

Work Time Allocation And Valuation of Rural Women's Contribution to Household Activities in Himachal Pradesh – An Empirical Investigation

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Abstract: The present study has been undertaken with the current prevailing view, especially among those who are engaged in the major issues of gender discrimination, that much of women's work remains unrecognized and unvalued. This has an impact on the status of women in society, their opportunities in public life and the gender blindness of development policy. Women work both for the labour market as well as for the household sector. Some of this work is recognized and remunerated, while most of it is not enumerated and remains unpaid. Women's contribution to the household economy and society goes unrecognized since in most of the activities female are involved in, do not enter the sphere of the market and remain non-monetized. Most of the work undertaken by women is often interspersed with other household chores, making it difficult to separate the various tasks performed. The perpetuation of gender stereotypes and the social division of labour that typecasts women mainly as workers in the domestic sphere has been the chief barrier to the recognition of women's economic work participation. Non-recognition of women's participation in economic activities are not only an outcome of (a) their work being intertwined with household activities; and (b) being unpaid, making it difficult for enumerators to identify women as workers, but also stems from flawed definitions and the limited scope of economic activity. The role played by women in the care sector, predominantly their reproductive work (bearing, rearing, nurturing children and household maintenance), falls outside the national accounting systems. Many of the tasks 'non-working' women are involved in would be considered work if it is performed by a person hired for the purpose or unrelated to the household.

Date of Submission: 31-10-2017

Date of acceptance: 30-11-2017

I. INTRODUCTION

The monetary valuation of work is a necessary means of turning "assumed" value into real value that would improve the well-being of women, children and their families. The unpaid work should be valued because the consequence of it has been noted long enough. Women are tired of being overworked, unpaid and underpaid. It is also vital that women need to increase their economic literacy. One needs to understand the structure of economic value and needs of women. Monetary valuation of unpaid work is also a key to challenging the system of under-valuation of even women's paid work that is a primary reason of women's economic insecurity. Valuing unpaid work can also further the understanding of the macro economic implications of unpaid work. Women provide household services, without the service provision being considered work, and without the value 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 full-time in a paid job. (Gross and Swirski 2002)

Part of the goods and services consumed by the population are produced and consumed without undergoing monetary exchange transaction; this non-monetised consumption and the corresponding production go unrecorded in labour statistics and in the national accounts. These are the goods and services provided to the household by unpaid household members who are mostly women. Simon Kuznets had pointed out in the 1930s, that "housewives services" (as they were called at that time) constituted the largest single item left out of the national accounts.

A lot of surveys have been conducted (e.g. Brown 1996, Clermont 1998, Rajivan 1999, Pandey 2000, The Australian Bureau of Statistics 2001, Manson, Hanson and Adams 2001, Gross and Swirski 2002, Allen 2004, Vans 2005, Sharma and Sharma 2006, Kundu 2007, Kelkar 2009, Kistwaria, Rana and Sood 2009, Ayyangar and Joshi 2010, Sharma and Devi 2012, Wadhawan 2013, George 2013) in different countries concerning the time spent on and amount of unpaid household work. A part of these surveys is devoted to developing appropriate methods for measurement of different categories of work and production done within the households outside the market economy. In an attempt to understand the critical dimension of women's work,

this paper sets out to measure the scale and nature of women's contribution to the different categories of work done by women vis-à-vis the man within the sample household. Women's work is greatly under-valued in economic terms. This is due in part to the restricted definition of economic activity and used under the system of National Income accounting. But part of the problem is the notion of value itself. To ensure full measurement of the paid and unpaid work of men and women, we have adopted a methodology which has been widely used for this purpose in both developed and developing countries.

Himachal Pradesh is a hilly state. The cropping pattern, the agricultural income and the consumption pattern of the farmers, therefore, vary with the altitude. On the basis of altitude, the cultivated land in the State has been categorized into four zones, viz., (a) low hill zone ranging between 1200 to 3000 feet, (b) mid-hill zone from 3000 to 5000 feet, (c) high-hill zone from 5000 to 14000 feet and (d) cold zone which is almost covered by snow for more than 6 months with altitude of 14000 ft. and above. In the valley area of low hill zone the main agricultural products are food grains, i.e. wheat, maize, paddy, pulses, sugarcane, oilseeds, etc. Whereas, due to suitable topography and climatic conditions the high-hill and mid-hill zone of the State is widely known for horticultural product, viz., apple, seed, potatoes, apricot, grapes, ginger and dry fruits etc. The agricultural activities in the mid-hill zone bear similarity in some areas to that of low-hill zone while in other areas to high hill zone. The agricultural activities in the cold-zone, due to the coverage of snow in most of the time in a year, bears similarity to some areas to that of high hill zone.

