

Women issues society classnotes

⑧ Global Gender Gap Report

↳ Published By :- WEF

↳ Dimensions :-

- 1) Economic participation + opportunity
- 2) Health + Survival
- 3) Educational attainment
- 4) Political Empowerment

↳ About :-

- 1) It was first published in 2006
- 2) Fin is to serve as a compass to track progress on relative gaps b/w Men + women on various parameters & accordingly set priorities.

↳ India's position :-

1) Ranking : 140/156 ; closed 62.5% of its gap.

2) one of worst performers in South Asia

3) Declined on pol. empowerment Index = (51/156)
(No. of women ministers ↓ed from 23.1% (2019) — 9.1% (2021))

4) wst education = (114/156) [$\frac{1}{3}$ rd women are illiterate, 17.2% Men]
36.2% gap has been closed

5) wst economic aspect :→ Gender gap has widened by 3%
→ share of women in prof. + technical roles declined to 29.2%
→ share of women in senior + managerial roles is 14.6% + 8.9%
→ earned income of women = $\frac{1}{5}$ th of Men
→ FLFP ↓ed from 24.8% — 22.3%

.) Wst health + survival :- → fared the worst (155/156)

→ Among 5 worst performers

→ skewed sex Ratio

→ More than 25% of women have intimate violence

→ Overall Report :- .) overall gap will take 135.6 yrs to close

.) Top countries : Iceland, Norway, Finland, Sweden.

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⊕ Key Highlights of Report :-

1) Impact of COVID on Gender Gap.

- higher unemp^t rate (ILO: 5% of employed women lost job globally vis-a-vis 3.9% of men)
- destruction of industries eg: Media, commⁿ, consumer sector etc (higher participation of women)
- longer 'double-shift' of unpaid work due to school closure (+) std availability of care services.

2) Widening of Gender gaps. due to

- Occupation segregation (will also aggravate wage inequality)
- Due to automation, many low & middle-income women will be disproportionately represented.
- more likely in field that require disruptive tech. skills eg: cloud computing (14% (w)) AI, Eng etc

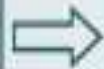
⊕ Recommendations made by Report :-

- Investment needed in cave sector
(poorly funded, informal, low wages)
- overcoming occupational segregation by re-deploying + re-employing women in emerging jobs
- Mid-career re-skilling policies for women.
- promote unbiased hiring + promotional practices.
- Countries are invited to join Global Accelerators Learning Network
(Informal exchange on successful local initiatives b/w countries)
- Ensure Gender parity
- close gender gaps b/w + within sectors
- ↑se FLFP
- Advance more women into mgmt + L'ship.

Unpaid work

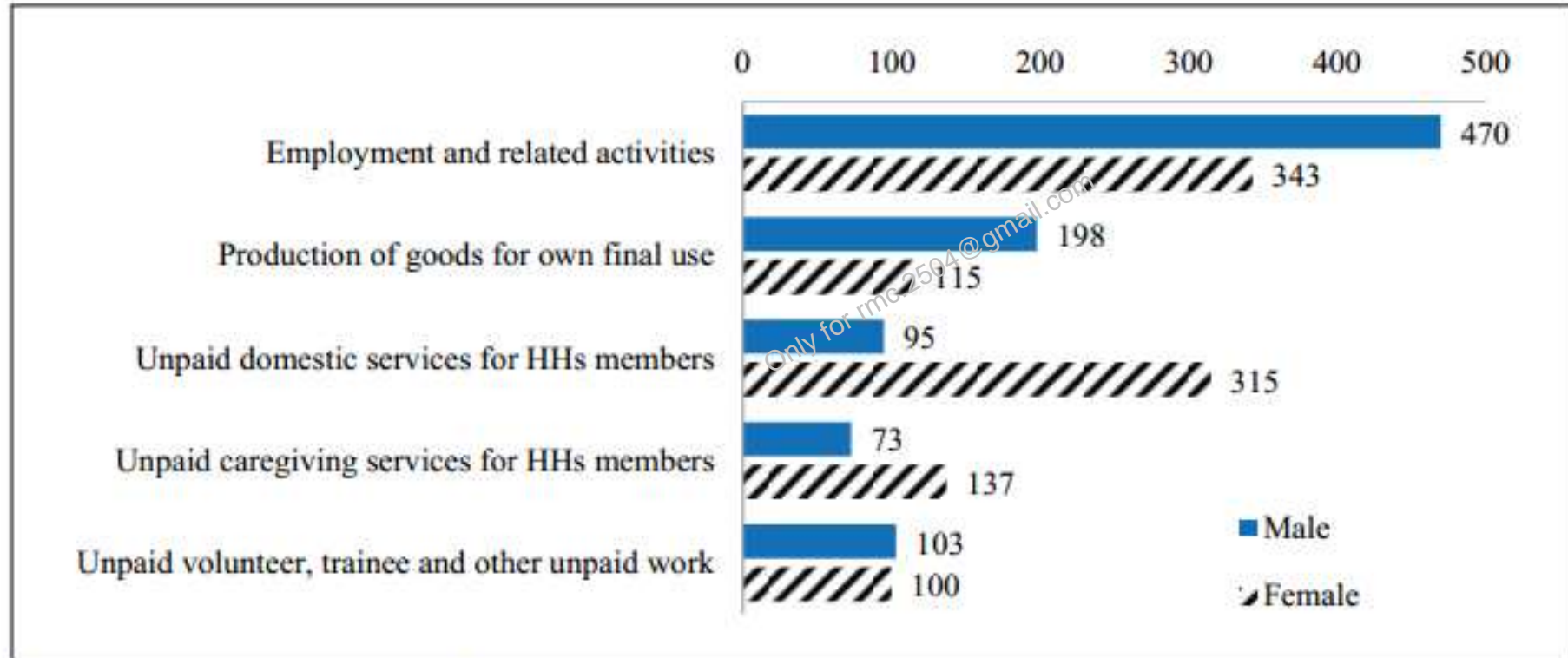
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Skewed Distribution of Unpaid Work



- **Global trends:** Women perform three-quarters of unpaid care work.
- **Trends in India:** 91.8% of women in India between the ages of 15 and 59 participated in unpaid domestic work for household members in 2019 (in comparison this percentage was 20% for men).

