

Valuation of the Gendered Work

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Abstract

The women's issue has moved centre stage in our thinking and women's concerns now an inseparable part of the rhetoric and theory of planning. Gender equality and gender justice are still distant dreams. Historically, we live in past and to overcome this, major changes are required in our mindsets. Women constitute the most elegant resource of a society, and are dynamic source of power. Women have the invisible work force which keeps the family and economy alive. In India, women represent half of the population and so their participation in the household and economic activities at par with men is necessary for the development of mankind.

Women provide household services without the service provision being considered work and without the values of that work being recorded. Even in developed countries, women are consistently found to spend more time than men on household responsibilities and childcare even if women are employed fulltime in a paid job. The present paper would analyze the critical dimension of women's work where they invest maximum hours of their day should be valued in terms of monetary gains and contribution to economy of the world. The study is based upon the primary data which is collected with the help of pre-tested schedule from the working age population. Work time put in is measured in hours and minutes per day and then it is averaged over the week, months and year. It is, however, deemed imperative to express the value of physical output of households in terms of units of money. For the purposes of economic valuation, value is synonymous with the market value or, value is simplified by assuming that an hour of market work and an hour of non-market work gave the same value.

Keywords: Rhetoric, Inseparable, Dimension, Synonymous, Imperative.

Introduction

Man and woman both are made by same human anatomy, both have 24 hours in a day, so if we, want to judge a person that whether he/she is a good manager or not, that can be judged on the basis of acquired skills, experiences, education, confidence and interpersonal skill, not on the basis of gender. Woman can be a better manager than a man, man can be a better manager than woman, depends on the qualities and performance.

Everyone, on this earth agrees that women constitute the invisible work force, which keeps the family and economy alive. The women represent half of the world's population, one third of the official labour force, provide 66 per cent of the work, produce 50 per cent of the food, but earn only 10 per cent of the world's income and own 01 per cent of the world's property.

Women provide household services without the service provision being considered work and without the values of that work being recorded. Even in developed countries, women are consistently found to spend more time than men on household responsibilities and childcare even if women are employed fulltime in a paid job. Women's economic and social status within the household determines her ability to effect decisions, which ensure the health and well being of the family. Caring capacity however goes beyond physical care. It also involves mental care that related to love, respect, psychological and social development.

In an attempt to understand the critical dimension of women's work where they invest maximum hours of their day should be valued in terms of monetary gains and contribution to economy of the world.

Need and Importance of The Study

In 2017 the global labour force participation rate was 49 percent for women, but 75 percent for men. Worldwide in 2017, only 46 per cent of working – age women were employed compared with 72 per cent men. The female participation in the labour force and employment rates are heavily affected by economic, social and cultural issues and care work distribution at home.

At all national and international platforms and policy making for 21st century gender issues remain main concern. It has been strongly realized that inclusive sustainable development is not possible without the contribution of women. The new Gender Inequality Index (GII) was proposed in Human Development Index which measure three dimensions viz. reproductive health, empowerment and economic status expressed as labour market participation and measured by labour force participation rate of female and male populations aged 15 years and older.

The fifth Sustainable Development Goal (SDG) on Gender Inequality states that there are still gross inequalities in access to paid employment in some regions, and significant gaps between men and women in the labour market. Sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public decision making, all remain huge barriers

Wealth of a nation is its people—both men and women. The physical output of women's household activities had never been sold nor made market-oriented. Therefore, it has no market value and had never been price tagged. This has an impact on the status of women in society, their opportunities in public life and the gender-blindness of development policy. Women are tired of being overworked, unpaid and underpaid. Monetary valuation of unpaid work is a key to challenging the system of under-valuation of ever women's paid work that is a primary reason of women's economic insecurity. Part of goods and services consumed by the population are produced and consumed without undergoing monetary exchange transaction; this non-monetized consumption and the corresponding production go unrecorded in labour statistics and in the nation accounts. There are goods and services provided to the household by unpaid household members who are mostly women.²

In the backdrop of the above discussion the present article is an attempt to value the women's unpaid household work to make it visible, quantified and well-recognized in monetary terms, because the monetization of the non-market, unpaid work of women is more than question of justice.

The Research Questions

This article is intended to value the work which is primarily associated with women so to call it as gendered work.

1. Which group (men or women) does more work or put in more hours for the family ?
2. Do women work at par with their counterparts?
3. Do women contribute to the economy of the country?