The status of Himachali women in society has been viewed differently with regard to her role in different places of the society. The main occupation of the women in the State is agriculture including horticulture. The women labour accounts for 61 per cent of the total farm work, their participation being greater in activities like animal husbandry than in crop production. But there is some tendency towards sexual division of labour in Himachal Pradesh. The hill women work hard with the men folk and robust. Himachal, like every other society, has latent reserves in its human resources especially in women, who generally work for much longer hours than men. Despite a relatively higher contribution of women in the development of economy, they lack an equal access to opportunities and other resources. Gender equality can be a potent force for initiating acceleration of development and placing it on a sustainable path.

II. OBJECTIVES

The present study has been taken up for detailed empirical verification with a view to achieve the following objectives:

1. To study the socio-economic conditions of the sample households among the different size of holdings; and
2. To examine and value the contribution of female labour in household activities of the sample households among the different sizes of holdings.

Sampling

The present empirical investigation is confined to Mandi District of Himachal Pradesh. For the present empirical investigation this district has been selected purposely because this district has got peculiar vagaries not only in terms of terrain but also in terms of socio-economic demographic structure. This district has a mixture of most progressive and most backward areas of Himachal Pradesh. Administratively the Mandi district has been divided into ten development blocks, viz. Mandi Sadar, Rewalsar, Drang, Chauntra, Chachyot, Siraj, Dharampur, Gopalpur, Sunder Nagar and Karsog. At the first stage all the development blocks have been arranged in an ascending order on the basis of their respective population and two blocks have been selected randomly. At the second stage all the panchayats in each selected development block have been arranged in an ascending order on the basis of their respective population and two panchayats have been selected randomly from each selected block. Thus total four panchayats have been selected randomly in the study area. At the third stage a list of villages have been obtained from the office of each selected panchayats and all the villages in each selected panchayats have been arranged in an ascending order on the basis of their respective population and three villages have been selected randomly from each selected panchayat of each selected development block. Thus total twelve (12) villages have been selected randomly in the study area. At the fourth stage a list of the households have been prepared in each of the selected village and all the households in all the selected villages have been arranged in an ascending order on the basis of their respective size of holdings viz. marginal (0 – 1 hectare), small (1 – 2 hectare), medium (2- 4 hectare) and large size of holdings (4 hectare and above) and about 300 households proportion to the total number of household falling in each category have been selected randomly for collecting the required first hand information, out of which 150 households falls in the category of the marginal, 90 on the small, 45 on the medium and remaining 15 households on the category of large size of holdings groups.

Data Collection

The required primary data have been collected with the help of pre-tested scheduled from 300 sample households and the information pertaining to age, sex, family composition, occupation (main and subsidiary), educational status, value of household assets (i.e. both productive and household durables) have been recorded as existed at the time of survey. The schedule had both open ended and close ended questions. In addition to interview schedules, non-participant observation methods have also been followed in order to understand the way in which they share the household responsibilities with other members of the family.

III. ANALYSIS OF DATA

In the present study primary data has been collected for both males and females regarding the various types of work done by them. It needs to be stressed that some persons work slowly; using all the time available to them or due to their inefficiency, while others, may spend much less time, either due to efficiency, burden of other work or due to their inherent work culture. Due to the foregoing differences in the efforts that people put in while working the problem faced was of quantifying the amount of work done by the all the males and females forming the sample. Besides, there were other problems faced in data collection as well as its tabulations like problems of recall of work done during the whole years, the respondents belonging to different age groups, seasonal nature of some of the rural work, and so on and so forth. These small methodological problems were kept in mind in collecting, tabulating and interpreting the data. Work time put in was measured in hours and minutes per day, and then it was averaged over the week / months and then divided into nine-fold activity classification, which have been clarified as below:-

- i) Primary production activities
- ii) Secondary sector activities.
- iii) Trade, business and services, i.e. the tertiary Sector activities
- iv) Household maintenance, management, shopping for own household
- v) Care of children, elderly, disabled of own household.
- vi) Community services
- vii) Self learning and education
- viii) Personal care and self maintenance
- ix) 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 (E-SNA), and the last three activities left out of National Accounts are called non-economic personal activities. Regarding the last category, the criterion used in this study is that personal activities cannot be delegated to third parties. No one else can eat your breakfast on your behalf or catch up on your sleep. We must do it ourselves. Regarding the E-SNA activities, their distinguishing features are that they can be performed even by hired workers, say, cooking a meal, sweeping the floor, cleaning the utensils and looking after one's children etc. The nature of the system of SNA activities is quite clear because these activities form part of National Income Accounting System in every country. These activities form the exchange system in the market and these can also be purchased and sold.