Figure 8: Average Time (in minutes) Spent in a Day per Participant in Different Activities (15-59 age group)



Source: Time Use Survey, 2019.

**Table 10: Average Time (in minutes) Spent in a Day per
Female participants of Different Levels of Education**

Level of education	Unpaid domestic services for household members	Unpaid caregiving services for household members
Not literate	296	126
Below primary	301	126
Primary	304	131
Upper primary/middle	308	131
Secondary and above	295	146

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Causes for the representation of women in Unpaid work :-

- 1) Gender stereotype : women by very nature is caring + nurturing
- 2) Patriarchal instⁿ such as family : Socialization of girls for domestic chores.
- 3) Lack of safety + security (+) women associated with honour of family \Rightarrow Society don't prefer hiring women. \Rightarrow Ltd job opp.
- 4) Due to ltd access to eduⁿ + skill de^v
- 5) Subordinate status of women in society
- 6) Restricted mobility after marriage
- 7) Sexual Division of labour (Structural manifestation of Gender)

* Acc. to Oxfam Report : "primary role of women in India is to take care of family & any income generating work is secondary to this"



Impact
on
women

- Causes time poverty and time stress and generates considerable opportunity cost.
- Barrier to women's labour force participation: Prevents women from actively pursuing further education, employment opportunities and raising their skill-level.
- Occupational downgrading and segregation: Women choose employment below their skill levels and in sectors that are traditionally associated with their gender roles.
- Discrimination in hiring and pay.
- Increases hierarchy in gender relations and gender inequalities in the family.
- Deteriorates quality of life due to issues like sleep deprivation, social reclusiveness, etc.
- Detrimental to women empowerment.
- Increased vulnerability to environmental and economic changes such as climate-related shocks, austerity policies reducing social sector expenditure etc.

investment in institutional support to affordable and quality child care facilities,

paid paternal leave,

family-friendly work environment, and

support for elderly care needs to be made.

promote non-discriminatory practices at the workplace like pay and career progression,

improve work incentives, including other medical and social security benefits for female workers.

⊕ Paternity leave :-

CONCEPT :- It is a paid leave period reserved exclusively for fathers in relation to child birth.

Wrt INDIA :-

- No legal provision for paternity leave in India
- All India + Civil Service Rules allow Central Govt employees (< 2 surviving children), 15 days of paternity leave.

• No mandatory provⁿ in pvt. organization

↓
eg:- Zomato India
(26 weeks of paid leave)
for new fathers

⇒ It extends to adopted kids
⇒ availed upto 6 months from
date of delivery or adoption

UNICEF \Rightarrow 16 weeks of paid leave.

Why paternity leave is imp^t

Acc to ILO, child requires equal support from both parents in first 1000 days
(Quality father-child interaction \Rightarrow healthy dev^t of child)

Postpartum depression + anxiety symptoms of new mothers can be reduced with father's ability to stay home.

Nuclearization of family

\Downarrow
Lack of support of extended family
w/ child care

\Downarrow
entire burden on mother

\Downarrow
with paternity leave, the burden can be shared.

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- Bridging gender gap at home for facilitating equality at workplace.
- (LFLFP : Reason :-) Career Break due to Reproductive beh^r + child bearing responsibility
- Anal Burden

Challenges :-

- The culture of toxic masculinity
↓
Hesitancy + Ridiculing in doing what Men consider as 'WOMEN'S WORK'

- Lack of will among employers.
↓
financial Burden

- Gender based division of labor.
- Existing legislation (15 days of PL) are reinforcing societal bias.

⑧ CHANGING TRENDS

- ⇒ Eg of Zomato India
- ⇒ Britain : Parents granted 1 yr. of paid leave
- ⇒ COVID-19 : Work from Home culture

