

**COMPARATIVE STUDY OF THE UNPAID WORK OF WORKING
AND NON-WORKING WOMEN OF URBAN PUNJAB: A TIME
USE SURVEY**

A THESIS

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CHAPTER 6

SUMMARY, CONCLUSIONS AND POLICY IMPLICATIONS

Unpaid work on which rests the well-being of a family and a country at large has dominated and will continue to dominate as an important factor of human life. A woman and household work seems to be so similar and entwined words that existence of one without other has never been thought of since ages. Women are the silent workers who work for 365 days with no holidays, no Sundays and no remuneration. Basically, household work never enjoyed the respect and recognition as experienced by paid work. This work with positive externalities involves same or more amount of effort and labour than paid work. Paid jobs have fixed working hours and advantage of leave. As against this, unpaid work has no fixed schedule, no fixed hours of work and no leave. Its non-inclusion in the official National Income Accounts of the country debars it even from discussion, forget about consideration.

The United Nations System of National Accounts propose Macroeconomic indicators that are universally acceptable, and facilitate comparison among the different countries of the world. UN in its first report of SNA in the year 1953 introduced the concept of Production Boundary. This included only marketable goods and services. Since then, it has made a constant endeavour to improvise upon this System of National Accounts, as per changing economic scenario at the global level. UN-SNA of 1993 by proposing General Production Boundary marked a phenomenal change by which unpaid work is perceived. Unpaid work by being a part of General Production Boundary made a move towards its recognition among scholars and policy makers. United Nations itself has acknowledged the importance of unpaid work and since 1990, has been voicing its opinion of including unpaid work in the National Income Statistics of a country.

The issue of unpaid work has become a topic of interest at the global level only in the last few decades, although this issue has been an area of interest amongst the scholars and thinkers since 1975. Any policy initiative aiming for women empowerment, equitable and impartial society will be a farce unless and until unpaid work performed by women is taken into consideration.

Time Use Surveys expedite the measurement of unpaid work performed by an individual. A TUS can serve as an important tool to have deeper insight into the life of women and the way they spend it. Basically, every individual has 24 hours' time as a fixed resource. The allocation of this resource by a woman among paid work, unpaid work and personal care is indicative of her overall well-being, her status in the family, her participation in decision making process, gender ideology of the family and social norms prevalent in the country.

In this 21st century social norms, gender roles and family dynamics are in a state of flux but at a slow pace. No doubt, we are moving towards more tech dominated life, but some norms and traditions continue to put a break on our endeavor to make this world a better place to live for everyone. To capture these changing social and family elements Time Use Surveys can serve as an important instrument. They have the ability to penetrate deep inside the social blanket of any society or a country. They present a poignant picture of silent social norms, beliefs and gender ideologies, which a woman has failed to voice in Patriarchal societies. Not only this, they have been used by researchers and scholars to measure quality of life, labour market participation, urban planning, leisure activities and development issues. This shows that a TUS is not only a survey but an instrument that provides a panoramic view of any society, its culture and people. Thus, they prove to be very effective in framing policies concerning people and the country.

The earlier TUSs can be traced back to as early as 1920's. However, in India, the first and only official TUS was conducted in 1998-99 based on six States of India. The results of the survey indicated that on an average male spent about 42 hours a week in paid activities whereas women devoted only 19 hours per week to the same. In case of unpaid activities men were found to devote 3.65 hours per week whereas this figure stood at 34.63 hours for females. Thus women have less time for sleeping, leisure and other such essential activities of healthy and normal life. This conclusively established the unfortunate state of women due to time poverty.

The present study based on a Time Use Survey has made an attempt to discover the fine details of unpaid work of women of urban Punjab.

6.1 Objectives of the Study

1. To make a comparative study of the allocation of time to unpaid work by working and non-working women of urban Punjab.
2. To estimate the imputed value of the unpaid work and its contribution in State Domestic Product.
3. To determine the intra-household allocation of time to unpaid work.
4. To explore the various factors affecting the allocation of time to unpaid work by working and non-working women of urban Punjab.

