

Invisible Work, Invisible Workers:

Sub-economies of Unpaid Work and Paid Work

(Action Research on Redefining, Recognising, Reducing and Redistributing Women's Unpaid Work)

Sponsored by UN Women & Anchored by Action Aid India

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Structure

- 1. Conceptual Essence, Research Questions & Methodology.**
- 2. Visibilising Work via Field Evidence.**
- 3. Macroeconomic Policies: Energy; Water; Care: Macro, Meso, Micro.**
- 4. Major Learnings.**
- 5. Additional Micro-based Suggestions.**

I: Context

- **UN – SDGs 2015: unequal burden of unpaid work is major human rights issue: Goal 5 Target 5.4: public services, infrastructure & social protection policies, shared responsibility.**
- **What is pattern & distribution of work women do, especially unpaid & care?**
- **How do macroeconomic policies/laws/schemes affect women's unpaid work?**
- **To what extent have allocations for public provisioning taken women's unpaid work into account?**
- **ENERGY; WATER; CARE : National/Regional/Field**
- **Agricultural Workers: Uttarakhand (Pithoragarh) & Maharashtra (Solapur).**
- **Construction Workers: Telangana (Hyderabad) & Maharashtra (Thane).**

ASVSS (Dr. Ambedkar Sheti Vikas Va Sanshodhan Sanstha) Solapur, Maharashtra.

SALAH (Social Action for Literacy & Health) Thane, Maharashtra.

ARPAN (Association for Rural Planning & Action)

AAI Regional Offices Mumbai; Lucknow; Hyderabad.

I: Methodology: Laws, Policies, Schemes (4 Years)

No.	Sector/ Constcy	Law	Policy	Mission/Program/Scheme
1	Energy		Strategic Plan for New & Renewable Energy 2011-17	PAHAL – LPG (DBTL) Pradhan Mantri Ujjwala Yojana (PMUY) DBTK - Kerosene
2	Water		National Water Policy 2012	National Rural Drinking Water Programme (NRDWP) (Rajiv Gandhi Drinking Water Mission)
3	Care	NFS Act 2013 (maternity) Maternity Benefit Act	Early Childhood Care & Development	ICDS with focus on Anganwadis IGMSY RGNCS
4	Agricultural Workers	MGNREGA 2005	National Policy on Farmers 2007	MGNREGS 2006
5	Construction Workers	BOCW Act 1996		Schemes of BOCW Workers Welfare Boards (Maharashtra & Telangana).
TOTAL		4 LAWS	4 POLICIES	10 SCHEMES

I: Conceptual Essence:

Redefining Unpaid Work: combination of unpaid SNA & unpaid care work.

Gendered Work Continuum: UnPaid, Unpaid Care, Underpaid, Paid

Expansion of Care Diamond: to include community & caste structures. (State; Market; Caste/Community; Voluntary; Family)

Perceived in context of Macroeconomic Policies & Strategies

- 1. Gender Disaggregated Beneficiary Assessment.**
- 2. Household Questionnaires.**
- 3. Focused Group Discussions.**
- 4. Key Informant Interviews.**
- 5. Case Studies.**

Four New Methods/Tools Created for Primary Data Collection & Estimation

II: Estimation of Continuum: TDS; GAPR; GTBR; GSPPA

- 1. Time Distribution Method (TDM) instead TUS for collection of primary data: multiplicity & simultaneity of activities; average time in average week.**
- 2. Gendered Activity Participation Rate (GAPR): Intensity of gendered involvement; a) Female Activity Participation Ratio b) Male Activity Participation Ratio.**
- 3. Gendered Time Burden Range (GTBR): Min-Max range of hours expended on all activities & all sub-activities.**
- 4. Gender Sensitive Public Provisioning Appraisal (GSPPA): Fiscal Policies Impact**

II: Field Survey: Demographics: PRF/SRM/OF/OM

	Solapur	Thane	Hyderabad	Pithoragarh
Sample <u>Total 1560</u> <u>Households</u>	402 Households: (61 Female Headed)	392 Households: (71 Female Headed)	373 Households: (61 Female Headed)	393 Households: (66 Female Headed)
Social Group	SC: 17 % NT: 34 % OBC: 29 %	SC: 94 % ST & NT: 0.25 % OBC: 1 %	SC: 6 % ST: 66 % OBC: 28 %	SC: 64 % ST/PVTG: 17 %
Literacy	Female = 48 % (FHH = 34 %)	Female = 21 % (FHH = 21 %)	Female = 12 % (FHH = 9 %)	Female = 62 % (FHH = 34 %)
Dwelling type	Kutcha: 31 %	Kutcha: 75 %	Kutcha: 99 %	Kutcha: 3 %
Average Monthly Income	Females = Rs. 2000 Males = Rs. 3000	Females = Rs. 3000 Males = Rs. 4000	Females = Rs.4500 Males = Rs. 5000	Females = Rs. 900 Males = Rs. 3000

