also articulates the idea that "services" rendered in the home are distinct from "labour." Additionally, the law has long regarded domestic labour as unpaid. The law's ability to establish and uphold contracts between household members has also been constrained. Of course, gathering data on market transactions is simpler than attempting to calculate the productive worth of labour done at home. However, economists frequently adjust their data to account for other non market activities, such as the lease value of private property possession.⁸

Family Economic Theory

The concept of family life as an interchange between individual family members is reframed by the theory of family economics. Negotiation and rational decision-making are explored in relation to marriage, divorce, and household decisions. This theory provides a vocabulary and a variety of models to characterise interactions between market and family spheres as well as interactions inside families. We will now concentrate on the new theory's structure and make note of how its ideas relate to legal and policy issues. Specifically, four factors are significant.

1. Household chores considered as Production

According to the home production theory, time and other resources are used as inputs to produce a variety of goods, from children and shelter to leisure and love. According to the notion, the family's resources are used wisely in order to optimize each member's overall utility or level of happiness.⁹ The husband and wife can maximise the value of their time to produce a better overall production for the household since they each specialise in complimentary activities.¹⁰

2. Human Capital

⁷ MARILYN WARING, *IF WOMEN COUNTED: A NEW FEMINIST ECONOMICS* 35-40 (Harpercollins, 1990).

⁸ ETERSON, *DISCUSSING ECONOMIC TREATMENT OF HIDDEN OR ILLEGAL ECONOMIC ACTIVITY*, 74-75.

⁹ Theodore W. Schultz, *ECONOMICS OF THE FAMILY: MARRIAGE, CHILDREN AND HUMAN CAPITAL* (Univ. Chicago Press, 1974).

¹⁰ Javier Cerrato, *Gender Inequality in Household Chores and Work-Family Conflict*, *FRONTIERS IN PSYCHOLOGY* (Feb. 16, 2022, 9:29 PM), <https://www.frontiersin.org/articles/10.3389/fpsyg.2018.01330/full>.

According to economic theories, as households' labour becomes more specialized, their "human capital" accumulations also become more differentiated over time. The term "human capital" refers to a number of variables that affect people's ability to work.¹¹ This method has been used by economists to link the value of time spent on household duties to a variety of factors, such as (1) the makeup of the household, (2) the age, education, and wage rates of the husband and wife, (3) the number and ages of children, and even (4) the number of rooms in the home.¹²

3. Trade and Compassion

The definition of family life as an exchange process is changed by economic examination of family behaviour. However, in this work, economists have started to look into the role of altruism, which is referred to as a distinguishing trait of family economic behaviour. Although altruism makes family exchange models more complex, it does not contradict the idea that behaviour is ultimately self-interested and logical. The allocation of resources within the family is a topic that requires particular consideration of the trade and altruism perspectives.

The legal foundation for comprehending marriage and divorce now includes economic theories of family behaviour. The ideologies of benevolence and exchange have increasingly started to define motherhood as well.

8. RECOMMENDATIONS

Following recommendations could be enforced in order to address the issue as discussed in the study:

1. Education is an important instrument for bringing about constructive change. Women with greater education have an edge over others and are well equipped to cater to the needs of their families and the financial situation, have more decisive options, and manage their homes better. Education of girl children should be promoted to a larger scale by the Indian government.
2. Instead of promoting gender stereotypes, the school curriculum should be changed to emphasise gender equality.

¹¹ Gary S. Becker, NOBEL LECTURE: THE ECONOMIC WAY OF LOOKING AT BEHAVIOUR, 385, 392-93 (J. POL. ECON., 1993).

¹² Reuben Gronau, HOME PRODUCTION-A FORGOTTE INDUSTRY, 408 (REV. ECON. STAT., 1980).

3. In order to raise women's self-confidence and improve their status in their household and society, their unpaid efforts should be fully recognised.
4. Greater access and control over resources is required, for example: access to technical skills, communication skills, work ethics, employment, entrepreneurship and so on.
5. Women's equal representation and participation in various policy making decisions should be encouraged.
6. The minimum wage assigned to the workers should be such that it ensures a decent human life and avoids falling into poverty. Companies should be required to contribute to nationalised systems of education, health care, and pensions in order to reinvest some of their profits in the workforce.
7. Affordable and sufficient day-care, as well as family-friendly job rules, should be ensured so that parents may balance caring for their children and working.
8. It is necessary to build a system which not only benefits women but also recognises their work, efforts, and responsibilities in the society.
9. To ensure that women break the shackles of deep-rooted patriarchy in our society, it is crucial that they become financially independent. Additionally, various gender-related biases in employment should also be addressed.
10. It is crucial to provide equal access to various resources like agricultural land, fisheries etc to women through strategies.

9. CONCLUSION

The worth of unpaid household work performed by Indian women in various cities, towns, and villages is projected to be around 39,960,000 trillion rupees, according to this study. Irrespective of the significance of this number, the economical or monetary worth of women's unpaid household labour goes underappreciated, and women continue to be perceived as having no merit or benefit to the wider community and the country.

According to the findings of this study, Women in our country are unwilling to amend their views and beliefs toward themselves as these beliefs are thoroughly ingrained in our society. Women's roles, as well as their psyches and will to dominate in a predominantly patriarchal society, would have to evolve. However, the acceptance of gender roles and constructions and

the retention of conventional gender norms, is difficult to reform. Many people in Indian culture, as elsewhere, are averse to change because they see it as a challenge to male power.

Women are thought to oversee the house and the household, and the concept of women wages equal to, or more than men is not welcomed much by the society, regardless of cultural, caste-based, religious, social, or other inequities. Women's economic reliance on men is damaging to many women, but it is especially devastating to widows and wives of abusive partnerships, who have no stable and safe assistance from male acquaintances.

The misconception that women majorly have a minor role in society, relying on men's hard labour while contributing little of value, undoubtedly contributes to women's undervaluation and subsequent abuse. It is hard to elevate women's status without simultaneously heaving up their discerned worth because almost all women perform very consequential tasks like care, cooking, laundry, while spending a large portion of their time into such day-to-day chores. The importance of these tasks, as well as the valuable contribution of those who perform them without the hope or expectation of financial reward, must be emphasised.

Women's unpaid labour should be appreciated inside their homes as well as outside their households in order to enhance their working circumstances and efficient policy implementation. If the value of unpaid housework is recognised and addressed, the changes in the government policy like well-being and welfare might be properly assessed.

Consequently, rewarding unpaid labour should be done with the purpose of providing access to various social benefits to women in addition to improving and escalating women's full participation in policymaking. A benefit system that recognises women's varied societal obligations, recognises housewives as employees, and offers enough aid to families and children should be implemented. Concurrently, based on various international policies and structure, the government should establish social and pro-family policies to help women get a cushioned seat in the workforce.

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