

An Economic Interpretation of the Paid vs. Unpaid working women- A Case study of rural Assam

Goriyashi Mahanta¹ and Dr Sujata Choudhuri²

¹Research Scholar, University of science and Technology, Meghalaya

²Associate Professor, University of Science and Technology Meghalaya

DOI: 10.46609/IJSSER.2025.v10i07.003 URL: <https://doi.org/10.46609/IJSSER.2025.v10i07.003>

Received: 17 June 2025 / Accepted: 15 July 2025 / Published: 19 July 2025

ABSTRACT

An integral part of productive activities, unpaid domestic work is essential to household and economic well-being. The neoliberal paradigm of India's economy has brought about considerable changes to the way women labour, and their involvement in the workforce has been low. Due to the pervasive patriarchy in Indian society, women are not permitted to engage in economic employment outside the home. Not even Assam is exempt. The involvement rate of women in the work force is likewise low in Assam. Work that women do for free creates obstacles for them to enter the workforce, lowers their earning potential, and ensures that disparities endure. Missed chances for civic involvement, skill development, and education are costs of unpaid employment. The social and familial standing of unpaid women workers was the primary emphasis of our research. Researcher study mainly focused on comparison of the position of paid and unpaid women workers in the society. This study also focused on intensity of outside job according to their education level. This study was done in the Bongaigaon district of Assam, which is one of the most underdeveloped districts in Assam. To attain the particular objectives researcher applies methodology like time use survey, co-relations, graphical and percentage method. The study found that women in the lowest income quintile and with the least education are more likely to be heavily involved in domestic labour. It was also discovered that the position of women who work unpaid is lower than that of women who work for a wage in the study region as well as unpaid worker spend more time in their children care and other household activities than the paid women workers.

Key words: Unpaid worker, Women, Income, Education, Assam

1. Introduction

Throughout history, women have played significant roles in both their homes and their nations. However, in the current 21st century, their roles have shifted from only being homemakers to being both homemakers and working women who must juggle more responsibilities than their counterparts from the past (Cunningham, 2008). Although women make up around 50% of the global population, their involvement in the workforce is far lower than their numerical representation and potential. Throughout history, women have consistently contributed their services and labour inside the household; however, their efforts have often gone unrecognized and uncompensated. We can define work as the application of physical or mental effort towards an activity that leads to the creation or achievement of something. There is flexibility to either compensate or uncompensated this task. A nation's national accounts include remunerated employment. Unpaid labour that involves maintaining the household and caring for children and elderly family members is considered a form of employment without compensation. However, the national accounts do not include this type of job (Gross & Swirski, 2002).

The International Labour Organization (ILO) hosted the 19th International Conference of Labour Statisticians in 2013, which aimed to reassess the concept of 'employment' by emphasizing the need to include both domestic routine chores and care activities performed by women in homes as forms of employment. Women's participation in the workforce has significantly grown in recent decades, according to the United Nations study 'World's Women 2015'. However, compared to men, they still bear the majority of the responsibility for home chores. As a result of outsourcing these tasks, the research revealed a decrease in gender disparities in the amount of time women spend on unpaid home chores.

Uncompensated labour has significant importance, as it is crucial for the welfare of both the household and the community. Nevertheless, the contributions made by women curtail their potential and hinder their ability to contribute on par with men in the labour market. Additionally, it results in a shortage of time for leisure, personal care, self-improvement, socializing, and political engagement (Ferrant, Pesando, & Nowacka, 2014). Research suggests that when women receive financial compensation for their employment, they have a greater sense of well-being, but they also perceive a decrease in their overall satisfaction with regards to their free time. The heightened responsibility of both remunerated and unremunerated tasks adversely affects their free time. People commonly refer to this phenomenon as 'time poverty' (Ardra, 2015). Women predominantly view household chores and care giving responsibilities for children and elderly family members as their primary responsibilities. According to Sengupta (2016), national statistics and policy formation do not value or include the services that women provide at home. In terms of earning money, the market only considers the work that women perform significant. Recognising unpaid work is crucial for promoting women's empowerment

and granting them the necessary status, financial autonomy, identity, and respect in contemporary society. Typically, women are responsible for the majority of unpaid work globally, which includes tasks such as household chores (cooking, fetching water, cleaning, and gathering fuel wood and fodder), care giving (taking care of children, the sick, and the elderly), and producing goods and services at home (sewing, tailoring, weaving, etc.). However, the characteristics and extent of unpaid work may not be uniform across all areas globally, as well as various states in India. In India, the typical female population dedicates 273 minutes each day to unpaid home chores. Research and statistics on women's unpaid labor reveal an inconclusive pattern of unpaid home work in both rural and urban areas. Out of the total 168 hours, which is equivalent to 7 days or one week, males on average dedicate 42 hours to paid labour and 3.6 hours to unpaid employment. While this pattern is opposite for women, they allocate 19 hours to paid employment and 34.6 hours to unpaid work. However, males dedicated around 8 hours more than women to leisure activities. Collectively, the female population dedicates 71 percent of their time to unpaid labour (Narsimhan and Pandey, 1999).

2. Related Literature Review

Ilahi (2000) conducted research that explored the topic of time allocation from a gender viewpoint in developing nations. The study was distinguished by its analytical approach, as it rigorously assessed and examined multiple investigations. The study concluded that homes where women have a greater workload are more likely to remain in poverty. The study identified many factors that influence the gender aspect of time allocation, such as income, women's education, economic incentives, access to resources like water and firewood, agricultural advancements, unemployment within the family, childcare responsibilities, and societal norms. The researcher collated and synthesized the work and perspectives of several scholars on time allocation. However, the current study's potential for development lies in its presentation of some factors that impact time allocation. Empirical research might examine the importance and function of these factors. Budlender & Brathaug (2002) published a discussion paper that aimed to determine the monetary value of unpaid home work. The Primary Survey, comprising 8,500 homes and 14,306 individuals from South Africa, and the Labour Force Survey from 2000 provided the study's data. They conveyed the data using simple tables and percentages. They used a variety of methodologies in their research to determine the value of unpaid work. Using several methodologies, they determined that unpaid work contributed 50 percent to South Africa's GDP in 2000, 38 percent to the Opportunity Cost Approach, 18 percent to the Generalist Approach, and 24 percent to the Specialist Approach. Hirway (2005) examined the necessity and procedure of integrating unpaid employment into a country's development programme. The research was a theoretical document that provided precise definitions and straightforward explanations relevant to the topic under discussion. Through her work, she made a critical and