II: Agriculture:

	Solapur	Pithoragarh
<u>Cultivation</u>		
1. Ploughing	10-35 hrs. (48 women)	-
2. Weeding & Undergrowth	7-70 hrs.	7-56 hrs.
3. Carrying Manure, Cow-dung, etc.	7-49 hrs.	4-63 hrs.
4. Harvesting & Threshing, etc.	7-56 hrs.	7-63 hrs.
5. Prepare Land, Till, Orchards, Gardens, Safeguarding of Crops.	<u>Mainly women</u>	
<u>Animal Husbandry</u>		
1. Grazing	1-49 hrs.	2-35 hrs.
2. Washing, Watering, Cleaning	3-35 hrs.	2-42 hrs.
3. Safeguarding of animals.	<u>81 % women</u>	
<u>Forestry & Fishing</u>		
1. NWFP	-	4 to 42 hrs
2. Nets & Traps making	-	14 to 56 hrs

II: Construction:

	<u>Thane</u>	<u>Hyderabad</u>
1. Mixing and straining of mud		5-63 hrs.
2. Head loaders	4-77 hrs. (Half Work)	4-45 hrs.
3. Earth digging	-	2-32 hrs.
4. Water collection & watering of walls, floor etc.	-	2-32 hrs.

II: Associated Economic Activities:

	<u>Solapur</u>	<u>Pithoragarh</u>	<u>Hyderabad</u>	<u>Thane</u>
Processing of Food Grains	16 hrs.	24 hrs.	2 hrs.	2 hrs. (up to 13)
Preserving & Processing of Milk, Meat & Fish	3 hrs.	14 hrs.	3 hrs.	1.2 hrs.
Repair of Dwelling	2 hrs.	15 hrs. (double of men)	15.3 hrs.	1.2 hrs.
Maintenance of Homestead, etc.	2 hrs.	6 hrs.	2 hrs.	1.1 hrs.
Repair of self-owned agril tools.	24 hrs.	10 hrs.	-	-

II: Household Maintenance & Management:

	<u>Solapur</u>	<u>Thane</u>
Cooking, serving, etc	15 hrs/week (max 42 hrs)	9 hrs/week (max 42 hrs)
Washing & drying of clothes	20 hrs/week	4.1 hrs/week (up to 14 hrs)
Washing & drying of vessels	4.5 hrs/week. (max 21 hrs)	5.7 hrs/week (up to 21 hrs)
Shopping, Sewing, Repair	4.5 hrs/week.	6 hrs/week.
Boiling & heating of water	5 hrs/week	2 hrs/week (up to 14 hrs)

	<u>Pithoragarh</u>	<u>Hyderabad</u>
Cooking, serving, etc	15 hrs/week (max 49 hrs)	9 hrs/week (max 21 hrs)
Washing & drying of clothes	14 hrs/week	7 hrs/week (up to 21 hrs)
Washing & drying of vessels	7.7 hrs/week	4 hrs/week
Shopping, Sewing, Repair	35 hrs/week	5.4 hrs/week
Boiling & heating of water	5 hrs/week	3.2 hrs/week

III: ENERGY: Field Reality

	<u>Solapur</u>	<u>Thane</u>	<u>Pithoragarh</u>	<u>Hyderabad</u>
Cooking, heating & lighting	Wood: 80 %	Wood: 51 %	Wood: 76 %	Wood: 94 %
Cooking gas	35 %	28 %	69 %	12 %
Electricity for lighting	52 %	84 %	56 %	57 %
Collection of Firewood	20 hrs/week 79 % of women men – 9 %	3.3 hrs/week 62 % of women men – 20 %	29 hrs/week 70 % of women no men	3 hrs/week 82 % of women men – 32 %
Lighting choolah	2 hrs/week	2 hrs/week	3 hrs (<i>plastic; reduction in Kerosene subsidy</i>)	3 hrs/week

III: ENERGY: Budget Analysis

**India: Central Budget 2017-18: Rs 15 cr for MNRE;
women-specific = 2 %.
Ministry of Petrol & NG: 50 % cut in PAHAL.**

Maharashtra:

AE almost doubled between 2014-15 & 2015-16; risen last year; still only Rs 171 crs.

Telangana:

AE in 2015-16 was less than one crore.