6.2 Hypotheses

To achieve the objectives, the following hypotheses were tested:

- H1: There is a significant difference in the allocation of time to unpaid work by working and non-working women of urban Punjab.
- H2: Working women get less time than non-working women for leisure on a normal working day.
- H3: Intra-household allocation of time to unpaid work is more for working women than non-working women.
- H4: The allocation of time to unpaid work varies with various socio-economic factors.

6.3 Research Methodology

In the study, Multi Stage Sampling was applied for conducting a TUS of working and non-working women of urban Punjab. Primary Data was collected through Interview Schedule from 198 each working and non-working women of urban Punjab. Ludhiana, Hoshiarpur and Shaheed Bhagat Singh (SBS) Nagar earlier known as Nawanshahr were the three districts chosen for study. The Statistical techniques like T test, Coefficient of Variation, Karl Pearson Coefficient of Correlation, 2SLS Regression Model, Exploratory Factor Analysis and ANOVA were applied to arrive at the conclusions. Moreover, Opportunity Cost Approach, Replacement Cost Generalist Approach and Income Willing to Accept Approach were applied for estimating value of unpaid work of women of Punjab.

6.4 Summary of the Study

Countries around the globe recognize the importance of TUSs. They have been conducting these surveys from time to time. From 1966-2015, over 85 countries of the world conducted TUSs. All these studies found that irrespective of stage of development of a country, women generally devote more time to unpaid work than paid work. In the last few decades, time given by women to unpaid work has declined, which has increased their participation in the paid labour market. In most of the countries around the globe, women on an average are spending four to five hours per day on unpaid work. As far as paid work is concerned, they have been found to spend on an average two to three hours per day.

The present study makes an endeavour to present a comparative analysis of unpaid work of working and non-working women of urban Punjab through a TUS. The present study of urban Punjab finds that as far as the freedom of taking major decisions is concerned, women have less say in them. Majority of decisions are taken by elders of the family along with husband, only by husband and collectively taken by all. Elderly women do participate in the decision making process but not the young women. This shows young women whether married or unmarried have less say in the important decisions of the family. The major contributor to household expenditure in families of urban Punjab is both husband and the wife; if wife is working. In case of non-working women families, it is only the husband who contributes the most towards household expenditure. For both the categories of respondents, all the earning members of the family also contribute towards household expenditure. This shows 'Collective Model of Household' works in urban Punjab.

The sample study finds a high involvement of women both in core household work as well as care work. The study finds significant difference in the mean time given to unpaid work by working and non-working women of urban Punjab. The study also reports significant mean difference in time devoted to cooking, chopping vegetables, care of textiles, cleaning utensils and cleaning home space by working and non-working women of urban Punjab. As far as care work is concerned, the study reports significant mean difference in the time given to care of elders and attending to guests by working and non-working women of urban Punjab.

Multitasking or doing more than one household work at the same time is another gleaming feature of unpaid work in urban Punjab. Both the categories of respondents do multitasking activities on regular basis. Surprisingly, the number of non-working women doing multitasking is more than working women. The majority of women admit multitasking make them feel stressed. Women respondents feel stress if they do two unpaid works simultaneously. They feel no stress if work is combined with some leisure activity. The study finds no significant mean difference in the time given to various categories of multitasking by working and non-working women of urban Punjab.

Availability of leisure time is extremely important for the physical and mental well-being of an individual. The present study finds that a higher number of non-working women have leisure time than working women on a normal working day. The study finds significant difference in the mean time as far as leisure hours of working and non-working women are concerned. The findings of the present study also report significant mean difference in time spared for TV, reading, sitting free and relaxing by working and non-working women of urban Punjab.