significant proposal to incorporate both paid and unpaid activities into the country's development policy. Nevertheless, it is imperative to do further theoretical and practical research in the sector to effectively include paid and unpaid employment in the country's development policies. This study allows for the creation of a practical framework for measuring social network analysis (SNA) and enterprise social network analysis (ESNA) activities. Cunningham (2008) examined how gender stereotypes and domestic work impact women's employment throughout their lives. The study revealed that women who held a more egalitarian perspective on gender roles inside the household had a higher likelihood of participating in the work market. In addition, women whose spouses were more actively involved in unpaid household chores were more likely to pursue paid employment. The study proposed the necessity of altering women's attitudes and ideologies on gender-specific duties in order to enhance their involvement in paid employment. The study only focused on analysing gender ideology and its impact on the allocation of time between household chores and employment, disregarding any other variables. Falth & Blackden (2009) discussed the topic of unpaid care work using information from the 1995 Human Development Report. In addition, their study referenced the works of other scholars, such as Budlender, to support their perspective. They used graphs to demonstrate the unequal distribution of unpaid care work between men and women across countries worldwide. While we consistently compensate and acknowledge men for their paid jobs, we consistently overlook and undervalue women's unpaid domestic work. The lack of infrastructure, advanced technology, and energy sources contributes to an increase in the burden on women. Miranda (2011) conducted research to gain a more comprehensive understanding of the global phenomenon of cooking, caring, and unpaid work. This secondary study employed Time Use Surveys (TUSs) from 26 OECD nations, along with emerging economies such as China, India, and South Africa. The report acknowledged that women in the family carry out the majority of household chores. The report suggested incorporating unpaid work into the country's national accounts and conducting regular time-use analysis. The study conducted a simple analysis of pre-existing data without attempting to gather new data. Gathering and examining additional data could have enhanced the study and provided a more comprehensive understanding of the subject under investigation. Ferrant, Pesando, & Nowacka (2014) conducted a study to examine unpaid care work from a gender viewpoint. The researchers used data from the World Bank's World Development Indicators (2014) and the OECD Gender, Institutions, and Development Database (2014) for their study. The study found a significant correlation between women's unpaid care labour and their level of paid employment, suggesting that an increase in unpaid care work leads to a decrease in women's participation in paid employment. Furthermore, research demonstrates that unpaid care work forces women into low-paying and unstable jobs. The study reveals that discriminatory societal norms primarily cause gender discrepancies in unpaid care labour at home. Rukmini (2014) asserted that a majority of Indian women are involved in domestic chores

without receiving any monetary compensation. For her study, she collected data from the 68th round of the NSSO and displayed it using graphs and bar charts. According to her research, almost 60 percent of women in their most productive working years dedicate the majority of their time to unpaid domestic chores. The states of Punjab, Haryana, and Uttar Pradesh predominantly observe this phenomenon. She also supported the need to carry out a Time Use Survey (TUS) in order to accurately assess the value of women's unpaid work and their contributions to economic activity. Ferran's (2010) study aimed to provide a conceptual framework and practical guidelines for developing a household satellite account that could quantify unpaid employment in the healthcare sector. The work was characterized by its descriptive nature. The study suggests that it is crucial to assess the health services offered by households in both financial and physical terms. This is necessary for the development of macroeconomic policies and the efficient allocation of resources. The study posited that, in order to accurately quantify unpaid health work, it is important to include the amount of time dedicated to the activity. The study supports using both the Opportunity Cost Approach and the Specialist Approach to calculate its results. The study's significant deficiency was the lack of an example to illustrate a satellite account, leaving only theoretical recommendations available. Kaur & Uppal (2015) tried to quantify the extent of unpaid employment and address the associated concerns. They utilized both primary and secondary data sources. A primary survey among 300 homes in three districts of Punjab provided the data for this study. Their research demonstrated that, on average, women dedicate more time to domestic chores than men. This duration exceeded the amount of time they had previously spent in the work market. Both males and females exhibit a higher level of participation in the work market in metropolitan locations, with fewer gender variations in time allocation. They recommended conducting periodic TUSs (time use surveys) to assess the population's welfare and formulate accurate and efficient policies for their benefit. Sengupta (2016) specifically examined the Hooghly District in West Bengal. She attempted to quantify Indian women's household contributions. She collected primary data from a total of 200 homes, including 100 from rural areas and 100 from urban areas. The houses were situated in eight villages within the Chinsurah-Magra block, as well as eight municipal wards in Hooghly. Chinsurah region The survey revealed that women, both in rural and urban areas, dedicate more time to home chores than men. There was a clear correlation between the number of individuals living in a home and the average amount of time women spend on unpaid labour. Nevertheless, a larger family size diminishes the amount of time dedicated to domestic chores. The Replacement Cost Approach determined the per capita value of women's unpaid care to be Rs. 597.80. The study carried out a thorough analysis and calculated the economic value of women's unpaid labor in Hooghly. Farre, Fawaz, Gonzalez & Graves (2020) conducted an analysis of the effects of the COVID-19 lockdown in Spain, focusing on gender disparity. Spain, a European country, implemented stringent lockdown measures in response to the pandemic outbreak. They

conducted their research using a household survey of 5,000 participants, all aged between 24 and 50 years. Their analysis found that the unemployment rate grew to a greater extent for women than for men during the lockdown. Furthermore, the lockout had an impact on how married couples with children allocated their time to unpaid duties inside the family. Prior to the implementation of lockdown measures, women predominantly carried out the majority of unpaid care giving responsibilities associated with children. Despite the lockdown and everyone being at home, they continued to bear the primary responsibility for child care. While males did become more involved in child care, their level of participation still paled in comparison to that of women. Following the lockdown, males persisted in their grocery shopping duties, but women disproportionately shoulder the burden of unpaid home tasks due to the absence of outsourcing. This demonstrates that COVID-19 has exacerbated gender disparities in terms of unpaid domestic labour in Spain.

From the above review we have seen that many studies done on behalf of unpaid workers. The objective of the research is to encompass many aspects of the allocation of time to unpaid employment. Researcher study different in the ground that he primary goal of this study was to investigate the current situation of unpaid laborers in Assam. The researcher primarily focuses on the duration of Assamese women's domestic labour, and conducts a comparative analysis between those who receive compensation and those who do not. The researcher aims to analyze the correlation between the educational attainment of women and their inclination towards engaging in paid employment.