In the present study, pattern of SNA activities adopted is as follows. The SNA activities comprised of three groups of activities namely Primary Production Activities which consist of crop farming (land preparation, Sowing/digging, manuring, harvesting/plucking etc.), animal husbandry, processing and storage etc. Secondary activities consist of construction and manufacturing activities which includes rural activities (making of tools and machinery, molding, welding, assembling machines and equipment, spinning weaving, processing of textiles, basket making etc.). Tertiary sector activities comprise of trade, business and services. The services consist of employment in government, semi-government, private organization, petty services (i.e. working as sweeper, hasher, barber, and cobbler and guarding etc.) and professional services (Medical and Educational Services etc.) The second group is Extended System of National Account (E-SNA) activities. This category of activities is mainly related to the household domestic work, which is unpaid, unrecognized and involve no market value in the form of payment of wages. These can also be performed by hired labour, which is why these are referred to as E-SNA activities. The study of such activities is important because these have direct bearing on the status of women. It is well-recognized that this category of work gives rise to gender discrimination and male dominance. The third groups of activities are called non-economic personal activities. They are very important for self-maintenance and for overall development of an individual. This is a category of activities where all human beings work for themselves; no one else can perform for them.

IV. MONETARY VALUATION

Time use surveys in India were first conducted on an experimental basis by the Central Statistical Organization [CSO] in 1998-99 in six selected states, under a new activity classification where 154 activities were identified and categories into three groups covering:-

- a) Activities under the narrow definition of economic work which are included under the system of National Accounts [SNA].
- b) Non-market activities extending beyond the narrow definition of remunerative work that support home consumption which have been included since 1993 in the Extended System of National Accounts [XNA].
- c) All other activities excluded under SNA and XNA definitions that lead neither to production or household consumption, but are needed for reproduction of labour power by the household.

The present study has to quantify the allocations of labour time by rural households between different forms of economic and non-economic activities and to determine the underlying gender divisions of labour, following the methodology of time use studies. Use of labour time as a numeraire attribute is particularly useful when workers are known to perform a combination of wage work and unremunerated home based and household work, since the alternative valuation of work solely by means of the earnings derived would render the latter forms of activity invisible even if these involved significant outlays of labour time. 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 Iron Monger developed the concept of the 'Gross Household Production' (GHP) a term referring to the value added to the national economy by unpaid household labour. Women's unpaid work needed to be visible, quantified and well recognized. As most of care work was previously carried out within the confines of household, did not figure into the National Account. The moment women entered the labour force to do care work, for pay, their labour began to count as labour and started being counted as part of the national income. However, how much work is actually being done is not clear, until and unless it is estimated and valued. 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. For the purposes of economic valuation, value is synonymous with the market value or value will be simplified by assuming that an hour of market work and an hour of non market work, have the same value. In the present study all the human activities have been taken as productive, market oriented, productive non market work and personal activities and they have been called as SNA activities, E-SNA activities, and non-economic personal activities respectively.

The work not included under SNA activities, has been evaluated by using **replacement cost (generalist)** method in the present study. This method will values the unpaid work by the equivalent wages of paid domestic help. The wage rate varies and also depends upon the labour market situations in the concerned area. The **replacement cost** has been estimated with the help of following formula

Value = Average time spent on the activity × wage rate of domestic worker.

Under SNA activities wage rates are fixed for males and females. In the context of the study area, for the labour engaged in crop farming, the prevailing wage rate was Rs. 120 per day for males and Rs. 100 for females during the reference year. In manufacturing and construction activities the wage rates were Rs. 150 and Rs. 120 for males and females respectively.

In the E-SNA 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. As discussed earlier, the E-SNA activities comprise of four parts. The first one is household management work. Its wage rate is Rs. 1150 per month, which includes cooking meals (Rs. 600), cleaning utensils (Rs.300), washing and ironing of clothes (Rs. 150) and home improvements (Rs. 100) per months. In the family care activities wage rate is Rs. 900 per month. It includes physical care of children, accompanying them to school and looking after them (Rs. 550), physical care of elderly, sick and disabled family members (Rs. 350) per month. For animal-care-related activities the wage rate is Rs.700 and it includes grass collection, grazing, milching and tending of animals. For community services the wage rate is Rs. 500 per month. While performing all the above activities, the time utilization pattern depends upon the individual's capacity/behavior. In order to derive the daily wage rate from the monthly wage rates, the following method $[(1150+900+700+500) \times 12/300]$ 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 E-SNA activities. These calculations give Rs. 130 as the average daily wage rate.