Uttarakhand: No data available

III: WATER: Field Reality

	<u>Solapur</u>	<u>Thane</u>	<u>Pithoragarh</u>	<u>Hyderabad</u>
River/flowing water/stream	1 %	-	93 %	-
Tap in/inside Dwelling Yard	50 %	78 %	50 %	10 %
Common Well	28 %.	0.5 %	2 %	0.3 %
Public Tap	10 %	21 %	42 %	99 %
Hand Pump	14 %	2 %	8 %	21 %
<u>Time Spent on Water Collection</u>				
Irrigation & Livestock	up to 14 hrs	up to 8 hrs	up to 35 hrs	up to 14 hrs
Drinking, Cooking & Washing				

III: WATER: Budget Analysis

***National Rural Drinking Water Policy (NRDWP):* explicitly recognizes impact of water supply on women's care burden, & that piped water is necessary to reduce drudgery & under-nutrition, & increase time available for education/leisure.**

But now diversion of funds to Swachh Bharat, increasing disconnect between water & sanitation.

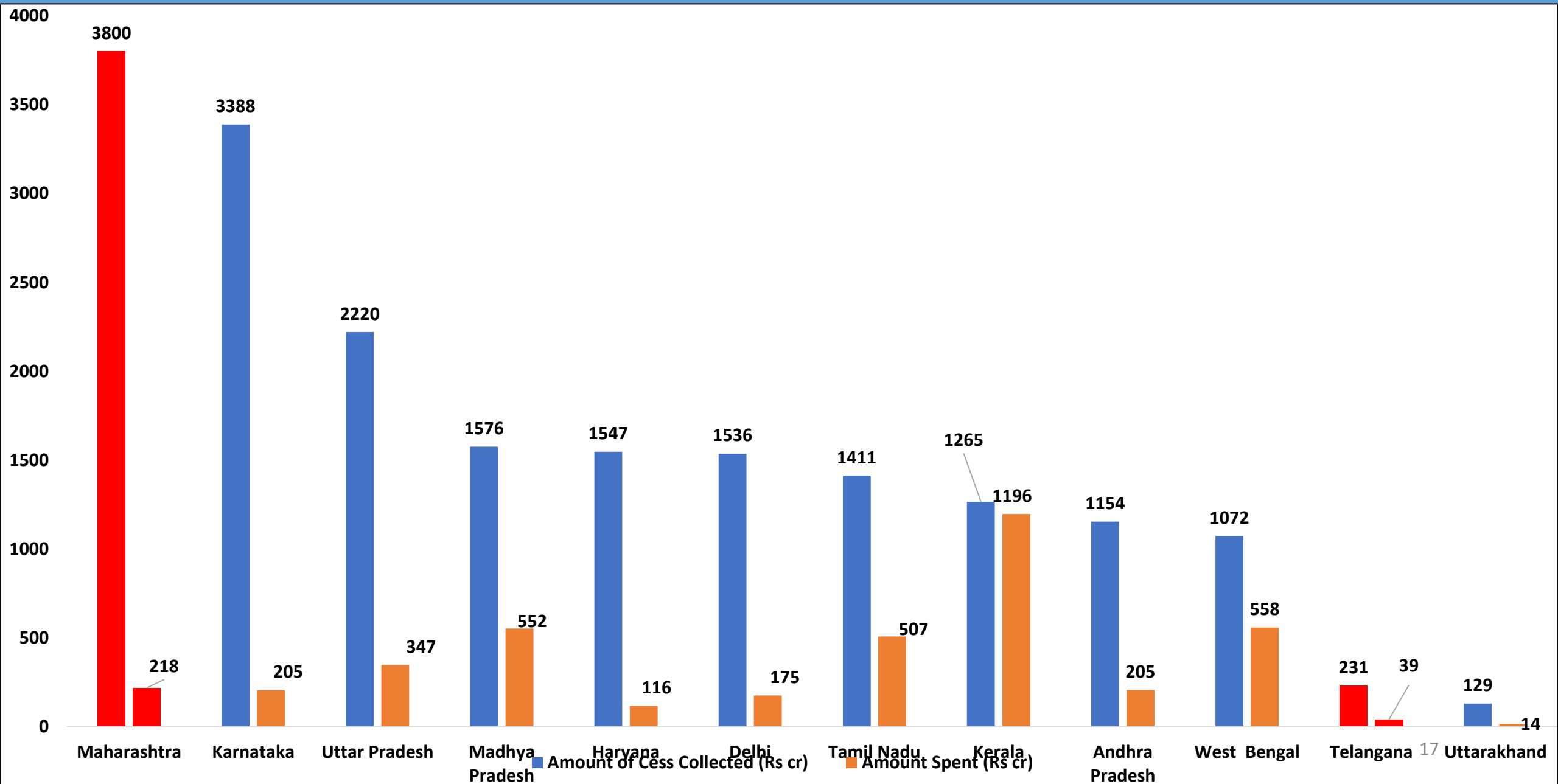
Maharashtra: Fall in AE by one-third in last 3 years to Rs 547 cr

Uttarakhand: Lower actual amount but good performance in partial coverage targets.