3. Research Objectives

1. Comparative analysis of the time allocation to unpaid work between women who are employed and those who are not.
2. To compare the position of non-working women in their families to that of working women.

4. Methodology

To achieve the aforementioned purpose, the researcher utilized both primary and secondary sources of data. The researcher obtained secondary data from a variety of sources, including publications, journals, and reliable government websites. We directly obtain the data from the Bongaigaon district of Assam. The researcher collects 100 samples using a basic random sampling method. Out of the 100 samples, 50 percent are women who work as unpaid domestic workers. The researcher employed many statistical methods, including regression models, ANOVA and the percentage approach.

5. Profile of Bongaigaon District

The Bongaigaon District was established in 1989 by delineating portions of the Goalpara and Kokrajhar Districts. The administrative centre is located at Bongaigaon. The town is encompassed by four districts of Assam: Barpeta to the east, Goalpara to the southeast, Kokrajhar to the west, and Dhubri to the northwest. In 2006, Bongaigaon was designated as one of India's 250 most underdeveloped districts out of a total of 640. Currently, this district in Assam is among the eleven districts that are being allocated cash from the Backward Regions Grant Fund Programme (BRGF).

Table1: Subdivision wise total population in Bongaigaon district

Tahsils	Total	Rural	Urban
Bongaigaon	156095	73877	82218
Boitamari	127396	121675	5744
Srijangram	266700	250853	15847
Bijni	130242	130242	0
Sidli	58371	52370	6001
Total	738804	628994	109810

Source: census 2011

From the chart above, it is evident that around 85.13 percent of the population in Bongaigaon district resides in rural areas. Out of all the Tahsils, only Bongaigaon Tahsils have a population of 47.32 percent resides in urban areas. The remaining blocks, namely Boitamari, Srijangram, Bijni, and Sidli, have rural populations of 95.50%, 94.05%, 100%, and 89.71% respectively. Therefore, we may conclude that the majority of individuals in Bongaigaon district are engaged in rural economic activities. Approximately 85.13 percent of the population in Bongaigaon district resides in rural areas. The computation was performed by the researcher using the data provided in the table above.

Table 2: Worker distribution in Bongaigaon district

Name of Tahsils	Main worker [Person/male/female]			Marginal worker [person/male/female]			Non-worker [person/male/female]		
Bongaigaon	28.85	47.83	9.42	7.93	7.61	8.26	63.22	44.56	82.32
Boitamari	25.21	42.52	7.22	6.64	7.81	5.42	68.16	49.67	87.37
Srijangram	25.89	44.94	5.98	10.14	8.29	12.07	63.97	46.77	81.95
Bijni	24.43	43.60	4.68	6.75	5.84	7.69	68.81	50.56	87.63
Sidli	23.42	40.78	5.61	12.79	12.93	12.64	63.79	46.29	81.75
Total	25.94	44.56	6.66	8.68	8.00	9.38	65.38	47.44	83.95

Source: Census 2011

The table above displays the distribution of the proportion of major workers, marginal workers, and non-workers by sex in the Bongaigaon district, categorized by subdivision. Approximately 65.38% of the population in Bongaigaon district is in the non-worker group. It indicates a decrease in job creation and a high number of individuals involved in domestic labour. The table clearly reveals a gender disparity in the employment status of individuals. In the Bogaigaon district, the classification of non-workers includes 83.95 percent of women and 47.44 percent of males. The data indicates that the burden of household responsibilities is higher for women than men in the Bongaigaon area. Furthermore, the classification of major workers is 44.56 percent for males and just 6.66 percent for females. The statement suggests that the working conditions in society are more advantageous for men. The classification of marginal workers includes 9.38 percent of females, a higher percentage than the 8.00 percent of males.

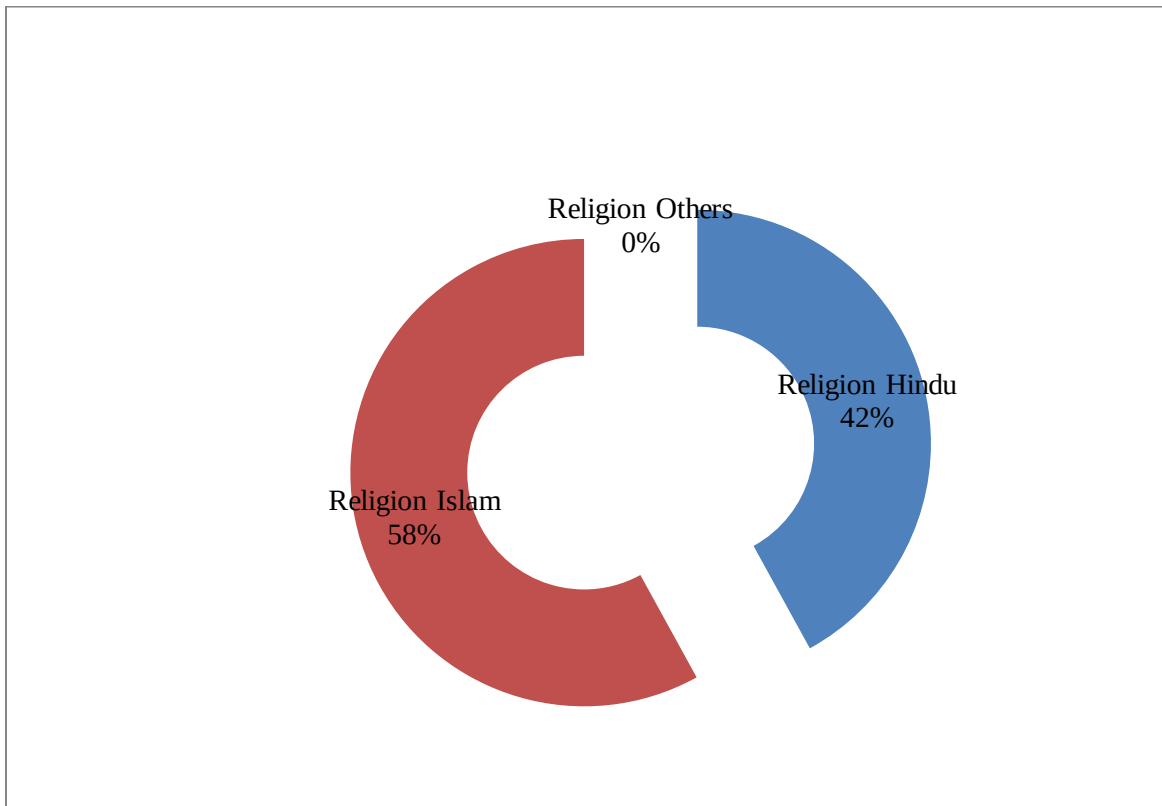
6. Analysis & Discussions

6.1 Socio-economic status of respondent

Individuals are consistently bestowed with social standing as an essential component of the incentive structure that is utilized by any society. These incentives have an impact on the decision-making process of an individual with regard to their behaviors, employment, educational achievement, and other elements that are associated. Within a community, an individual's social standing can also have an impact on the economic situation of that individual and their family.