Research Methodology

For the present empirical investigation, area of municipal corporation of Shimla has been selected purposely because this area has peculiar features not only in terms of terrain but also in terms of socio-economic and demographic structure. This city has heterogeneous population in terms of economic class, occupation socio-cultural background etc. The study is based upon the primary data collected with the help of pre-tested schedule from the working age population (between 15 to 64 in India) the data was collected from 100 respondents cutting across the sex, caste, class and occupation. The data included same number of men and women (50 each) in the sample. The total population of the city is 1,69,578 (2011 census) and the area which comes under municipal corporation has 46,306 houses and is divided into 25 wards. The two households and two respondents one for each category have been selected randomly from each MC ward. In the survey of time use pattern, data were collected for both males and females regarding the various types of work done by them during the year. Work time put in was measured in hours and minutes per day and then it was averaged over the week, months and year and then divided into nine fold activity classification, which are mentioned below:-

1. Primary production activities
2. Secondary sector activities
3. Trade, business and services, i.e., the tertiary sector activities
4. Household maintenance, management and shopping for own household
5. Care of children, elderly and disabled of own household
6. Community services
7. Self learning and education
8. Personal care and self maintenance
9. Social and cultural activities.

These nine types of activities were further grouped into three categories. The first three items are referred to as the System of National Account Activities (SNA). Next three are called Extended System of National Accounts Activities (ESNA), and the last three activities left out of National Accounts are referred to as non economic personal activities.

Under SNA activities wage rates are fixed and valued at the actual wage rates received by males and females. In the ESNA activities it is, however, deemed imperative to express the value of physical output of households in terms of units of money. For the purposes of economic valuation, value is synonymous with the market value or, value is simplified by assuming that an hour of market work and an hour of non-market work gave the same value. In the present study to evaluate the work not included under SNA activities, the method, which used is called replacement cost (generalist). This method values the unpaid work by the equivalent wages of paid domestic help. The wage rate varies and also depends upon the labour market situation in the concerned area.

In the ESNA activities multiple wage rates were prevailing for similar activities, such as cooking at a road side, restaurant or at someone's house,

washing at home or through washer man. So, keeping these actual differences in wage rates in mind, the different average wage rate of all household activities has been taken. The first one is household management work. Its wage rate is Rs 3000/month, which includes cooking, cleaning utensils, washing or ironing of clothes.

In the family care activities wage rate is Rs 1500/month. It includes physical care of children, accompanying them to school and looking after them and physical care of elderly, sick and disabled family members. For animal care related activities the wage rate is Rs 1000/month and it includes grass collection, grazing, mulching and tending of animals. For community services the wage rate is Rs 250/month.

While performing all the above activities, the time utilization pattern depends upon the individual's capacity or behavior. In order to derive the daily wage rate from the monthly wage rates, the following methods $[(3000+1500+1000+250) \times 12/300]$ has been used. Here, in the nominator the monthly wage rates have been added up, multiplied by 12 months and divided by 300, which are the estimated annual days spent by workers on ESNA activities. These calculations give Rs 230 per day as the average daily wage rate. The data has been tabulated suitably. The tools of analysis are mainly ratio and percentage. The results have been accordingly interpreted and on the

basis of analysis and findings, measures have been suggested.

Results and Interpretations

Work Time Allocation and Distribution of Annual Work

The study of household activities is important because these have direct bearing on the status of women. This category of activities is time consuming. Women remain busy almost throughout the day in household chores namely meal preparation and serving it, cleaning utensils and the surroundings, care of clothes (sorting, mending, washing, ironing), physical care of children, elderly, sick, the disabled family members and care of domestic animals. It is well recognized that this category of work gives rise to gender discrimination and male dominance.

The time allocation of males and females of the sample households among the SNA, ESNA and non economic activities in hours has been presented in Table 1. The data reveals that under SNA activities, males accounted their 71.08 per cent of the total hours available to them and they utilized maximum of their time for trade, business and services followed by secondary activities which included construction and manufacturing activities. The lowest time was allocated to primary sector activities which included crop farming and animal husbandry.