Working towards fitness goal has become the need of the hour. A higher percentage of non-working women work towards their fitness goals when compared with working women. Out of these women, majority exercise every day. Working women cite lack of time and non-working women blame their lethargic nature for not exercising. However, both the categories of respondents recognize the importance of exercising.

Unpaid household work performed by women is influenced by large number of factors. The study finds correlation between hours devoted to unpaid work and various Socio-Economic Variables like age and qualification of a woman, age of spouse, family income, number of young children in the family and number of home appliances.

Across the countries of the world, both at the individual and official level, efforts have been directed towards quantification of unpaid work. The value of unpaid work varies from 3.25 percent of GDP to 71 percent of GDP. This variation has been due to difference in the methodology adopted for valuation of unpaid work.

In the present study, the Opportunity Cost Approach, the Replacement Cost Generalist Approach and the Willingness to Accept Approach have been applied. The Replacement Cost Specialist Approach has not been applied due to absence of market wage rate of specialist individuals for household work.

The value of unpaid work turns out to be the highest with the Opportunity Cost Approach and least with the Replacement Cost Generalist Approach. The findings show the value of unpaid work of women of Punjab to be noteworthy.

Generally, women complain that although they toil hard for domestic work throughout the day yet they are never asked how they feel about the same. The present study has tried to give a voice to their opinions towards unpaid work. Majority of women respondents believe that household work is no less than a full time job. However, Indian society has failed to acknowledge its importance. Women respondents of the study accepted to receiving appreciation from their families for the unpaid work. They desired to have some monthly income in lieu of the unpaid household work performed by them. They also supported its inclusion in NIA of a country. Majority of women consider household work to be significant and important work. They do not consider it as a natural duty of women. As against this, families in urban Punjab consider unpaid work as a natural duty of women.

Intra-household allocation of time to unpaid work is an important indicator to understand the family dynamics of urban Punjab. This indicator presents the characteristics of the deeper layers of family functionality. Most of the times, women are not very upfront and vocal about the issues related to their families and the conduct of family members towards them. With the study and understanding of intra-household allocation of time, any researcher can find the place of a woman in the family portrait of that household. Throughout the countries of the world, efforts have been directed towards the measurement and understanding the elements of intra-household allocation of time to unpaid work. These studies conclusively established that acute gender gap exists as far as burden of unpaid work is concerned.

A redeeming feature of present study is that intra-household allocation of time has not only been studied from the perspective of husband and wife, but also from the perspective of all the members of the family; right from elderly members to children. The findings of the study report significant difference in the mean time given to

unpaid work by family members of working and non-working women of urban Punjab. The study finds that in case of working women, family members contribute more hours to unpaid work than family members of non-working women.

In the families of urban Punjab besides the help from family members, outsourcing of household work is a very common practice. Women respondents of urban Punjab have servants or maids available both part time and full time. A high proportion of non-working women families have servants as compared to working women families.

There are several determinants of unpaid work. It is the understanding of these factors which is the first step towards reducing the burden of unpaid work for women and consequently their increased participation in a paid job. Basically there exists tradeoff between paid and unpaid work whereby one can be increased only at the cost of other. Knowledge of these factors is also essential to frame proper policies meant for improving the overall quality of life of women. The present study explored eight factors each for working and non-working women of urban Punjab which have their impact on the burden of unpaid work of women.

6.5 Major Findings of the Study

The findings of the study are grouped under the following categories:

6.5.1 Socio-Economic Profile of Women Respondents

- In the sample study, majority of women respondents are young as 36.9 percent working women and 42.9 percent non-working women are in the age group of 35-45 years. The average age of working and non-working women is 38 years and 42 years respectively.
- In working women segment, majority of respondents have qualification less than Matric followed by women who are Post Graduates. As per the findings, 15.7 percent working women have qualification less than Matric and 15.2 percent are Post Graduates. For this segment women illiteracy of 16.2 percent is also very high.
- In non-working women respondents', majority are Graduates followed by women who have studied till Senior Secondary. In the study 44.4 percent women are Graduates and 18.2 percent have studied till twelfth standard. Only two percent housewives are illiterate.