6.1.1 Respondent's religious affiliation

Chart 1: Religion of the Respondent (in per cent)



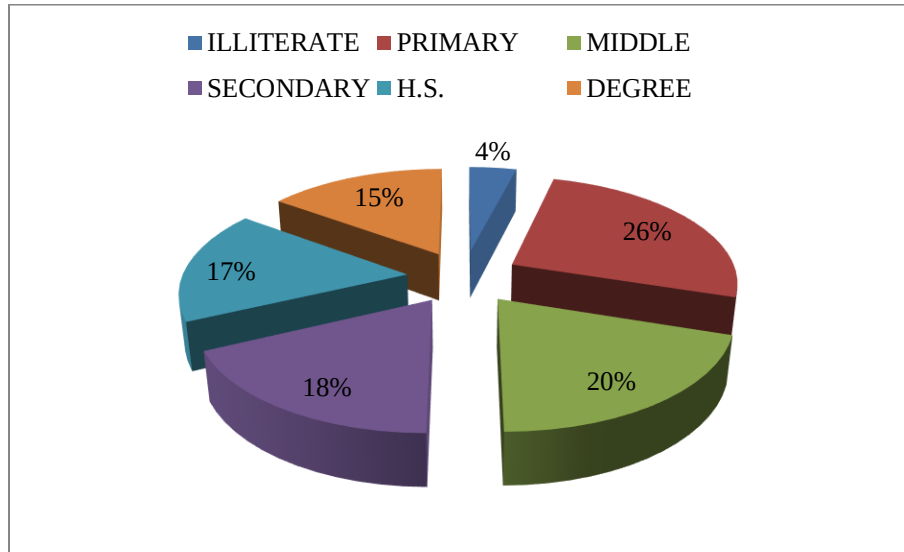
Source: field survey

Among the respondents, chart 1 reflects that 58 percent belong to the Islam community. It implies that in the research arch area, 42 percent of people belong to the Hindu community. It implies that Bongaigaon district mainly minority dominated area.

6.1.2 The respondent's educational status

Education is the primary factor that is driving profound change in the roles that women hold. As well as being the most fundamental instrument for empowering women, it is the vital component in reducing the impediments that women face. It makes a substantial contribution to the growth of society and the economy, as well as to the improvement of the distribution of wealth. Educational opportunities for women are essential to the development of society as a whole and in every aspect. The provision of equitable access to employment, training, and further education should be included for it.

Chart 2: Respondent's Educational Attainment (in per cent)



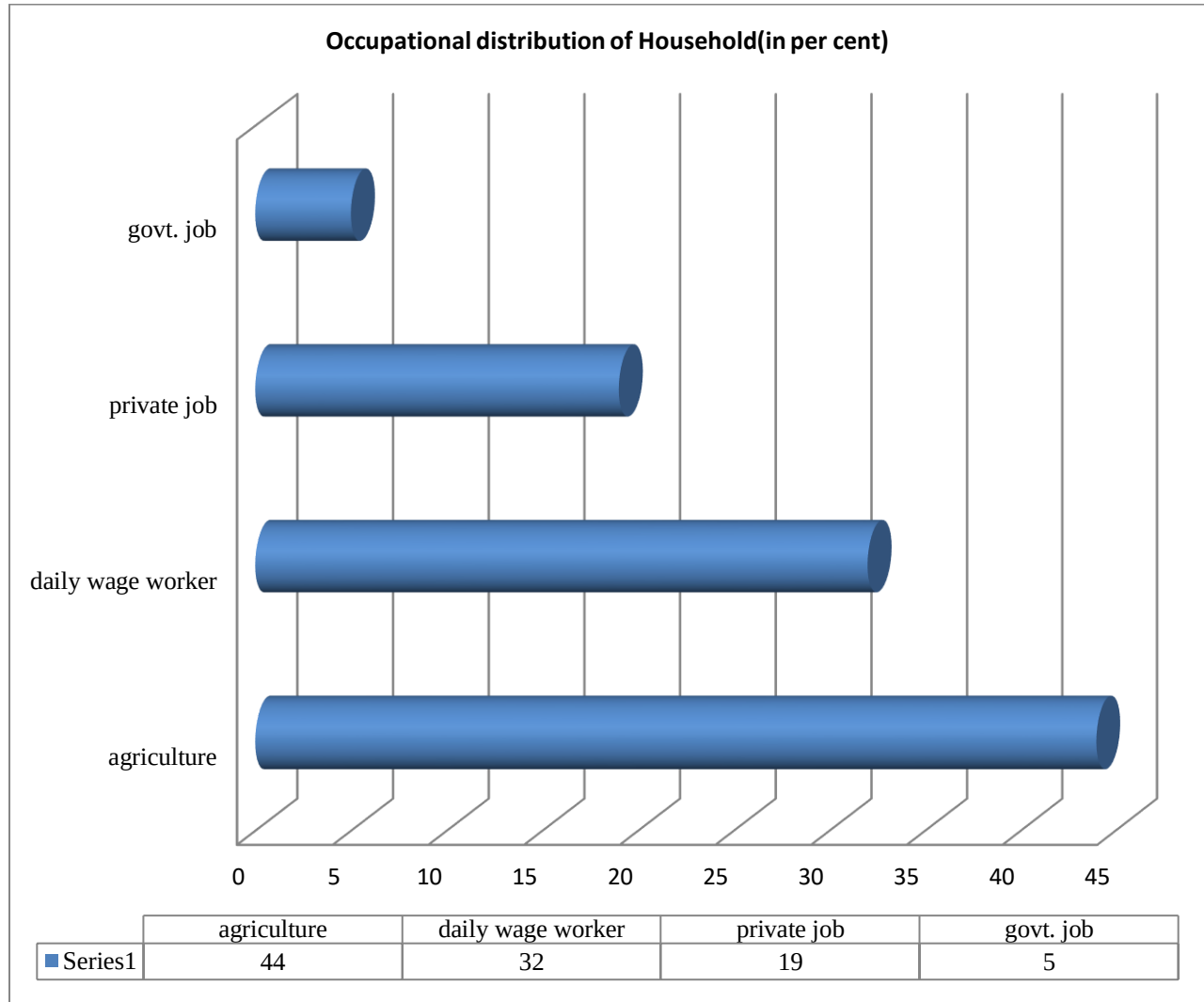
Source: field survey

Based on the data presented chart 2 , it can be observed that the majority of women have a lesser degree of education. Twenty-six percent of the women who participated in the survey have completed the primary level of education, while four percent of the women are illiterate. This indicates that women have a poor position in the educational system. There are just fifteen percent of women who have completed a degree programme. Seventeen percent of women completed their higher secondary education where twenty percent women attained middle level of education.