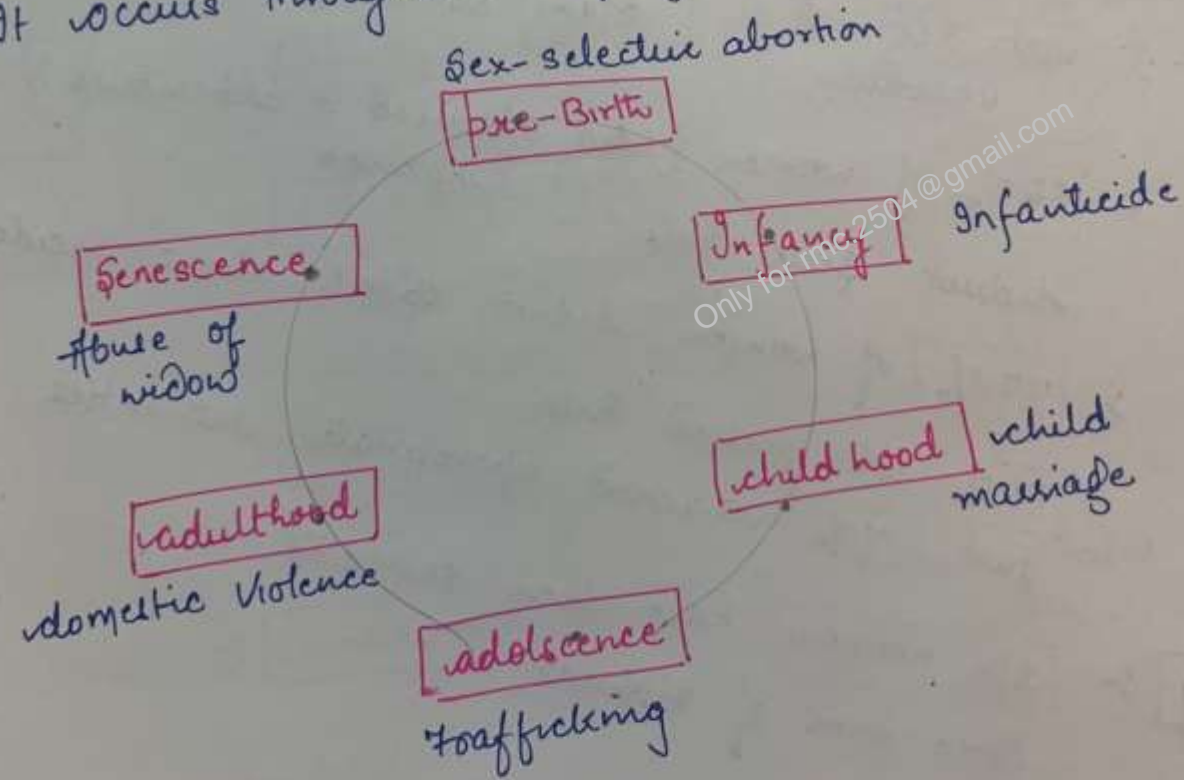
⑧ WAY AHEAD :-

-) Socialization of children, Adolescents w/ notions of Gender equality
-) Attitudinal change in society so as to ensure active participation of male partner during pre, peri, post natal stages.
-) Legislative Reforms : Paternity Benefit Bill needs to be passed

Violence Against Women

↳ **CONCEPT** :- Any act of gender-based violence that results into physical, sexual or mental harm

↳ **Extent** :- It occurs throughout life cycle.



- **Statistics** :-
- Acc. to NCW, there is **46% rise** in complaints of Crime Against women in first eight months of 2021
 - Highest were recorded under
 - rt. to live with dignity
 - Domestic Violence
 - West Regional variation** : Max^m complaints = UP >> Delhi > Haryana etc.
 - 86%** of women (who claimed to experience violence) did not seek help.
 - 77%** of women did not speak about incident to anyone
 - 14%** who sought help just **7%** reached appropriate authorities
- Globally** :- **1/3 women** have been subjected to some form of violence.

Various efforts

↳ Statutory laws :-

- Domestic Violence Act.
- Dowry Proh. Act
- Sexual Harassment (Prev.) Act

↳ International Provⁿ

- UDHR: Art 5 (No one shall be subjected to Inhuman treatment)

• UN world Conf.

1945 : Mexico

1980 : Copenhagen

1985 : Nairobi

1995 : Beijing

- Vienna Decⁿ (1993) : Equal status for women.

- CEDAW

↳ ICRW : Conducted a TV Prog. 'BOL'
↳ to create awareness among women.

↳ Gujarat : Nari Adalat (Baroda)

↳ UP : Nari Adalat (Saharanpur)
Sahara Sangh (hill distt of Tehri)

↳ WB : Shalishi (Trad^l arbitration system)
used by Sheemajee Mahila Samiti

↳ Schemes :-

- ↳ BBBP
- ↳ One stop Centres
- ↳ Fast track Special Courts
- ↳ She-Box
- ↳ Swadhar Greh
- ↳ Mahila Police Volunteers

↳ Agency : NCH.

CAUSES OF VAW

- 1) Institutionalization of Patriarchy
- 2) Different process of socialization
- 3) Objectification + commodification of women
- 4) Gender stereotyping (Weak, passive, dependent)
- 5) Traditional + Cultural practices
foreg: FGM, Honour killing, child marriage
- 6) Internalization of Patriarchal norms both by Men + Women (Gender Norm Index)
- 7) Situational factor: Alcoholism, drug abuse etc
(Increase the likelihood of violence by reducing inhibitions, clouding judgements)

•) women with higher eco. status (Risk of violence is high)
as it threatens the male hegemony.

•) In Nuclear family (Lack of social support + ↑sg life stress)
women is treated as cushion to vent out frustration.
(↑sg. VAW).

•) Institutional weakness :

-) Lack of stringent laws.
-) Lack of proper enforcement
-) Gender insensitive attitude of various stakeholders
-) Lack of certainty

Despite Initiatives VAW is on the rise

- 1) Poor Conviction Rate
- 2) Delay in Judicial proceedings
- 3) Lack of awareness among women wrt rights + entitlements
- 4) Fear of stigmatization \Rightarrow lack of reporting
- 5) Lack of efforts wrt Attitudinal change
- 6) Gender biased attitude of Law Enforcement Agencies
- 7) Corruption of Value system.
- 8) Failure of state to provide adequate Infrastructure
- 9) Lack of Data (+) Under-reporting + Improper Implementation
due to known accused
- 10) 'Broken Window' Theory

⊕ Implication of VAW

↳ **Health Issue** :- VAW is a **preventable cause** of morbidity & mortality in women.

↳ affects **mental**, **physical**, **reproductive** health of women.