Table-1
Pattern of distribution of annual work time among S.N.A., E.S.N.A. and non -Economic activities. (Hours)

| Sr. No. | Category | SNA | ESNA | Non economic | Total work Hours |
|---------|----------|--------------------|--------------------|------------------|---------------------|
| 1 | Male | 2826.72 (71.08) | 946.67 (23.80) | 203.47 (5.12) | 3976.86 (100.00) |
| 2 | Female | 771.59 (18.48) | 3239.40 (77.59) | 163.93 (3.93) | 4174.92 (100.00) |
| 3 | Total | 3598.31 (44.14) | 4186.07 (51.35) | 367.40 (4.51) | 8151.78 (100.00) |

Note – Figure in parenthesis indicate percentages of the totals.

The contribution of women in SNA activities was 18.48 per cent of the total time utilized for all activities in a year. It is amply evident that the time utilization in SNA activities by the females was only one fourth in comparison to that of men, which indicates that women did not participate equally in all activities under SNA category. Moreover, maximum activities under SNA are hazardous in nature and involve a lot of physical labour. Women are said to be a weaker sex. Their biological structure puts restriction on them to undertake arduous and hazardous jobs. In addition to that, women cannot remain out of their home for nine to ten hours daily at the cost of neglect of their homes.

The next category is ESNA activity, which is mainly related to the household work. This is the type of activity which is intermediate between SNA and non economic personal activities. This category of activities is also such that if males and females of the households go out for work these can be performed by hired labour like cooking, cleaning utensils, scrubbing the floor, etc. That is why these are given the name of ESNA activities..

As would be expected, in a patriarchal social system and in social customs and traditions, men spend very little time on extended SNA activities, an average of only 23.80 per cent of the total time utilized in all activities during the year. On the other hand and by contrast, the women of the study area allocated an average of as much as 77.59 per cent of their time to this category of activities out of the total time utilized in all activities. The much higher time spent on this type of activity by females clearly indicates that traditionally and customarily fallen within the domain of women's work. Incidentally, it was observed that in most of the cases in ESNA activities, women acted as main caretaker of all the work related to household activities.

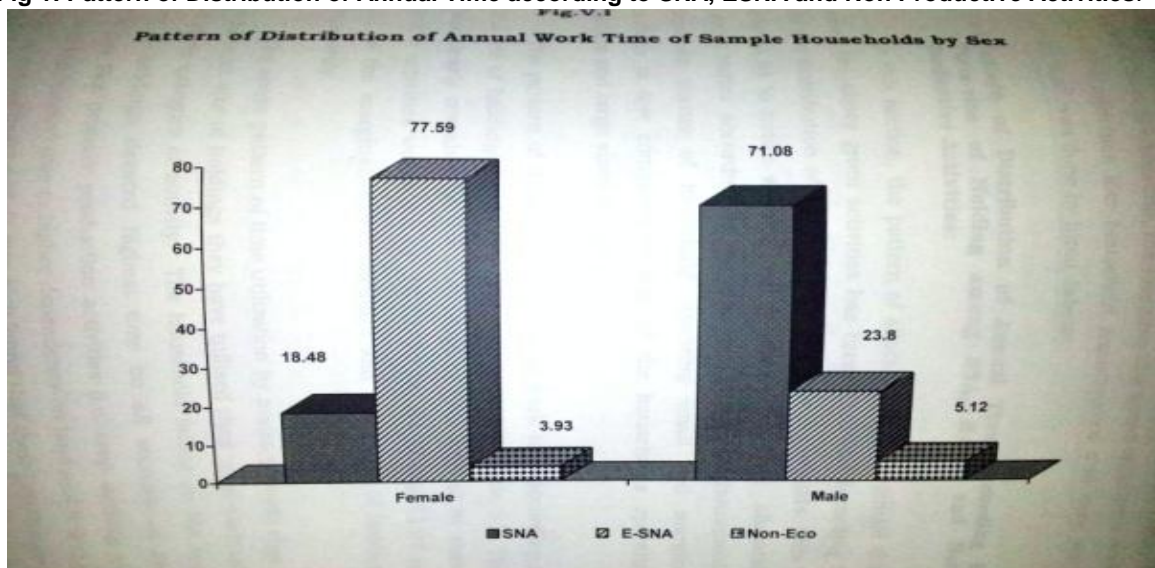
The third category of activities is called non-economic personal activities. These include learning, personal care, participation in social and cultural events and self maintenance. Women in this study allocate about 3.93 per cent and men 5.12 per cent of their time. Out of this percentage, men spent more time on learning and personal care activities, such as drinking alcohol, engaging in physical exercise, listening to music, smoking and reading the

newspaper. On the other hand, women spent more time on leisure and mediation. Moreover, it is also observed that men and women spend about the same amount of time on gossiping with others.