- In working women 77.3 percent respondents are married whereas 97.98 percent non-working women are married.
- In case of working women, 70.2 percent respondents are from Hindu families whereas 78.8 percent non-working women belong to Hindu families. In the sample study, 57.1 percent working women and 90.4 percent non-working women are from General category.
- The study finds dominance of Nuclear Families in urban Punjab as 60.1 percent working women live in Nuclear Families and 39.9 percent live in Joint Families. As far as non-working women are concerned, 58.6 percent live in Nuclear Families and 41.4 percent live in Joint Families.
- The average family income of working women families is Rs.46, 366 per month whereas for a non-working women families, it is Rs.97, 397 per month. The household appliances that are available to majority of women respondents are LPG Stove, Refrigerator and Washing Machine.
- In both working and non-working women families of urban Punjab, majority of decisions related to family are primarily taken collectively by the elders of the family. The elders refer to matriarch, patriarch and husband.
- In majority of working women families, both husband and wife jointly manage the household expenditure. However, in non-working women families, husbands mainly shoulder the maximum financial burden of running the house.

6.5.2 Time Use Pattern of Women Respondents

- In core household work, the three unpaid activities that find maximum involvement of both working and non-working women respondents are cooking, chopping and care of textiles.
- The involvement of working women in cleaning home space and cleaning utensils is much higher than that of non-working women of urban Punjab.
- The three unpaid care activities in which working and non-working women chiefly participate are physical care of children, attending guests and teaching children.

- Both the categories of respondents multitask their work as the study has found that 48.5 percent of working women and 68.7 percent of non-working women perform Multitasking.
- Around 55 percent of both working and non-working women feel increased level of stress by Multitasking. However, 45 percent of the respondents find multitasking to be time saving and not stressful.
- The three most preferred multitasking activities of both working and non-working women are kitchen work along with laundry, kitchen work along with looking after the children and kitchen work along with watching some program on TV.
- More percent of non-working women have leisure time as compared to working women of urban Punjab. About 50 percent of working women and 93.4 percent of non-working women have leisure time on normal working days. Both the categories of respondents rate the quality of their leisure time either good or very good.
- Watching TV or going for a movie is the most preferred way of spending leisure time by working and non-working women respondents. Spending time with phone and sitting free are other two preferred activities undertaken by them for leisure.
- Majority of women respondents do not exercise. Only 30.3 percent of working women and 48.5 percent of non-working women respondents follow their exercise routine on normal working days. A majority of these women exercise daily.
- Working women on an average exercise for 35 minutes per day whereas non-working women exercise for 44 minutes per day. Walk is the most preferred form of exercise followed by Yoga and Gymnasium for women respondents of Punjab.
- Working women on an average spend 4 hours and 16 minutes per day and non-working women on an average spend 6 hours and 40 minutes per day on unpaid work.

- Working women on an average get 1 hour and 18 minutes per day and non-working women on an average get 2 hours and 30 minutes per day for leisure.
- Working women on an average get 7 hours of sleep per day as against this, non-working women get 7 hours and 25 minutes to sleep.
- Working women devote 8 hours to paid work along with travelling time of 46 minutes per day to office.

6.5.3 Relation between Unpaid Work and Socio-Economic Variables

- The study reports that qualification of a working woman has negative and significant correlation with time devoted to unpaid work by her. This shows more qualified working women spare less time for unpaid work.
- The age of husband has negative relation with time given to unpaid work by both a working and a non-working woman of urban Punjab. This indicates young husbands spare less time for unpaid work, which leads to more burden of unpaid work on their wives.
- The age of a non-working woman has negative and significant correlation with time given to household work by her. This establishes that as the age of non-working women increases hours devoted by them to unpaid work fall.
- The study also finds that family income has negative and significant correlation with the hours given to unpaid work by both working and non-working women of urban Punjab. Thus, women coming from well off families bear less burden of unpaid work.
- The study finds statistically significant positive correlation between hours given to unpaid work by two categories of respondents and number of young children in the family. This shows presence of young children in the family adds to the burden of unpaid work of women.
- The study reports negative and significant correlation between hours given to unpaid work and number of home appliances for two categories of women. Thus, availability of household appliances reduces the burden of unpaid work.