↳ **Economic Issue** :-

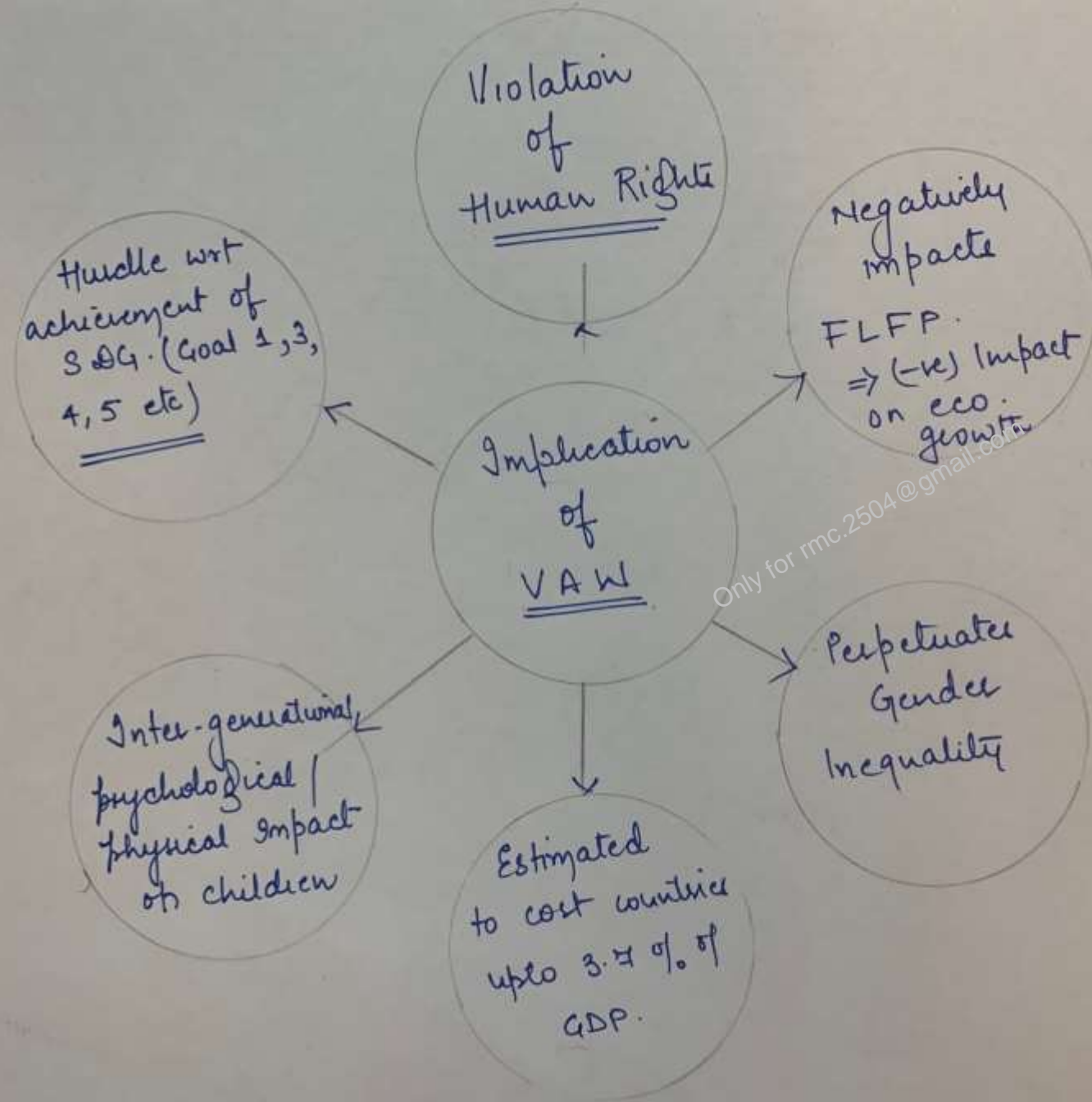
- **Direct Cost** :-
 - loss of **Income**
 - loss of **productivity**
 - loss of **health** → Cost of healthcare

- **Indirect Cost** :-
 - **Impact on child**
 - **Female** + **child mortality**
 - Intergenerational social + psy. cost.

↳ **Development Issue** :- It obstructs **participation of** women in **devt + policy making** as it obstructs their ability to act/move freely.

↳ **Rights Issue** :-

- hinders **realizations of FR's** U/A 14, 21 of ©.



Short term Way forward

- 1) strict enforcement of laws.
- 2) Quick disposal of cases through FTC's
- 3) strict patrolling / vigilance at Night
- 4) Training of women in Self defence.
- 5) Promote concept of community policing + Mohalla committees
- 6) Regulation of public transport
- 7) Setting up of helplines / mobile apps.
- 8) Social Innovations :- OSC, MPV, All mahila police stations, etc...
- 9) Create Redressal mechanism wrt cyber violence
- 10) Mechanism to protect privacy, dignity of victim
- 11) Use of Tech to create gender friendly infrastructure + space.

Long-term Way forward.

- 1) Moral Overhauling of society
- 2) Value Based edu w/o any gender colouration
- 3) Gender sensitization of all stakeholders
- 4) De-stigmatization of VAW.
- 5) Create awareness among women through continuous efforts eg: Social Media platforms, charismatic personalities, Street Plays.
- 6) Engage with Men + Boys as ^{CHANGE AGENTS}
- 7) (He & she campaign)
- 8) Need of Convergence approach.

Domestic Violence

→ Acc. to (MoSPI), highest share in violence against women.

→ Premise :- SC ruled that women will have right to residence in the shared house (even if rented | owned by in-laws + husband has no ownership rights)

→ Brother-in-law, has liability to pay maintenance to victim (if stayed in joint family)

→ Provisions :-) Define Domestic Violence :- Actual / Threat of abuse
⇒ physical, verbal, emotional, sexual economic

) Define 'women' : wife, mother, daughters, sisters
live-in relationship, divorced-wife

) Civil law : relief provided to aggrieved women
⇒ compensation
⇒ right to residence
⇒ custody of child
⇒ protection

) Only when protection orders are breached it becomes
⇒ Cognizable
⇒ Non-bailable

.) **Punishment** : 1 yr max jail | 20,000 fine | both

.) provⁿ for **protection officers** : To help women wrt legal aid,
+ **NGO's** Safe shelter + medical examination

.) **Marital Rape** is not included

* **NOTE** :- .) To make act 'Gender neutral', term 'Adult Male' has removed
.) Granting **maintenance** does not depend on wife's earning
.) **live-in partner** (+) **divorced wife** incorporated
(can seek maintenance) (against marital abuse)

wrt Maintenance :- SC held that deserted wives + children are entitled to
maintenance from the date they apply for it in court

DOWRY

↳ **Premise** :- Most imp^t reason responsible for,

- ↳ **sex-selective abortion**
- ↳ **girl infanticide**
- ↳ **Lack of Investment in girl child education**
- ↳ **Domestic violence**
- ↳ **Overall skewed sex-Ratio**

↳ **What constitutes dowry?**

:-) Any property or valuable security given or agreed to be given directly or indirectly by one party to a marriage to the other party to the marriage.