V. RESULTS AND DISCUSSION

Socio-economic Characteristics of the Sample Households:

Out of the total 300 sample households, 150 households fall in the category of marginal farmers having land less than one hectare, 90 households fall in the category of small farmers, having 1-2 hectares of land, 45 households are the medium size of holdings (2-4 hectares) and remaining 15 households fall in the category of large farmers (4 hectare and above). Out of the total population of 1941, 983 are males and 958 are females. The average size of family is the highest on the medium size of holdings as compared to the other class of holdings, followed by large, marginal and small size of holdings group respectively. The average size of family among all the sample household came out 6.47, which is larger as compared with average size of family at the state level as a whole, i.e. 4.97 (According to Census, 2011). The percentage of labour force has been worked out 72.35, 72.30, 73.65 and 60.40 per cent on the marginal, small, medium and large size of holdings group respectively. Among all the land holdings together this percentage came out 72.49. The percentage of dependants is the highest on the large size of holdings group (i.e. 39.60 per cent) as compared to the other class of holdings, followed by marginal size of holdings group (i.e. 27.65 per cent) and medium size of holdings group (i.e. 26.35 per cent).

Table 1 Socio-Economic Characteristics of the Sample Household

Sr. No.	Particulars	Marginal Holdings	Small Holdings	Medium Holdings	Large Holdings	All Holdings
1.	Total Number of Sample Household	150	90	45	15	300
2.	Total number of family members	973	533	334	101	1941
3.	Average Size of Family	6.48	5.92	7.42	6.73	6.47
4.	Percentage of Family work force					
	(a) Male	69.35	75.27	73.68	62.22	71.41
	(b) Female	75.47	73.28	73.61	58.92	73.59
	(c) Total	72.35	72.30	73.65	60.40	72.49
5.	Percentage of Dependants	27.65	25.70	26.35	39.60	27.51
6.	Literacy Percentage					
	a) Male	85.88	87.82	89.47	91.11	87.28
	b) Female	80.50	82.06	83.43	85.71	81.73
	c) Total	83.24	84.99	86.52	88.11	84.54

The lowest percentage of dependants is on the small size of holdings group (i.e. 25.70 per cent). Among all the holding groups together the percentage of dependants came out 27.51. The literacy level of sample households has been shows that illiteracy was more among women (i.e. 18.27 per cent) as compared to men (i.e. 12.72 per cent). In the sample as a whole 84.54 per cent of the population is literate, out of which 87.28 per cent are males and 81.73 per cent are females. The literacy percentage is the highest on the large size of holdings i.e. 88.11 per cent and it decreases to 86.52, 84.99 and 83.24 per cent on the medium, small and marginal size of holdings respectively. About 16.07 per cent women had education up to primary level and about 24.84 per cent could go up to Matric level only. At post graduation level the percentage is very low (i.e. 4.27 per cent). This shows that education level of women in the study area is not so satisfactory yet. On the other hand about 32.15 per cent male had education up to Matric level and 10.98 per cent up to primary level. The percentage of higher education among females is very low because females often fear that education will make a girl less attentive to household chores and less willing to obey both her parents and household. This is why they discontinue their education at an earlier stage as compared to men. Therefore, they have virtually no choice than to accept life as it is made up of combination of household and agricultural tasks. The per household total area operated has been worked out 0.57 hectares on the marginal, 1.78 hectares on the small, 2.67 hectares on the medium and 7.41 hectares on the large size class of holdings. Among all the sample households, together per household total area operated has been worked out 1.59 hectares. (Table 1)

Sex-wise Distribution Pattern of Annual Work Time of Sample Households among SNA, E-SNA and Non-Economic Activities

The time allocation of males and females of the sample households among the SNA, E-SNA and non-economic activities in hours during 2009-10 has been presented in Table 2. The Table reveals that under SNA activities, males accounted their 66.03 per cent of the total hours available to them. Out of the above referred percentage, 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. The division of male time which they allocated to SNA among these sectoral activities. primary, secondary and tertiary, has been shown separately and discussed in a subsequent section.

Table 2 Sex-Wise Distribution of Annual Work Time of Sample Households Among SNA, E-SNA and non-Economic Activities

(Hours during 2009-10)