Comparative analysis of time allocation in all the activities (SNA, ESNA and non economic personal

activities) by males and females has been presented in Fig 1, which clearly indicates that male utilized their major share of time on SNA activities (71.08%) followed by ESNA activities (23.80%) and non economic personal activities (5.12%).

Fig 1: Pattern of Distribution of Annual Time according to SNA, ESNA and Non Productive Activities.



On the other hand, the biggest chunk of the female’s time was spent on ESNA (77.59%). Women as a whole performed a much larger portion of unpaid work than their male counterparts. Moreover, the total burden of work, women carried on average 51.21 per cent and men carried 48.78 per cent. This clearly indicated that women worked longer hours than men in the study area.

Valuation of Women’s Work

The physical output of household activities had never been sold nor made market oriented. Therefore, it has no market value and had never been price tagged. It is, however, deemed imperative to express the value of physical output of households in terms of units of money. Recognizing the true magnitude of unpaid household labour, calls for estimating the monetary value of such household work. Australia has been a pioneer in the valuation of household labour. Economist Duncan Ironmonger developed the concept of the gross household product (GHP), a term referring to the value added to the national economy by unpaid household labour. Ironmonger compared the value added to the national economy by the household economy with the value added by the market economy in Australia.

Actual and Imputed Values of Males And Females Income

SNA activities are valued at the actual wage rates received by males and females. The tabulated value of these activities includes the value of primary, secondary and tertiary activities. The valued percentage of income, for males came out to be 62.94 per cent of the total valued income during the year and they earned maximum income from trade, business and services, following by secondary activities.

On the other hand, the valued income of females in SNA activities worked out 15.51 per cent of the total valued income during the year. The highest share of evaluated earnings among females was in primary sector, followed by tertiary and secondary sector activities. The valued income of females was only one fourth in comparison to that of the male in the same activity. Moreover this yawning gap in valued income can also be attributed to wage discrimination between sexes, less flexibility of women’s work due to periodical personal problems like pregnancy, menstruation and child birth, etc., tendency of employers not to employ women, household responsibilities and social restraint

Table-2
Actual and Imputed Values of Income of Household Worker from Different Activities (Value in Rs.)

| Sr No | Category | SNA activities | ESNA activities | Total |
|-------|----------|---------------------|---------------------|----------------------|
| 1 | Male | 17886.63 (62.94) | 10533.15 (37.06) | 28419.78 (100.00) |
| 2 | Female | 6625.61 (15.51) | 36088.50 (84.49) | 42714.11 (100.00) |

Note:

1. Non economic personal activities are not evaluated because these are strongly personal and exchange in them is not involved.
2. Figure in parenthesis denotes the percentage of the totals.

In the category of ESNA activities are mainly related to household work. It is well accepted that non market economic activities within the household usually have not been recorded and valued properly and therefore the contribution of human labour within the household in the calculation of national income

accounts is generally undervalued and overlooked. Therefore, when the value of males work performed under this category is valued at the imputed wage rate, an average of only 37.06 per cent of the total earnings during the year went to the male worker.

By contrast, the females earned imputed average income from these ESNA activities was much as 84.49 per cent of their valuated income. The majority of imputed income earned by them was found to have come from household domestic chores, followed by family and animal care activities.

Conclusion and Suggestions

Thus, it can be concluded that if household activities of women work are properly valued, it is quite possible that they would emerge in most societies as the main bread earners or at least equal bread earners, since they put in more hours of work than men.

The women allocate their time to market production, home production and reproduction. In market production, they work and earn wages; in home production, they are the household managers but their jobs considered as non productive. Moreover reproduction is also considered as part of home production and remains unrewarded. Last but not the least, she has to be a caring mother, raise children and be a nurse for the whole family.

Moreover women are quite decisive about shouldering additional responsibility to augment the meager household income of the family. A large section of women, even if they are not working outside their home as wage earners, do not consider themselves as unemployed, as many among them were not even ready to come out of their house premises for work. But they are willing to accept certain types of work if it is made available at their house premises.

Endnotes

1. https://en.wikipedia.org/wiki/Female_entrepreneurs
2. <https://www.forbes.com/sites/.../how-women-entrepreneurs-can-be-more-successful/>
3. <https://www.entrepreneur.com/topic/women-entrepreneurs>
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