) It does not include **Mahr, Streedhan** (gifts given to girl so as to meet her financial needs).

) another custom is **Bride-price**
(tribal communities : **Yanadi** of Andhra,
Baria, Padi, **Samor** of Gujarat)

Dowry Prohibition Act, 1961

Dowry is considered a cognizable offence for the purpose of investigation.

Every offence under this Act is non-bailable and non-compoundable.

Burden of proof is on the accused

Makes the agreement for giving or taking dowry void

Dowry Prohibition Officers could be established by the State Government

Punishment with imprisonment or fine or both for:

- Giving or taking or abetting the giving or taking of dowry
- Demanding dowry
- Advertisement related to dowry

Mark
these
bullet

Reasons for Rise in Incidences of Downy

(1930's : 40% Incidences of downy)
2000's : 90% "

- 1) **Acceptance of Culture** of downy both by men + women.
(as hierarchical relationship b/w men + women is accepted by all & it re-inforces positive attitude towards downy).
- 2) **Consumerist Culture** has ↑sed the incidences of downy.
- 3) It is treated as **Investment** (Give + take culture)
- 4) It is also identified with **concept of 'Groom Price'** which is determined based on 'mkt. value' (caste, edu, job, future prospects etc)
- 5) **Sanskritization** w/ 'practice of downy'
- 6) Practice of **'Caste endogamy'** : scarcity of grooms ⇒ ↑se in downy.
- 7) Lack of **proper implementation** of existing laws.
- 8) Despite ↑se in women edu, problem of downy still persists as **↑se in edu ⇒ corresponding ↑se in FLFP.**
- 9) Practice associated with **social prestige** of family

Way forward

- 1) Promote concept of 'Asha Marriage'
(Affluent people restrain from lavish wedding).
- 2) Stigmatization of 'practice of dowry'
(through Naming + Shaming, mohalla committees)
- 3) Efforts to ↑ FLFP ⇒ ↑ financial Independence.
(eg: Investment on Infrastructure w/ accessibility to labor Mkt)
Promoting Rural manufacturing
(IHDS survey: Const of Road ⇒ ↑ FLFP)
- 4) Use of Innovation - diffusion framework.
(Identify key leaders / personalities in society ⇒ educate them w/ ill effects of dowry.
& persuade them to lend their voice to issue of dowry)
- 5) Outlawing extravagant weddings
- 6) Ensuring girl child gets share in ancestral property.

⊕ Harassment of women at workplace :-

→ Recently 'SC' held that objective of act is —

- protection
- prevention
- Redressal of complaints

→ Provision :-

- 1) Defines what constitutes Sexual Harassment

- Quid pro Quo
- Hostile work environment

- 2) Section 354 (a) of IPC defines Sexual Harassment

- physical contact
- Request for sexual favour
- sexually coloured remarks
- showing pornography
- phy, verbal, non-verbal conduct of sexual nature

- 3) Defⁿ of Aggrieved women

- Irrespective of Age / status
- client, customer
- domestic works

- 4) Applicable to both formal + Informal sector

- 5) Complaint to be filed within 90 days
- 6) Completion of enquiry " 90 days

- 7) Mandated to take action within 60 days of submission of Report

ICC (formal sector)

- Requires employers to create ICC
- power of Civil Court
- Presiding officer : Women (at senior level)
- Members : atleast 2 from legal field or women cause
+ 1 from NGO (women cause)
- Atleast 50% members (WOMEN)

- provⁿ for false complaint
- offence is bailable + non-cognizable
- Online platform : She-Box

LCC (Informal sector)

- local committee in each district by state govt district officer/collector
- Additional local Complaint Committee at Block level.
- Chairperson : Women from eminent field
- Member : 1 (taluk/block/ward)
- Member : 2 (NGO)
- (atleast 1 (women), 1 (legal), 1 (SC/ST/OBC/minority))
- Member : ex-officio (social welfare)

SURROGACY :-

⇒ Define :- "It is a practice where a woman give birth to a child for Intending couple with Intention to hand over the child after birth to Intending couple".

- ⇒ Provⁿ of Act :-
- 1) Prohibits Commercial Surrogacy
 - 2) Surrogacy is permitted when it is for Intending couple suffering from proven Infertility
 - ⇒ Altruistic
 - ⇒ Not for producing children for sale, prostitution / exploitation
 - ⇒ for any condⁿ / disease specified through regulation
 - ⇒ Gestational surrogacy
 - 3) Registration of surrogacy clinics compulsory
 - 4) Central / state govt will appoint authorities for evaluating + taking action against breach of provⁿ.

Types of Surrogacy

- **Altruistic surrogacy:** It involves no monetary compensation to the surrogate mother other than the medical expenses and insurance coverage during the pregnancy.
- **Commercial surrogacy:** It includes surrogacy or its related procedures undertaken for a monetary benefit or reward (in cash or kind) exceeding the basic medical expenses and insurance coverage.
 - It was first legalised in India in 2002 after which India became the 'rent-on-womb' capital of the world.
 - However, due to lack of proper laws and safeguards for the parties involved, multiple ethical legal challenges arose.
- Government has **banned surrogacy for foreign nationals in 2015.**

⇒ Eligibility Criteria for surrogate mother :-

- 1) Married women
- 2) (25-35 yr) old
- 3) Have child of her own
- 4) Surrogate only once
- 5) possess certificate of medical / psy. fitness
- 6) Willing woman