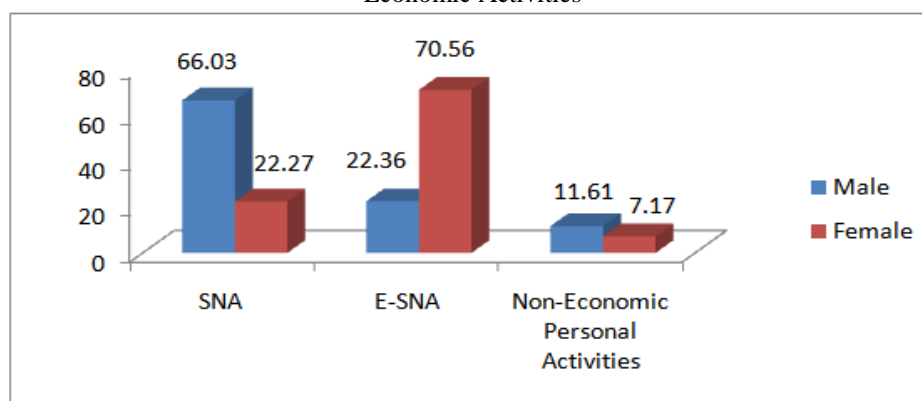
Sr. No.	Category	SNA	E-SNA	Non-Economic Personal Activities	Total Work Hours
1.	Male	2742.53 (66.03)	928.48 (22.36)	482.25 (11.61)	4153.26 (100.00)
2.	Female	1080.67 (22.27)	3423.92 (70.56)	347.62 (7.17)	4852.21 (100.00)
3.	Total (1+2)	3823.20 (42.45)	4352.40 (48.33)	829.87 (9.22)	9005.47 (100.00)

Note: Figures in parenthesis indicate percentage to the total.

On the other hand, the contribution of women in SNA activities has been worked out 22.27 per cent of the total time utilized for all activities in a year. They also adhere to same pattern of time utilization as men for their respective activities but the percentage of work allocation was very low. It is amply evident from the above Table that the time utilization in SNA activities by the females was only one-third in comparison to that of men which indicates that women did not participate equally in all activities under SNA category. As regard farm jobs, such as visit to market for buying farm inputs and selling of produce, land preparation, manuring. (Manual transportation of manure from cattle shed to field) and in sowing activities etc., relatively more labour was put in by men.

However, the data reveals that women participated in farm activities such as inter-culture, harvesting, threshing and winnowing etc. 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.

Figure I Sex-Wise Distribution of Annual Work Time of Sample Households among SNA, E-SNA and non-Economic Activities



The next category is E-SNA activities which 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 sample households go out for work these can be performed by hired

labour like cooking, cleaning utensils, and scrubbing the floor etc. That is why these are given the name of E-SNA activities. This category of activities is time-consuming and 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 animals etc.

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 22.36 per cent of the total time utilized in all activities during the year. Under this category the males kept themselves engrossed in animal-care-related activities and the rest of it was accounted for by home management, community services and family care activities. On the other hand and by contrast, the women of the study area allocated an average of as much as 70.56 per cent of their time to this category of activities out of the total time utilized in all activities.

The majority of time allocated by them was found to have been used for household and domestic chores. The reasons for low work participation by males in the above category of activities was that the former prefer to undertake work mainly outside their homes, like buying and selling in the market and moving out of their houses to earn their daily bread. The much higher percentage of time spent on this type of activity by females clearly indicate that preparation of meals and serving it, cleaning utensils and the surroundings, physical care of children, sick and elders has traditionally and customarily fallen within the domain of women's work. The reason behind this is that from time immemorial women have been subjected to do this type of household activity. Incidentally, it was observed that in most of the cases in E-SNA activities, women acted as main caretaker of all the work related to household activities. Here, it is pertinent to mention that this category of activity is neither recognized nor valued by the society. This indeed has been a division of work between males and females since time immemorial, and in the contemporary world, such division of duties is held strongly responsible for gender discrimination and exploitation of the females. Although, the share of burden borne by females in this study area was more, yet it has been noticed that their status within the households or the society has remained unchanged.

The third categories of activities are called by different names, like non-productive activities or non-economic personal activities. These include learning, personal care, participation in social and cultural events and self maintenance. Women in the study area allocated about 7.17 per cent and men 11.61 per cent of their time to this category. 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 religious activities. Moreover, it is also observed that men and women spend about the same amount of time on gossiping/ talking with others.

Comparative analysis of time allocation in all the activities (SNA, E-SNA and non-economic personal activities) by males and females has been presented in Figure I. This figure clearly indicates that out of total working hours available male utilized their major share of time on SNA activities (i.e. 66.03 per cent) followed by E-SNA activities (i.e. 22.36 per cent) and non-economic personal activities (i.e. 11.61 per cent)

On the other hand, the biggest share of the females' time was spent on Extended-SNA activities (i.e. 70.56 per cent). Women as a whole performed a much larger portion of unpaid work than their male counterparts. In absolute terms, men spent much more time than women on SNA activities. In other words it can be concluded that men spent significantly longer hours on paid work than women. Comparing the relative average time spent on SNA, E-SNA and non-productive activities, men spend one third of their time on E-SNA activities as compared with SNA activities, while women spend more time on E-SNA activities. Moreover, the total burden of work, women carried on an average 53.88 per cent and man carried 42.12 per cent. This clearly indicated that women worked longer hours than men in the study area. Alternatively, it can be concluded that the male-female gap in time spent on SNA activities (more by males) was dramatically reversed and widened in E-SNA activities, which was performed (more by females). A large part of E-SNA activities were non-market and therefore, not valued, thus ignoring women's contribution. No significant sex-wise gap was observed in time spent on non-economic personal activities. Moreover, it was also found in the study area that as far as literacy and levels of education are concerned, the higher a women's level of education, the less time she spent on unpaid work i.e. E-SNA activities like household maintenance and care work because that was done by hired labour.