6.1.3 Occupational structure of respondents and their family

A lack of formal financial services, a lack of self-employment opportunities, and a lack of skills are the three primary obstacles that prohibit the disadvantaged poor from making improvements to their life (Hossain, 2012). Through the provision of proper education and training, as well as the creation of a variety of work possibilities, the government of India saw that it had the ability to connect the economically disadvantaged to the mainstream economy and ultimately pull them out of conditions of poverty. There is a considerable relationship between the occupational composition of a home and the overall social-economic situation of the household. There is a correlation between the socio-economic level of a home and the traditional culture and position of women which exists inside that household.

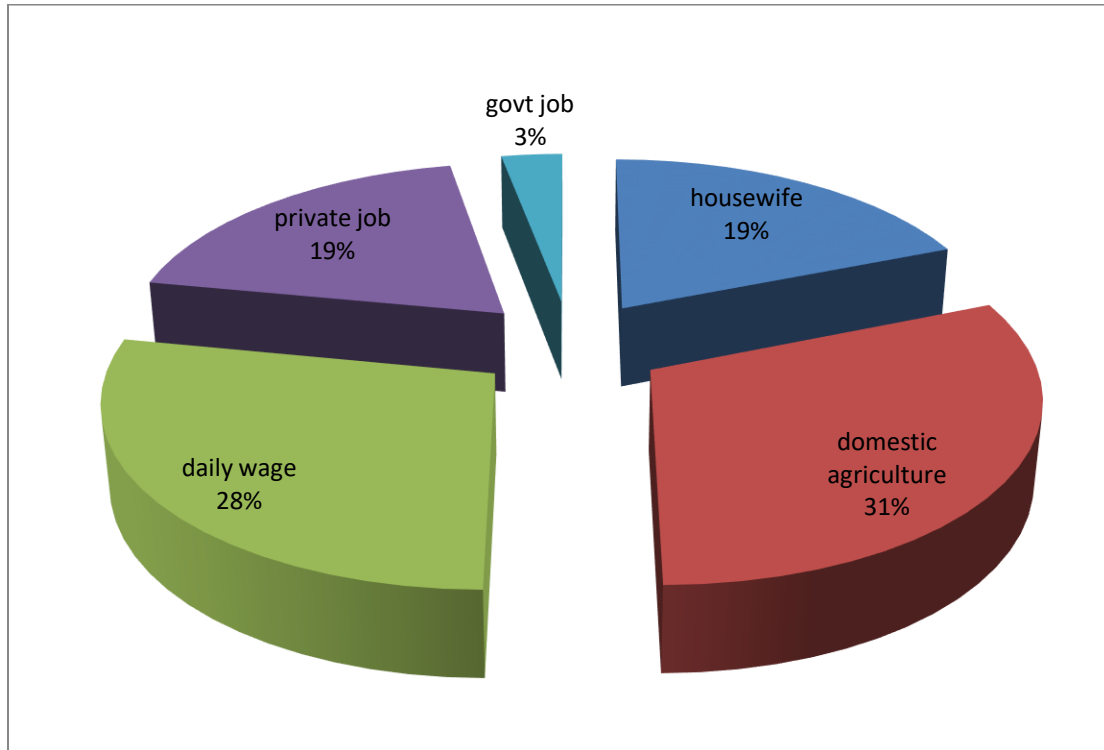
Chart 3: The Occupational Structure of the Respondents' Family (in per cent)



Source: field survey

The majority of respondents, according to survey, majority of respondents belong to families involved in agriculture. Around 44 percent of the women in the research area come from agricultural families. In contrast, only 5% of women are members of families with government employees. This finding suggests that the proportion of households that consistently earn a formal income is comparatively low. It indicates that a negligible number of households maintain a consistent formal income.

Chart 4: Occupational Structure of the Respondent (in per cent)