⇒ Eligibility Criteria for couples :-

- 1) Certificate of essentiality
- 2) Certificate of eligibility

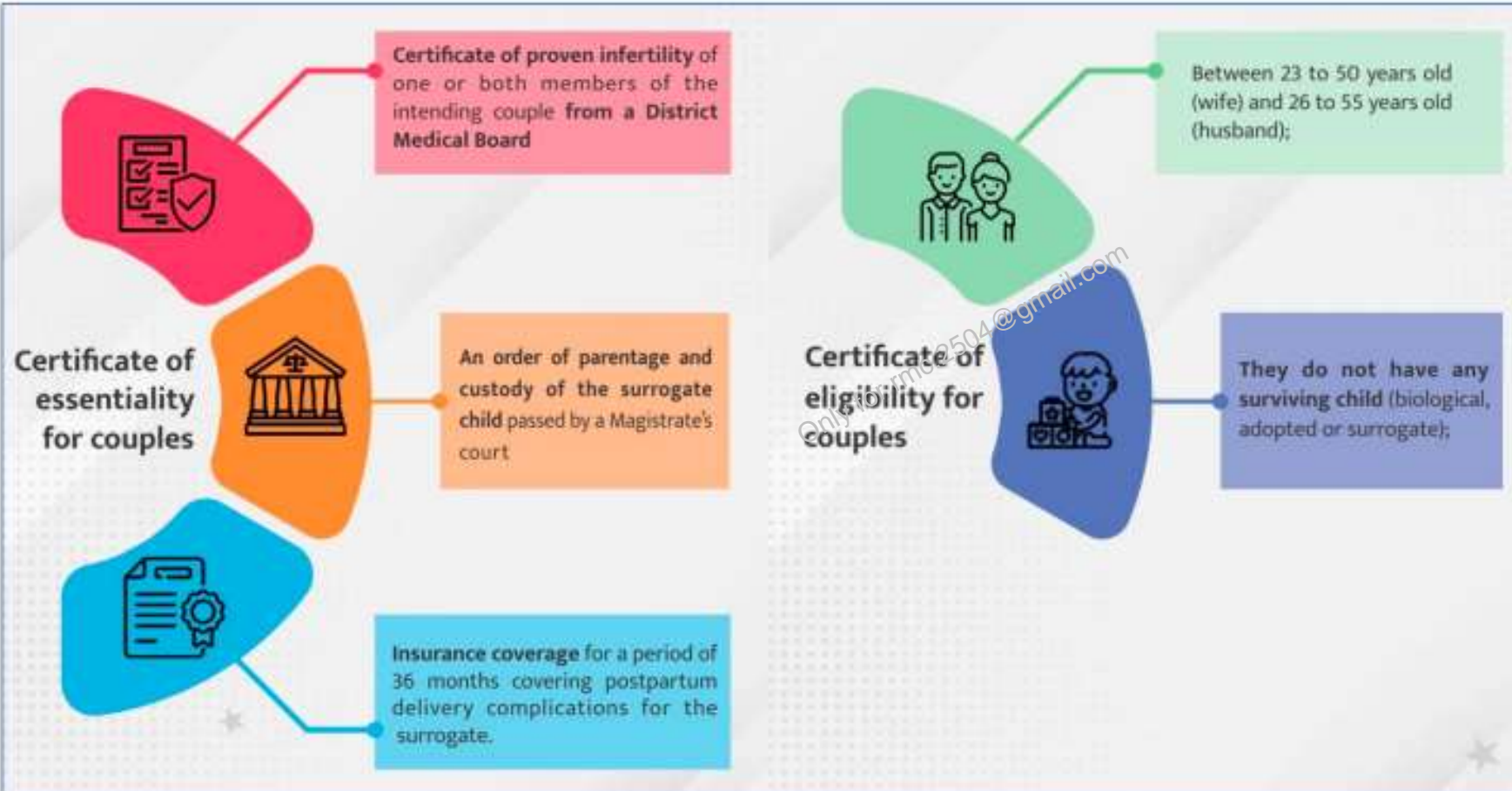
⇒ Surrogate child will be biological child of Intending couple

⇒ abortion will require written consent of surrogate mother (+) authorization from authority (MTP Act 1971)

⇒ offences + penalties (30 yr jail (+) 10 lakh fine)

⇒ Intending women can also avail :-
surrogacy

- 1) Indian
- 2) Divorcee or widow
- 3) 35-45 yr.



⇒ Surrogate mother has option to withdraw her consent for surrogacy before implantation of embryo in her womb.

⇒ @ of National Assisted Reproductive Tech^{gy} & Surrogacy Board.

- FUNCTION
- Minister-in charge of MHRW = chairman
 - Advising Central Govt on policy matters related to surrogacy
 - Review + monitor implementation
 - lay down code of conduct of surrogacy clinics
 - set min^m std of phy. infra, labs, expert manpower
 - oversee performance of various bodies
 - Supervise the functioning of state Assisted Rep. Tech^{gy} + Surrogacy Boards.

Analysis of Act :-

PROS :-

- Provides for registration of surrogacy clinics + ensures appropriate safeguards. (penalties)
- Safeguards rights of surrogate mother (wrt abortion, withdrawal, pre + post natal care)
- RTs of child : Abandonment of child (genetic / disability / gender) or changing of couple's social / marital status not allowed.
- Ethical as it helps to alleviate the cause of infertility
- Insurance coverage upto 36 months.

Shortcomings :-

- 1) If total ban will push Industry underground.
- 2) B.K Parthasarathi Vs Govt. of AP, st. to decide wnt reproduction is a personal choice
- 3) Devika Biswas Vs UoI, Court held st. to reproduction is essential facet of Rt. to life (U/A 21)
- 4) Restricting surrogacy to heterosexual couples + particular age gap (exclusion of LGBT, single person, old couple) violation of Right U/A 21 + U/A 14.
- 5) Issue with defⁿ of Infertility

- ⊕ Way forward. :-
- .) Taking Care of Post-Partum Depression
 - .) Extending Maternal benefits to both mothers
 - .) Take into Consideration 'Tokophobia'
 - .) Expanding the option of surrogacy to include commercial surrogacy (overtime)

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Economic aspect

- 1) Loss of Job (as Fem^s of I Sector)
- 2) Fem^s of poverty
- 3) Disruption of SHG's.