Sex-Wise Distribution of Annual Time Among the Farm-size of Holdings With Respect to SNA, E-SNA and Non-Productive Activities

In this section, the pattern of allocation of male-female time among the above given activities has been discussed according to the size class of holdings of the sample households. This is done so as to notice whether and to what extent time allocation pattern varies according to the economic status of households. Economic status of household operating small and marginal holdings is low compared to that of the households operating medium and large sized holdings.

The sex-wise pattern of distribution of annual work time according to farm-size of holdings has been presented in Table 3. This Table clearly reveals that the percentage of time utilized by males on SNA activities has been worked out 68.79, 66.80, 60.90 and 68.54 per cent on the marginal, small, medium and large size of holdings respectively.

The above pattern of time utilization by males indicates that in all different size of holdings they have utilized their maximum time on above category of activity. The household falling on the large size of holdings devoted highest time on all sections of SNA activities like primary production activities (i.e. crop farming and animal husbandry) due to higher dependency on land and it is their main source of livelihood. It was also found that their percentage of time utilized in above category of activity was relatively higher due to their comparatively high level of education and therefore, they were more fit for seeking employment in manufacturing activities with full efficiency because of high and quick monetary returns.

Table 3 Sex-Wise Distribution of Annual Time Among the Farm-size of Holding with respect to SNA, E-SNA and Non-Economic Activity of the Sample Households

(Hours during 2009-10)

Note: Figures in parenthesis indicate percentage to the total.

Sr. No.	Size of Holdings	SNA		E-SNA		Non- Economic		Total	
		Male	Female	Male	Female	Male	Female	Male	Female
1.	Marginal Holdings	3350.30 (68.79)	895.65 (17.80)	1168.99 (24.00)	3858.34 (76.72)	350.66 (7.20)	275.11 (5.47)	4869.95 (100.00)	5029.10 (100.00)
2.	Small Holdings	2635.24 (66.88)	860.32 (19.23)	984.77 (24.99)	3345.23 (74.78)	320.16 (8.12)	267.47 (5.97)	3940.17 (100.00)	4473.02 (100.00)
3.	Medium Holdings	2632.24 (60.90)	1124.10 (23.02)	1160.66 (26.85)	3229.57 (66.14)	528.83 (12.23)	464.26 (9.50)	4321.73 (100.00)	4882.50 (100.00)
4.	Large Holdings	3657.34 (68.54)	1546.70 (30.82)	1163.06 (21.79)	2975.28 (59.30)	515.26 (9.65)	495.28 (9.87)	5335.66 (100.00)	5017.26 (100.00)
5.	All Holdings	2742.53 (66.03)	1080.67 (22.27)	928.48 (22.36)	3423.92 (70.56)	482.25 (11.61)	347.62 (7.17)	4153.26 (100.00)	4852.21 (100.00)

Figure II(a)

Sex-Wise Distribution of Annual Time Among the Farm-size of Holding With Respect to SNA Activity of the Sample Households