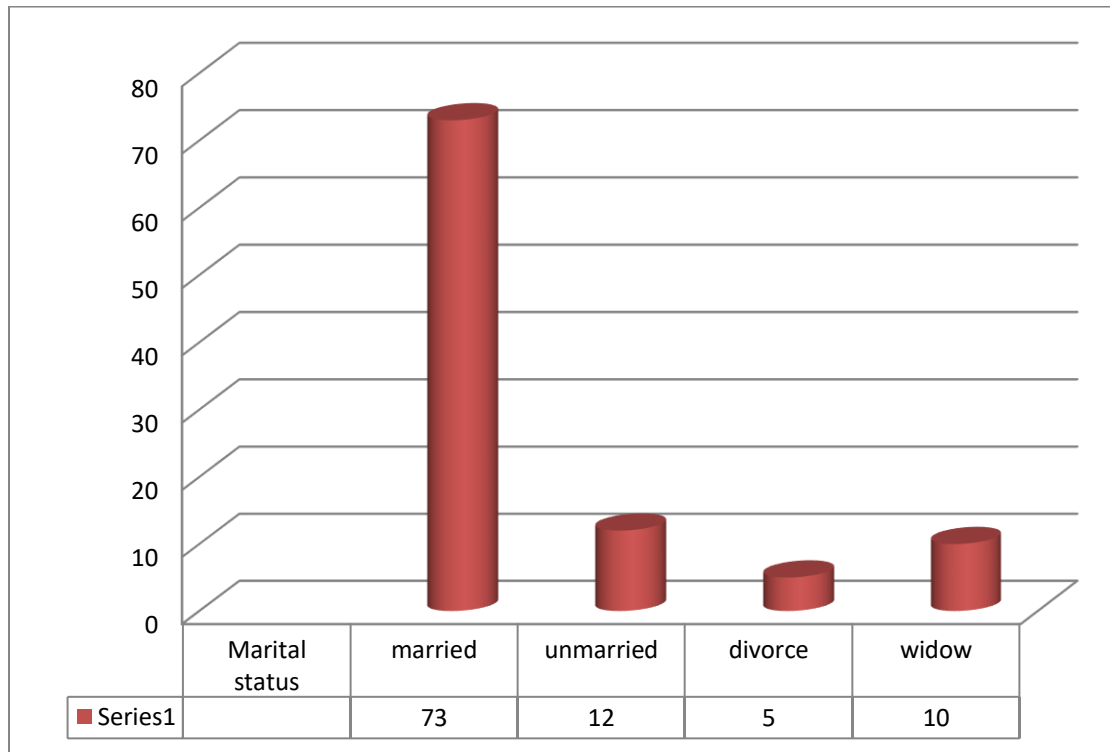
Source: field survey

The chart 4 above reveals that 19 percent of women fall into the housewife category, while 31 percent work in domestic agriculture. Conversely, within the paid workforce, only 3% of women hold government positions, while the majority engages in daily wage-earning activities around 28 percent.

6.1.5 Women's marital status

Marriage is a significant social event that aims to transmit traditional values across generations. In India, marital status is a critical determinant of women's empowerment. Typically, only married women living with their husbands have the right to participate in family decision-making. In early India, traditional values and norms discouraged women from venturing outside to seek employment. So, most of the family prefers that women are engaged in domestic works.

Chat 5 demonstrates a predilection for the prevailing traditional values and norms of society. Around 73 percent of women are married women. A mere 12 percent of the female respondents are unmarried, while 5 percent are married and 10 percent are bereaved.

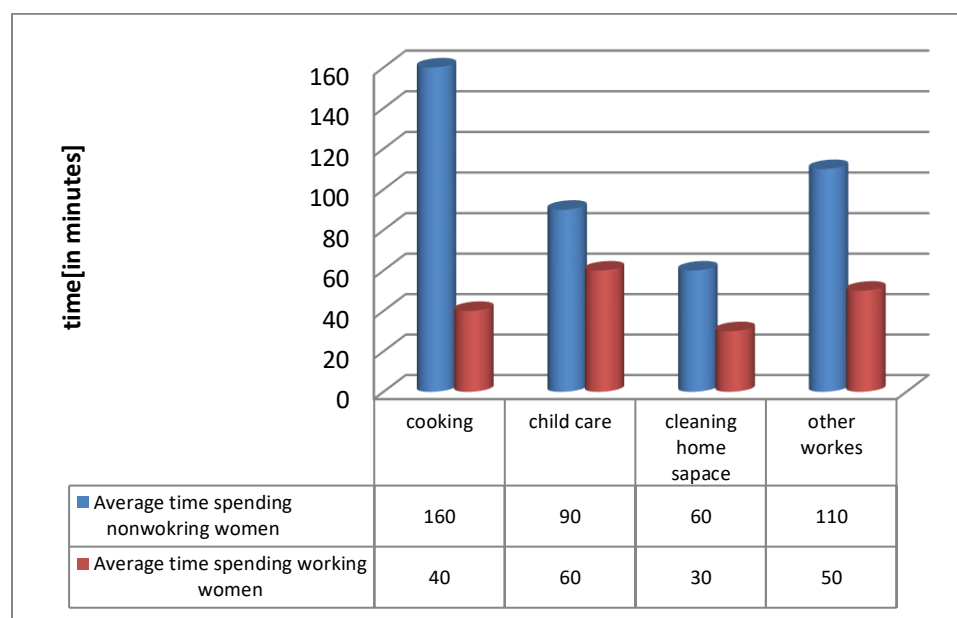
Chart 5: Displays the respondent's marital status(in per cent)

Source: field survey

6.2 Time allocation for unpaid domestic work

The employment patterns of women in India have been on a downward trend throughout the course of time, which has raised significant worries over their continuing participation in the labour market. The engagement of women in the economy is essential not only for reducing the economic level of poverty but also for the general empowerment of women. This is because women are more likely to be economically empowered. Based on statistics about the utilization of time, Hirway and Jose (2011) indicated that around fifty percent of the total amount of time spent at work is devoted to the management of care tasks pertaining to the old population, children, and those providing voluntary services. Unpaid employment performed by women is an important factor that contributes to the promotion of informalization and casualization. The very nature of these efforts is unseen and frequently goes unrecognised (Chakraborty, 2008; Hirway, 2015; Neetha, 2010). This is because there is a shortage of public service in essential areas like as health, education, power, and basic sanitation. Compared to women who participated in any kind of economic activity outside the home, it was discovered that women who were not compensated for their job spent a greater amount of time performing unpaid domestic tasks.

Chart 6: Comparative Status of Time Spent on Domestic Work between Working and Non-Working women (In Minutes)



Source: Field survey

As illustrated in the chart 6, the mean duration of time dedicated by women to domestic duties surpasses that of women who are employed. Cooking, caring for children, and tidying the house consume a considerable amount of time for unemployed women. Non-working women allocate an average of 160 minutes towards food preparation, whereas working women devote a significantly shorter duration of 40 minutes to this task. Working women devoted an average of sixty minutes per day to infant care. In general, the amount of time non-working women devote to domestic tasks is 420 minutes, whereas working women only allocate 180 minutes for the same activities.

6.3. Relationship between Education and Working Status of Women

Women can only attain economic independence and empowerment if they are provided with the appropriate education and given the opportunity to make their own decisions. Through education, women are better able to understand their rights, which will ultimately result in a reduction in the amount of violence that is committed against women. Women who have received an education are able to make rational choices regarding their jobs and their interests. Education is an essential component in the process of increasing the number of work options available, boosting earning potential, and narrowing the gender gap. The Kingdon and Unni In their study from 2001, discovered that the return on education rises in proportion to the amount

of education. A significant relationship between education and employment was found to exist, as they discovered. Additionally, Aggarwal et al. (2010) discovered that a greater level of educational attainment over an extended period of time decreases the likelihood of individuals who are employed in physical labour.