(12 mn people will be added to list of poor)

- 1) 70% of total migrants are women.
- 2) Safety concerns have been avoided during pandemic.

Gender dimension of COVID-19

Health aspect

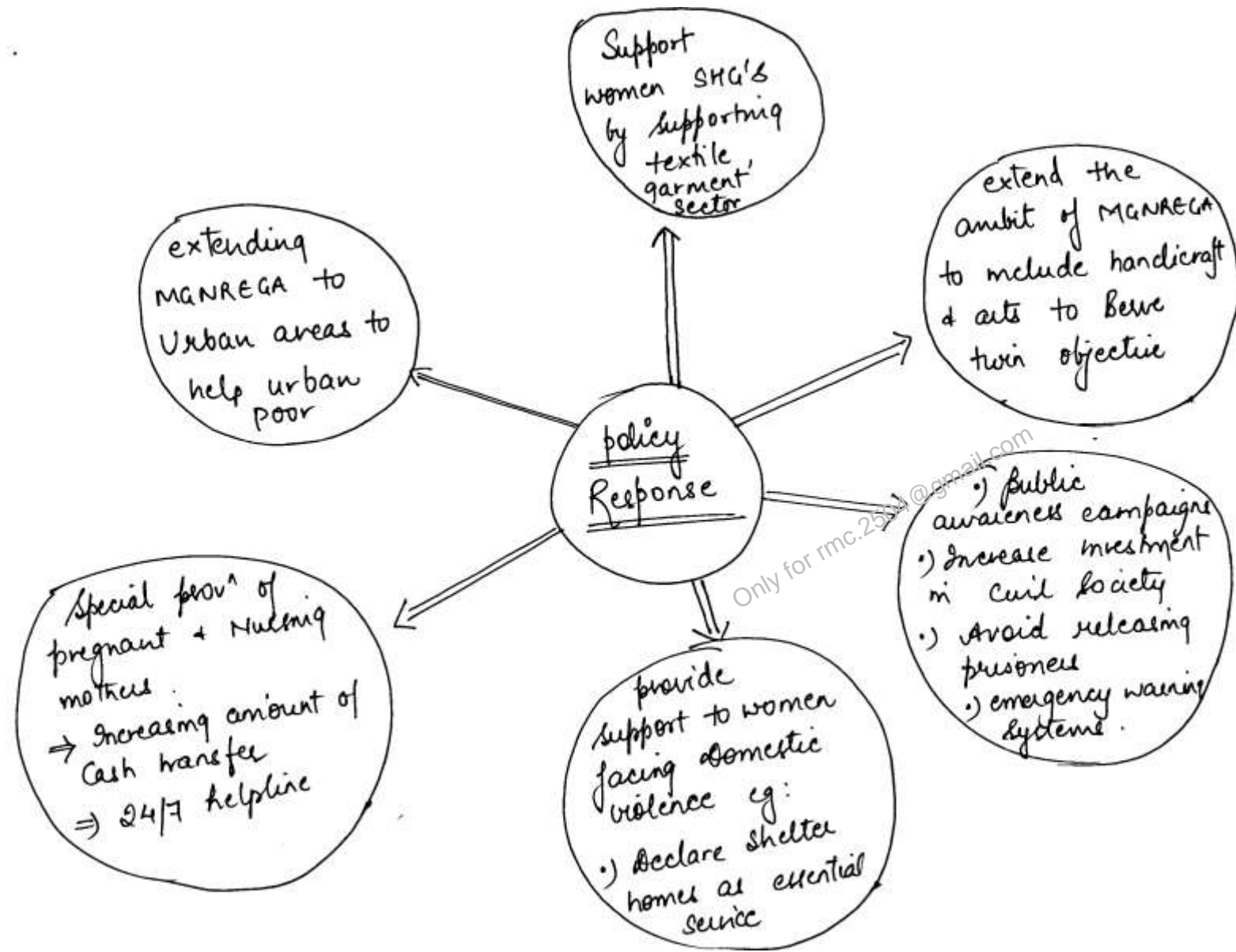
- 1) ↑ incidence of Malnutrition
- 2) worst sufferer is girl child
- 3) DoP exp (due to lack of access to public health)
- 4) More at risk (frontline health workers)
- 5) Maternal Care is disrupted

Domestic Violence

- 1) Stricter control over mobility
- 2) Sexual, emotional, physical abuse ↑
- 3) Disturbed marital relations due to anxiety.
- 4) Disruption in support system

Misc

- 1) Issues w/ e-learning (↑ e educational divide) (29% women use Internet)
- 2) Additional burden of domestic chores + unpaid care responsibility



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- more likely in field that require disruptive tech. skills eg: cloud computing (14% (w)) AI, Eng etc

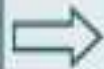
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- ↑ se FLFP
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Unpaid work