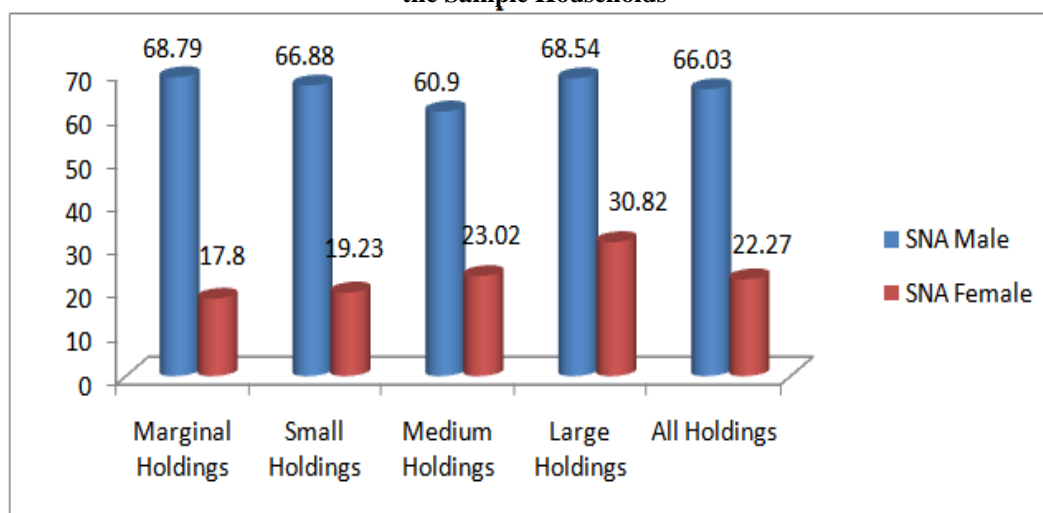
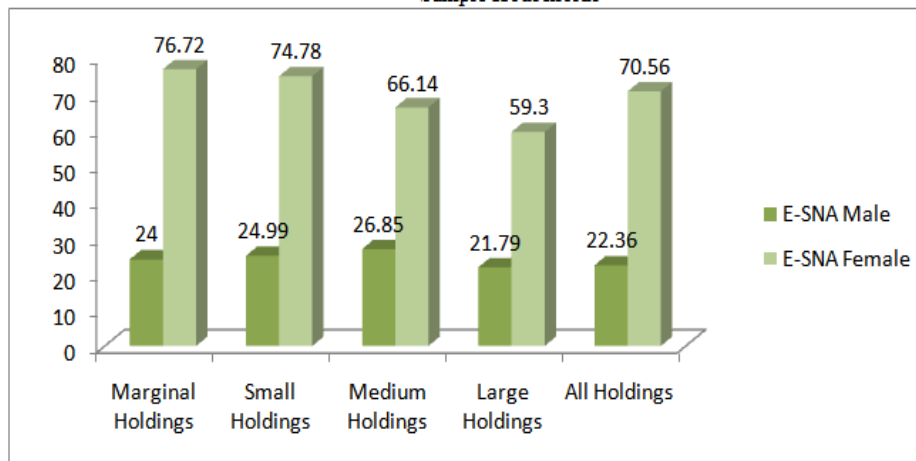


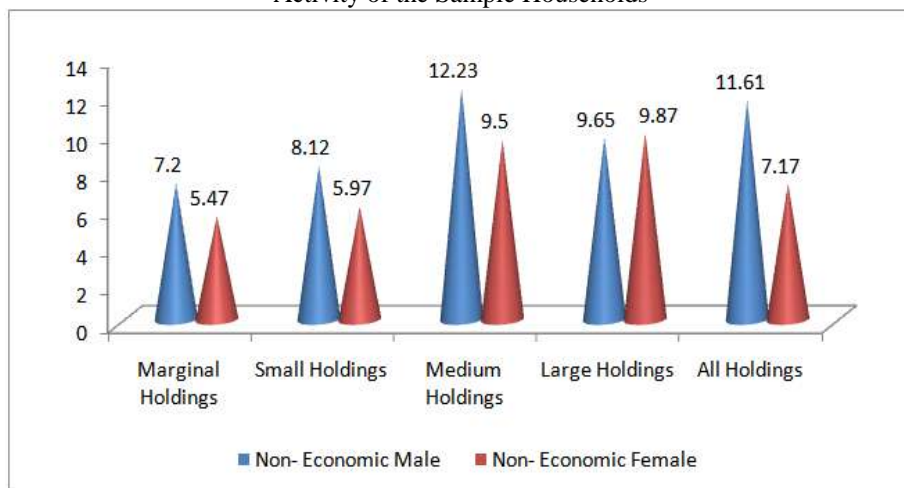
Figure II(b)

Sex-Wise Distribution of Annual Time among the Farm-size of Holding with respect to E-SNA Activity of the Sample Households



The households falling in the category of marginal size of holdings also utilized their major time on SNA activity as construction and farm workers as well as avenues to augment their meager household income.

Figure II(c) Sex-Wise Distribution of Annual Time among the Farm-size of Holding With Respect to E-SNA Activity of the Sample Households



The percentage of time utilized by females on SNA activities has been found just one fourth of male's time. Only the females of medium and large size of holdings devoted more time (i.e. 23.02 and 30.82 per cent) on SNA of their total time spent on all activities during the year. The females of these categories of holdings were found to be more aware of this paid work activity. Among all the holdings taken together, this percentage came to 66.03 for males and 22.27 for females. Such vast difference between the males' and females' allocation of time to SNA activities has happened mainly due to the reason given in the preceding section. On scrutiny of females' participation in above category, it was also revealed that the percentage of work was low due to discrimination in wages, sexual harassment and social constraints etc. But in a few cases of marginal holdings because of their impoverished condition, every member including women had to work for their daily sustenance.