6.5.4 Monetary Value of Unpaid Work

- As per Opportunity Cost Approach, the imputed value of unpaid work of women of Punjab is Rs. 1, 54,592.57 crore, which is 26.75 percent of GSDP.
- As per Replacement Cost Generalist Approach, the value of unpaid work is Rs. 31,056.03 crore, which stands at 5.37 percent of GSDP.
- As far as Willingness to Accept Approach is concerned, the value of unpaid work is Rs.1, 31, 531.4 crore, which is 22.76 percent of GSDP.
- The average value of unpaid work based on these three approaches stands at 18.29 percent of GSDP, which when expressed in terms of monetary value is Rs.1,05,726.67 crore.
- The value of unpaid work of women of Punjab is substantial to be ignored.

6.5.5 Opinions of Women towards Unpaid Work

- Household work is a full time job. Thus, 78 percent of working women and 80 percent of non-working women consider household work no less than a full time job.
- There is no acknowledgement of unpaid work by our society. About 74 percent of working women respondents and 70.5 percent of non-working women respondents regret of no acknowledgement of unpaid work by Indian society.
- The burden of unpaid work is not related to status of women in the family. About 65 percent of working and 69 percent of non-working women disagree that burden of unpaid work is related to status of women in the family.
- Families in urban Punjab appreciate the unpaid work performed by the women of the house. The study has found that 61percent each of working and non-working women receive words of praise from their families for managing the house well.
- Majority of women respondents wish to have some monthly income in lieu of the unpaid work performed by them. The study has found that 89 percent

working women and 94 percent of non-working women extend their support for a monthly monetary entitlement for unpaid work performed by them.

- Families of urban Punjab are aware about the importance of unpaid work. The study has found that 62 percent of working and 66 percent of non-working women respondents' state that their families are conscious about the importance of unpaid work.
- Women respondents of the study have least awareness about NIA. Only 18 percent of working women and 27 percent of non-working women have knowledge about NIA.
- Women respondents of Punjab desire to have their unpaid work included in the NIA. The study has found that 65 percent working women and 92.5 percent of non-working women support inclusion of unpaid work in NIA of a country.
- Women respondents believe that unpaid work when included in NIA will have a positive impact on them. Thus, 55 percent of working women and 93 percent of non- working women believe inclusion of unpaid work in NIA will improve their status in family as well as in society.
- Housewives lead a stressful life. The study found 58 percent of working women and 52 percent of non-working women are having a stressful life.
- As far as working women are concerned, 71percent of working women and 80 percent housewives find job and unpaid work management simultaneously difficult.
- Unpaid work plays a very noteworthy role in the progress of the country. It is supported by 57 percent working women and 90 percent non-working women. They believe that household work also promotes economic development of a country.
- Household work is not a woman's work. In urban Punjab, 73 percent of working and 91 percent of non-working women consider household work to be an important work which is not a natural duty of women.

- Families of urban Punjab associate unpaid work with women. The study finds that 64 percent of working women families and 78 percent of non-working women families consider unpaid work to be a natural duty of women.