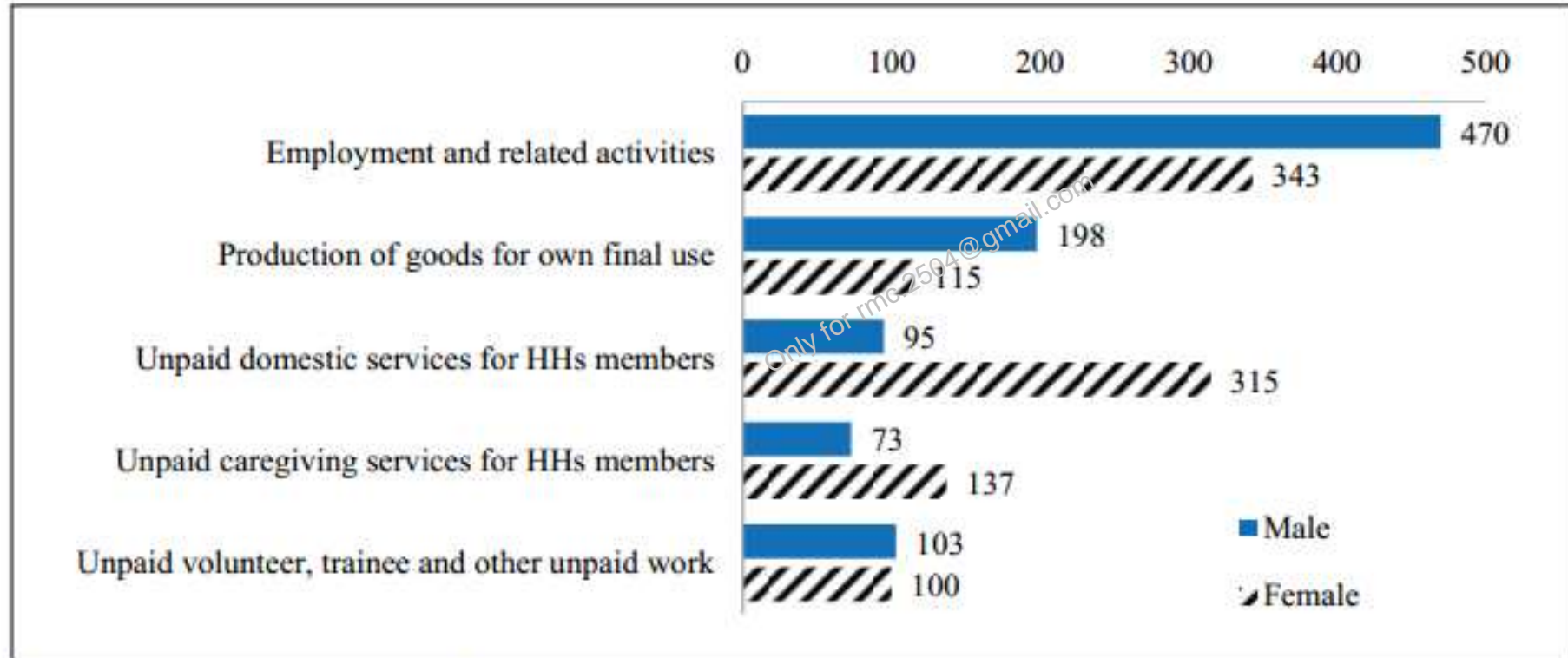
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- 1) Gender stereotype : women by very nature is caring + nurturing
- 2) Patriarchal instⁿ such as family : Socialization of girls for domestic chores.
- 3) Lack of safety + security (+) women associated with honour of family \Rightarrow Society don't prefer hiring women. \Rightarrow Ltd job opp.
- 4) Due to Ltd access to eduⁿ + skill de^{nt}
- 5) Subordinate status of women in society
- 6) Restricted mobility after marriage
- 7) Sexual Division of labour (Structural manifestation of Gender)

* Acc. to Oxfam Report : "primary role of women in India is to take care of family & any income generating work is secondary to this"



Impact
on
women

- Causes time poverty and time stress and generates considerable opportunity cost.
- Barrier to women's labour force participation: Prevents women from actively pursuing further education, employment opportunities and raising their skill-level.
- Occupational downgrading and segregation: Women choose employment below their skill levels and in sectors that are traditionally associated with their gender roles.
- Discrimination in hiring and pay.
- Increases hierarchy in gender relations and gender inequalities in the family.
- Deteriorates quality of life due to issues like sleep deprivation, social reclusiveness, etc.
- Detrimental to women empowerment.
- Increased vulnerability to environmental and economic changes such as climate-related shocks, austerity policies reducing social sector expenditure etc.

investment in institutional support to affordable and quality child care facilities,

paid paternal leave,

family-friendly work environment, and

support for elderly care needs to be made.

promote non-discriminatory practices at the workplace like pay and career progression,

improve work incentives, including other medical and social security benefits for female workers.

⊕ Paternity leave :-

CONCEPT :- It is a paid leave period reserved exclusively for fathers in relation to child birth.

Wrt INDIA :-

- No legal provision for paternity leave in India
- All India + Civil Service Rules allow Central Govt employees (< 2 surviving children), 15 days of paternity leave.
 - ⇒ It extends to adopted kids
 - ⇒ availed upto 6 months from date of delivery or adoption
- No mandatory provⁿ in pvt. organization

↓
eg:- Zomato India
(26 weeks of paid leave)
for new fathers

UNICEF \Rightarrow 16 weeks of paid leave.

Why paternity leave is imp^t

Acc to ILO, child requires equal support from both parents in first 1000 days
(Quality father-child interaction \Rightarrow healthy dev^t of child)

Postpartum depression + anxiety symptoms of new mothers can be reduced with father's ability to stay home.

Nuclearization of family

\Downarrow
Lack of support of extended family
w/ child care

\Downarrow
entire burden on mother

\Downarrow
with paternity leave, the
burden can be shared.

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- Bridging gender gap at home for facilitating equality at workplace.
- (LFLFP : Reason :-) Career Break due to Reproductive beh^r + child bearing responsibility
- Anal Burden

Challenges :-

- The culture of toxic masculinity
↓
Hesitancy + Ridiculing in doing what Men consider as 'WOMEN'S WORK'

- Lack of will among employers.
↓
financial Burden

- Gender based division of labor.
- Existing legislation (15 days of PL) are reinforcing societal bias.

CHANGING TRENDS

- ⇒ Eg of Zomato India
- ⇒ Britain : Parents granted 1 yr. of paid leave
- ⇒ COVID-19 : Work from Home culture

WAY AHEAD :-

- 1) Socialization of children, Adolescents w/ notions of Gender equality
- 2) Attitudinal change in society so as to ensure active participation of male partner during pre, peri, post natal stages.
- 3) Legislative Reforms : Paternity Benefit Bill needs to be passed