Table 3: Working Status of Women According to Their Educational Attainment (in per cent)

Education/Working Status	House Wife	Domestic Agriculture	Daily wage Worker	Private Job	Government Job	Total
Illiterate	4.0	0.0	0.0	0.0	0.0	4.0
Primary	9.0	13.0	4.0	0.0	0.0	26.0
Middle	0.0	15.0	5.0	0.0	0.0	20.0
Secondary	0.0	2.0	14.0	2.0	0.0	18.0
H.S	5.0	0.0	5.0	7.0	0.0	17.0
Degree	1.0	1.0	0.0	10.0	3.0	15.0
Total	19.0	31.0	28.0	19.0	3.0	100.0

Source: field survey

The table 3 shows that women with lower levels of education are primarily engaged as housewives and workers in domestic agriculture. 26 percent of women have only completed their primary education. Those who have primary level of education they are mainly engaged in domestic agriculture. 4 percent of primary education women are engaged in daily wage earner job. The researcher also found that those who have H.S. and degree levels of education are primarily employed in private and government jobs. Around 22 percent of women are engaged in government and private job. 18 percent women have middle level of education and out of this, 14 percent women engaged in daily wage earner job. To examine the relationship between the intensity of outside economic activity and educational level, we conducted a linear regression analysis, using working conditions as the dependent variable and education as the independent variable.

6.4. The status of decision-making power for both paid and unpaid workers among the respondent

According to the Economic Co-operation and Development (OECD), women in India spend up to 352 minutes a day on domestic work. This is more than 52 percent of males (52 minutes), and it is at least 40 percent higher than the amount of time that women in South Africa and China spend on domestic work. There is a correlation between women's economic wages and their level of financial independence, which in turn influences their decision-making authority in homes and society. An increase in the amount of money that women earn is beneficial to their position within the household. Financial independence raises both one's level of life and one's sense of self-respect. Financial independence is beneficial to both one's level of living and one's sense of self-respect. By doing so, it enables women to take a more active role in the decision-making process that occurs inside the household.

Table 4: The Relationship between Working Conditions and Decision-Making Powers

Correlations			
		decision	Working status
Pearson Correlation	Decision	1.000	.634
	Working status	.634	1.000
Sig. (1-tailed)	Decision	.	.000
	Working status	.000	.
N	Decision	100	100
	Working status	100	100

Source: Field survey

The above table demonstrates a positive correlation between women's decision-making power and their working status. Financial independence enables women to make informed decisions about their health, domestic affairs, family, and financial matters. It is believed that education and employment provide women with greater autonomy and serve as pathways to empowerment (Cochrane, 1979; Jejeebhoy, 1995; Kabeer, 2008).

Table 5: Displays the Decision-Making Power of Both Paid And Unpaid Workers, (In Per cent)

	No Power	Some Time	Always	Total
Housewife	13.0	5.0	1.0	19.0
Daily Wage Woker	8.0	16.0	4.0	28.0
Domestic Agriculture	20.0	11.0	0.0	31.0
Private Job	0.0	8.0	11.0	19.0
Goverment Job	0.0	0.0	3.0	3.0
Total	41.0	40.0	19.0	100.0

Source: field survey

Table 5 demonstrates that roughly forty-one percent of women do not have the power to participate in the decision-making processes that occur inside their households. There are 33 percent of women who are not compensated for their labour, out of these 41 percent of women. Comparatively, 19 percent of women are constantly involved in the decision-making process, and 18 percent of these women are paid workers. This is a significant percentage of women. As a result of this, research appears that women who are paid have a stronger capacity to engage in the decision-making process inside their home in comparison to women who are not paid. Researchers have shown that forty percent of women occasionally take part in decision-making processes. The bulk of these women (16 percent) are employed in positions that pay a daily income, while eight percent are employed in private employment. It implies that women who are earning money outside the home are more actively participating in the decision-making process than women who are not generating money outside the home. It is a reflection of the fact that women who are paid to work are more active in the decision-making process than individuals who are not paid to work.

6.5 Compare the health status of paid and unpaid female workers

Life is unpredictable, and having a solid financial foundation is essential for handling unexpected situations. Financially independent women are better equipped to handle emergencies, be it a medical crisis, a job loss, or any other unforeseen circumstance. This preparedness provides a sense of security and peace of mind, allowing women to face challenges with resilience.

Financial independence can positively impact mental health. It reduces stress, increases self-confidence, and provides a sense of accomplishment, all of which contribute to better overall well-being. Financial independence enables women to take smooth action on any health-related issues. For an unpaid domestic worker, they mainly depend on their family for any health-related issues. At times, a family member may struggle to comprehend the severity of the disease, leading to serious health issues for the unpaid worker. So that the unpaid worker suffers serious health issues.

Table 6: Relationship between Working Status and Health related decisions among the respondents (In per cent)

	Relies on others	take decisions by own	total
Housewife	16.0	3.0	19.0
Domestic Agriculture	31.0	0.0	31.0
Daily Wage Worker	15.0	13.0	28.0
Private Job	0.0	19.0	19.0
Government Job	0.0	3.0	3.0
Total	62.0	38.0	100.0

Source: Field survey

As can be seen in the table 6, women who are employed but do not get compensation rely mostly on their family members to make decisions regarding their health. There are 62 percent of women who rely on other people to help them with their health-related issues. Among these women, 47 percent fall into the group of workers who are not paid. When it comes to concerns concerning their health, sixteen percent of housewives and thirty-one percent of domestic agricultural laborers, respectively, rely on their family members on their health related issues. 38 percent of women make decisions on their own health when it comes to matters concerning their health. Of these 38 percent, three percent are employed by the government, 19 percent are employed by private enterprises, and thirteen percent are paid on a daily basis. Consequently, this suggests that women who work for money are more qualified to make judgments about their health-related issues than those who do not work for pay.

6.6 Findings and Conclusions

In recent years, there has been an increase in the global spotlight on the unpaid labour burden suffered by women. The persons who participate in uncompensated employment suffer negative

consequences as a result of the fact that it limits their alternatives and occupies their time. From the above discussions it is seen that unpaid female workers would experience negative effects on their health and productivity as they do not have sufficient time for self-care and leisure activities. This might potentially lead to unfavorable employment results. The practice of performing work without payment, which is essential to the well-being of a family as well as a nation, has been and will continue to be an important component of human existence. Researcher found that maximum unpaid women belong to the lower economic background households. Also researcher find that there is a positive relation between educational level and paid workers in research area. Also it is seen that paid working women have greater involvement in decision making process in their household. Also paid working women are more aware and take decision about their own health related issues than the unpaid women workers. Women are hardworking laborers who put in long hours every day of the year, without taking any breaks, including on holidays and Sundays, and without receiving any recompense for their efforts. In essence, the amount of respect and gratitude that is accorded to paid employment has never been the same as that which is associated with household tasks. The amount of effort and labour required for this employment, which has positive externalities, is comparable to or maybe much larger than that required for paid labour. When it comes to employment, occupations that pay remuneration come with set working schedules, in addition to the benefit of being eligible for time off. On the other hand, unpaid employment does not come with a defined schedule, specific working hours, or the flexibility to take time off. Researchers have established, on the basis of the evidence presented above, that unpaid female domestic workers not only have to carry a greater burden of home duties, but they also have less autonomy and alternatives available to them inside the family.