6.5.6 Unpaid Work by Married Couples (2SLS Model)

- In the context of married couples, 2SLS Model finds that time given to unpaid work by spouse has negative and significant effect on the time given to unpaid work by partner. Thus, as far as intra-household allocation of time to unpaid work is concerned both husband and wife jointly share the burden of work.
- Age of wife has negative and significant effect on the time given to unpaid work by her. This indicates as age of wife increases, the burden of unpaid work on her decreases in urban Punjab.
- Husband's education has negative and significant effect on the time spared by him for unpaid work. Thus, more qualified husbands devote less time to unpaid work in urban Punjab.
- As far as presence of young children in the family is concerned, the study reports negative and statistically significant effect on unpaid work of both husband and wife. Thus, the study shows that couple jointly shares the responsibilities related to work of their children.
- The present study finds negative and significant effect of presence of adult members in the family on unpaid work of husband. Thus, adult members are more responsive towards the unpaid work burden of husband rather than wife.
- Household helpers have negative and significant effect on the unpaid work burden of wife. This indicates servants play an important role in reducing the unpaid work burden of females.

6.5.7 Intra-Household Allocation of Time to Unpaid Work

- In urban Punjab, 60.8 percent working women receive help from their spouse in unpaid work whereas 63.4 percent non-working women get help from their spouse.

- In case of working women, husbands are primarily involved in shopping essentials from the market followed by cooking and household management.
- As far as care work is concerned, husbands of working women mainly participate in physical care of young children, teaching, and accompanying children to important places.
- Husbands of non-working women primarily participate in shopping essentials from the market followed by household management, and maintenance of lawn and garden.
- Talking about care work, husbands of non-working women families participate in physical care of children and accompanying children to important places. As per sample study findings they don't teach children.
- In urban families of Punjab, 41 percent working women and 35 percent non-working women have elders in their families.
- Elders of the family play an important role in the household work. In the study 75.3 percent of working women receive help in unpaid work from the elderly members of the family whereas 62.3 percent of non-working women also receive such support.
- Chopping vegetables, cooking and buying essentials from the market are the three main activities in which elderly members provide their services for the two categories of respondents. The elders of urban families of Punjab are least involved in activities related to children.
- As per the study, 18 percent working women and 14 percent non-working women have adult members in their families.
- Adult members of the family also perform unpaid work. The study has found that 88.6 percent of working women and 85.2 percent of non-working women respectively get help from adult members of the family as far as unpaid household work is concerned in urban Punjab.

- Cooking, chopping and care of textiles are the three most prominent categories of unpaid work that are performed by adult members of both working and non-working women families of urban Punjab.
- As far as care work is concerned, adult members both from working and non-working women families are primarily involved in teaching children.
- As per findings of the study, 89 percent working women and 91 percent non-working women have children or siblings in their families. Young children or siblings help in unpaid work as per the findings of the study. The findings reveal that 44.9 percent of working women and 40.6 percent of non-working women respectively receive some help in unpaid work from their children or siblings.
- In case of working women, the three unpaid activities to which children or siblings devote time are cooking, cleaning home space and cleaning utensils.
- In non-working women families, children or siblings prefer to give their time to cooking, buying essentials from the market and cleaning home space.
- On an average, working women get support of 1 hour and 18 minutes per day, and non-working women get support of 38 minutes per day from their husbands in household work.
- On an average, working women get support of 2 hours per day, and non-working women get support of 45 minutes per day from the elders of the family in household work.
- As far as adult members of the family are concerned, working women get their support for 3 hours and 25 minutes per day, and non-working women get their support for 4 hours and 7 minutes per day.
- Talking about help from children or siblings, working women on an average get help of 30 minutes per day, and non-working women get help for 15 minutes per day.

- On an average, a working woman gets support of 2 hours and 54 minutes, and a non-working woman gets help of 1 hour and 38 minutes from the family members.
- The study finds that working women get more help in unpaid work, as measured by time given to household work by various family members, than non-working women of urban Punjab.

6.5.8 Outsourcing of Unpaid Work

- Outsourcing of unpaid work is more common in non-working women families than working women families of urban Punjab. The study finds 33.8 percent of working women have the facility of maids and servants whereas 71.2 percent of non-working women have servants to help in household work.
- On an average, servants or maids provide their services for 3 hours and 11 minutes per day in working women families. They work for 2 hours and 57 minutes in non-working women families.
- Cleaning utensils and tidying up home space are two major works performed by maids in families of urban Punjab.