III: MGNREGA/S: Field Reality

	<u>Solapur</u>	<u>Pithoragarh</u>
MGNREGS Card	Females – 83 % Males – 75 %	Females – 78 % Males – 67 %
Applied/Got Work	Applied: 42 % Got work: 13 %	Applied: 79 % Got work: 18 %
100 days work	4 %	7 %
Equal & Timely Wages	2 %	10 %
Drinking Water; Shade; Allowance; Crèche; First Aid; Maternity Benefit.	Less than 3 %	Less than 3 %

III: BOCW Welfare Cess: (Mar. 31,2016) (Rs.Cr)



III: CARE: IGMSY: (2015-16) & (2016-17)

Maharashtra:

- **Allocations: Rs 30 cr to Rs. 5.4 cr.**
- **Solapur: none benefitted.**
- **Thane: 0.8 % respondents benefitted.**

Uttarakhand:

- **Allocations: No state level data**
- **23 % women benefitted.**

Telangana:

- **Allocations: Rs. 14 cr. to Rs. 30 cr.**
- **None benefitted.**

- **India 2014: 34, 935 women workers got MB**

III: CARE: RG National Creche Scheme:

	<u>Maharashtra</u>		<u>UK</u>	<u>Telangana</u>
Current funding	Rs. 1.3 cr		Rs. 0.73 cr	Rs. 0.06 cr
No. of Creches	From 28225 to 5064		From 7000 to 2600	4152
	<i>Solapur</i>	<i>Thane</i>	<i>Pithoragarh</i>	<i>Hyderabad</i>
General Childcare	10.3 hrs	5 hrs	14 hrs	6 hrs
Beneficiaries	None	3 women	6 women	None

III: CARE: ICDS: Regional & Field Reality

	<i><u>Maharashtra</u></i>	<i><u>Maharashtra</u></i>	<i><u>Uttarakhand</u></i>	<i><u>Telangana</u></i>
Current Budget Estimates	Rs 999 cr		Rs 194 cr	Rs. 0.99 cr
Operational AWCs	1.10 lakhs		20,000	36,000
Pre School Beneficiaries:	28 lakhs		2 lakhs	5 lakhs
	<i><u>Solapur</u></i>	<i><u>Thane</u></i>	<i><u>Pithoragarh</u></i>	<i><u>Hyderabad</u></i>
Beneficiaries	93 %	66 %	30 %	37 %

IV: Major Learnings

- 1. Feminisation of Unpaid & Paid Work at all levels in all regions via all tools: construction; cultivation; animal husbandry; collection of NWFP; fishing; fodder; fuel; water; household management & maintenance; travel & time for public provisioning; care.**
- 2. Breaking of myths:**
 - 1) Women in Ploughing (48 in Solapur)**
 - 2) Safeguarding of animals (80 %)**
 - 3) Safeguarding of crops (80 %)**
 - 4) Repair of houses (58 %)**
 - 5) Repair of tools (66 % in Pithoragarh)**
 - 6) Use of roads often more than men**

IV: Major Learnings

- 3. Exclusion from non-Agriculture & non-Construction earning activities: especially in rural areas; urban = PDS; plugs; fuse; tailoring; domestic workers.**
- 4. Childcare: class perspective; 'streets' and 'paths'; high use of anganwadis; problems of timings; migrants.**
- 5. Childcare by Males: issue of paternity leave: men too spend time in child care, though to a smaller extent in terms of time & also number of childcare activities.**
- 6. Redistribution of Free Time: sleep & sleeplessness; children; friends; skills.**
- 7. MGNREGS & BCOWA: greater awareness among women, though this does not guarantee benefits. No provisions except water.**

IV: Female Headed Households: 'Single-ness'

- 1. Higher burden of both unpaid & paid work**
- 2. Participation in labour market is even more determined by division of labour & inequalities. For eg, single women are culturally not permitted to do ploughing, sowing & carrying of manure to the field**
- 3. Gender based unequal wages**
- 4. Singlehood-based unequal wages**
- 5. Longer hours of work**
- 6. 'Half-Work' higher for single women**

IV: Female Headed Households: 'Single-ness'

7. No child care support

8. Higher child labour of especially girls

9. Higher sexual violence

10. Utter Destitution

11. 'Homelessness' & 'Shelterlessness'

12. Repayment for 'shelter' in Unpaid Work and Unpaid Care Work.

V: Additional Policy Suggestions: Micro-based

- 1. Indra Awas Yojana: priority to single women**
- 2. CPRs; Environment; Deforestation; Waste Segregation; Blasting technique**
- 3. Issues of Digitilisation**
- 4. Card oppression; Migrant status**
- 5. Caste hierarchy for receiving benefits**
- 6. Child Family Labour**
- 7. Deserted Parents.**

.....Thank You.....