By implementing a gender-neutral policy that treats males, females, boys, and girls equally in terms of both advantages and duties, it is vital that all members of the family contribute to the woman's unpaid employment. This is important because it is imperative that the woman's job is unpaid. It is important for women to change their perspective on unpaid work and stop viewing it as a personal obligation. Instead, they should shift their perspective to regard it as a collective responsibility that falls on all members of the family. Greater patience is something that a lady ought to learn in the event that her partner offers to perform unpaid employment. It is possible that she will be able to greatly simplify her life if she is able to persevere and avoid from giving over power to another person. As a result, it is essential for her to have a positive attitude towards the procedures that are utilized by other people while she is engaged in unpaid employment. Additionally to working unpaid jobs, women should also perform paid jobs. This is not just for the purpose of gaining financial gain, but also for the purpose of discovering their latent potential and enhancing their feeling of self-worth.

The government places a high priority on efforts to improve the working conditions of unpaid labourers. The value of domestic work, also known as non-remunerated labour, should be quantified and articulated in connection to the Gross Domestic Product (GDP) of the nation. Establishing a separate satellite account for the purpose of monitoring unpaid employment is something that the government should consider doing. The primary purpose is to give this work, which has been ignored up to this point, the attention and significance it deserves. A priority for the government should be the improvement of public infrastructure, such as the installation of LPG stoves, in order to reduce the amount of unpaid work that women are required to do. In order to illustrate the progress that their various states have made in terms of gender equality, state administrations should routinely produce gender data for their respective states.

References

- Ardra, M. (2015). The Invisible Woman. Aid- Agenda for international development. Retrieved from <http://www.a-id.org/en/news/the-invisible-woman/pdf>
- Budlender, D., & Brathaug, A. L. (2002). Calculating the value of unpaid labour: a discussion document. Statistics South Africa. Retrieved from <http://www.statssa.gov.za/publications/WorkingUnpaidLabour/WorkingUnpaidLabour.Pdf>
- Cunningham, M. (2008). Influences of Gender Ideology and Housework Allocation on Women's Employment over the Life Course. *Social Science Research*, 37(1), 254–267. Retrieved from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2396342/pdf/nihms42367.pdf>
- Falth, A., & Blackden, M. (2009). Unpaid Care Work. UNDP Policy Brief, Gender Equality and Poverty Reduction, 1. Retrieved from, <http://www.pnud.org.ar/content/dam/undp/library/gender/Gender%20and%20Poverty%20Reduction/Unpaid%20care%20work%20English.pdf>
- Farré, L., Fawaz, Y., González, L., & Graves, J. (2020). How the covid-19 lockdown affected gender inequality in paid and unpaid work in Spain (IZA Discussion Paper No. 13434). Retrieved from <https://ssrn.com/abstract=3643198>
- Ferran, L. (2010). The Invisible Economy and Gender Inequalities: The Importance of Measuring and Valuing Unpaid Work. In PAHO, Conceptual Framework and Methodological Guidelines for the Household Satellite Account to Measure Unpaid Work in Health (pp.77-88). Pan American Health Organization, Washington DC.

- Ferrant, G., Pesando, L. M., & Nowacka, K. (2014). Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes (Centro de Desarrollo de la OCDE 5). Retrieved from http://www.oecd.org/dev/developmentgender/unpaid_care_work.pdf
- Ferrant, G., Pesando, L. M., & Nowacka, K. (2014). Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes (Centro de Desarrollo de la OCDE 5). Retrieved from http://www.oecd.org/dev/developmentgender/unpaid_care_work.pdf
- Gross, J., & Swirski, B. (2002). Time Use Surveys and Gender Equality. Retrieved from dva.org/wp-content/uploads/2014/09/Time-Use-Surveys-and-GenderEquality.pdf
- Hirway, I. (2000). Tabulation and analysis of the Indian Time Use Survey data for improving measurement of paid and unpaid work. United Nations Statistical Division.
- Hirway, I. (2000). Time use surveys: Concept, Classification and Related Issues Lessons from the Indian Pilot Time Use Survey. Retrieved from <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.543.5569&rep=rep1&type=pdf>
- Hirway, I. (2005). Integrating Unpaid Work into Development Policy. Paper presented at Levy Economics Institute, New York. Retrieved from http://www.levy.org/undp-levy-conference/papers/paper_Hirway-Session1.pdf
- Ilahi, N. (2000). The intra-household allocation of time and tasks: what have we learned from the empirical literature? Retrieved from <https://siteresources.worldbank.org/INTGENDER/Resources/wp13.pdf>
- Kaur, H., & Uppal, A. (2015). The Unpaid Activities and Well-Being: The Measurement Issues, Challenges, and Limitations. Paper presented at IARIWOECD Conference, Paris, France. Retrieved from <http://iariw.org/papers/2015/kaur-uppal.pdf>
- Miranda, V. (2011). Cooking, Caring and Volunteering: Unpaid Work around the World (Organization for Economic Cooperation and Development, Working Papers, 116). Retrieved from <https://pdfs.semanticscholar.org/c34e/198ad5fa21b2f75903df6e0c558cc496ac5b.pdf>
- Narasimhan, R. L., & Pandey, R. N. (1999). Some main results of the pilot time use survey in India and their policy implications. Retrieved from, http://www.undp.org/content/dam/india/docs/some_main_results_pilot_time_survey_india_their_policy_implications.pdf.

- Rukmini, S. (2014). Most Indian women engaged in unpaid housework. The Hindu. Retrieved from <http://www.thehindu.com/news/national/most-indian-womenengaged -in-unpaid-housework/article6498326.ece>
- Sengupta, A. (2016). Measurement of Unpaid Household Work of Women in India: A Case Study of Hoogly district of West Bengal. Paper presented at the 34th IARIW General Conference, Dresden, Germany. Retrieved from www.iariw.org/dresden/ASengupta.pdf