6.5.8 Factors Affecting Unpaid Work

- The present study explores eight factors that have their impact on the burden of unpaid work on women of urban Punjab. These eight factors are Demographic Profile, Support Structure, Health and Wellbeing, Social Norms, House maker's Attitude, Extended Family, Gender Ideology and Western Influence. These factors have been ranked differently by both working and non-working women of urban Punjab.
- All these factors taken together account for 67.41percent variance in unpaid work of working women of urban Punjab.
- In case of non-working women of urban Punjab, these factors taken together accounts for 65.15 percent variance in unpaid work of non-working women.

- On the basis of perceptions of working women, the study finds that qualification and income of a working woman affects the unpaid work.
- On the basis of perceptions of non-working women, the study finds that age of a non-working woman and her marital status affects the unpaid work.

6.6 Implications of the Study

- Both working and non-working women of urban Punjab give a substantial portion of their time to unpaid work. Although, time given to unpaid work is more for non-working women than working women yet working women shoulder more burden of both unpaid and paid work.
- The value of unpaid work of women of Punjab when expressed in terms of Gross State Domestic Product is quite substantial.
- As far as intra-household allocation of time to unpaid work for married couples is concerned, both husband and wife collectively manage unpaid household work.
- In urban Punjab, adult members of the family are the major helping hand for the women of Punjab as far as unpaid work is concerned.
- The study presents eight determinants of unpaid work. These determinants are Demographic Profile, Support Structure, Health and Wellbeing, Social Norms, House maker's Attitude, Extended Family, Gender Ideology and Western Influence.

6.7 Recommendations

On the basis of the findings of the present study the following recommendations are proposed by the researcher:

Recommendations for the Policy Makers

- Time Use Surveys, like other surveys should be a regular feature in India. These surveys should be conducted after every five years. They will provide valuable insights in framing policies for women and family welfare.

- The value of household work or unpaid work should be estimated and expressed in terms of GDP of the country.
- Government should have a separate Satellite Account for unpaid work. The whole idea is to give face and value to this hitherto unrecognized work.
- Government should ensure better and improved public infrastructural facilities like LPG stoves so as to reduce the burden of unpaid work of women.
- State governments should come up with gender statistics of their states on regular basis to show the progress they have achieved as far as gender equality is concerned.
- The 4Rs of household work- recognize, reduce, redistribute and represent should be the driving force behind each and every policy framework meant for gender equality and social justice.

Recommendations for Women

- All the family members should share the burden of unpaid work of the woman and family members should practice gender neutral policy by giving equal importance to males, females, boys and girls in both privileges and duties.
- Women should change their own mind set towards unpaid work by not taking it as a natural duty rather a collective responsibility of all. A woman needs to exercise more patience if her spouse comes forward for unpaid work. By not giving up and letting husband manage the work in his own way she can make her life much easier. Thus, she should have acceptable nature towards other person's way of doing unpaid work.
- Women should involve themselves in some work other than unpaid work not only for earnings but also for exploring their inner potential and improving self worth.
- Women should also focus on achieving their fitness goals as health is of foremost importance for every individual.

6.8 Future Area of Research

In the present study a TUS has been conducted only for working and non-working women of urban Punjab. In the study time devoted to unpaid work by both working and non-working women, imputed value of unpaid work, intra-household allocation of time and various factors affecting unpaid work have been thoroughly dealt with. However, like every study this too has certain caveats, which can be source of future area of research. Some of which are:

- A comparative TUS of urban and rural women of Punjab.
- A comparative TUS for various categories of working women of Punjab.
- A TUS of unpaid work of women with reference to religion and caste.
- A general framework for Satellite Account for unpaid work.