The amount of time utilized in household activities cannot be underestimated. It is equally significant for the entire economy. The pattern of human labour utilization in the E-SNA activities according to their farm size of holdings has also been presented in the above Table. The Table clearly reveals that the percentage of time utilized in E-SNA activities by an average male was very little. The percentage of participation of males also decreased as the farm sizes of holdings increased except in the case of medium class of holdings. They contributed only to essential outside work of this category like sick animals being taken to vets, accompanying children for their various outdoor activities (i.e. going to school, buying goods for them, teaching them) and accompanying sick adults to religious places or hospitals etc.

On the other hand, the percentage of time utilized by females under E-SNA activities was found to vary according to size of holdings. The highest was 76.72 per cent on the marginal size of holdings, followed by 74.78 per cent on the small, 66.14 per cent on the medium and 59.30 per cent on the large size of holdings. The above percentage showed a decreasing trend as the size of holdings increased which clearly indicates that women devoted more than three times than men to E-SNA activities. When further breaking down the E-SNA category, it was found that women in the study area spent maximum time in a day for cooking food, cleaning the house and utensils, child care and animal care as their main activity, while men spend hardly any time at all for performing these activities. It is interesting to notice that the empirical results of this Table completely matches with the results observed at the all-India level during the India Time use survey 1998-99, namely that Indian men spend very little time on E-SNA activities while Indian women dedicated their maximum time to this category of activity.

Interestingly, the percentage of time utilized under the last category of activities, namely non-productive activities was found to be fairly balanced between males and females. Table 3 reveals that though males and females spent time in different modes on this activity, but the overall percentage spent in all different sizes of holdings (i.e. for males 7.20, 8.12, 12.23 and 9.65 for females 5.47, 5.97, 9.50 and 9.87 per cent) was almost the same showing a negligible difference of time allocation between males and females. It further indicates that 'male's time utilization on this category was on the higher side than the females' in all different sizes of holdings. It may be mentioned that females spent more time on sleep, receiving medical and personal care from professionals and household members, rest and relaxation. On the other hand, male spent more time on eating, smoking, drinking alcohol, physical exercise, listening to music and reading the newspaper. Thus, the composition of activities performed by males was different from that of females.

It follows from the data given in the above Table and represented in the Figures II (a), II (b) and II (c) that men spent their major share of time on SNA activities (i.e. paid work) in all different farm size of holdings. On the other hand, women spent their maximum time on E-SNA activities (i.e. unpaid work) whatever the size of holdings. The most obvious gender difference is the breakdown of paid and unpaid work men spent significantly longer hours at paid work than women, and women spent significantly longer hours at unpaid household work which is neither marketed nor recognized.

Sex-Wise Distribution Pattern of Work-Time Among Different SNA, E-SNA and Non-Economic Personal Activities

The distribution pattern of time utilized in different activities has been presented in Table 4. The Table shows the time allocation of average male and female of sample households among SNA, E-SNA and non-economic personal activities. The SNA activities as mentioned above comprised of three groups of activities, viz, primary production, secondary production and tertiary production. The Table reveals that under primary production activities males spent 13.00 per cent time on crop farming and animal husbandry activities, of the total time available to them during the year. The share of females in this category of activity was only one third of the males' share (i.e. 4.54 per cent). It happened because of the reason that females did not participate equally in each and every farm activity. Males were more engaged in grazing animals outside, storing of poultry products, and sale and purchase related activities. On the other hand, females mostly remained engaged in making dung cakes, cleaning animal sheds, preparing fodder for animals arranging water for cattle, and milching them twice a day.

The percentage of time utilized in secondary activities was again more by males (i.e. 13.49 per cent) as compared to that of females (i.e. 6.54 per cent). This category includes manufacturing activities (i.e. making of tools and machinery, molding, welding, assembling machines and equipment) and construction activities (i.e. building and construction of dwellings, bricks plastering, bamboo work, roofing, repair of animal sheds, construction of public works/common infrastructure roads, building and bridges etc.). These activities require much expertise, skill and craftsmanship. Only expert hands can handle it. Only men can undertake such arduous skilled and hazardous jobs because of their physical superiority and acquired skilled of years together. The third part of SNA activities are trade, business and services. The services consist of employment in government, semi-government and private organizations. Petty services (i.e. working as sweeper, washer, barber, cobbler and guarding etc.) and professional services (medical and educational services). Out of the total time utilized under all activities with regard to trade and services, the male participation came to 39.54 per cent and that of females 11.19 per cent. Here also, male participation was dominant. Overall, men spent more time (i.e. 66.03 per cent) on SNA activities as compared to women. (i.e. 22.27 per cent). Analytical study of both males and female participation with regards to SNA activities shows that during a year, former work for longer duration than the latter. So, males receive the lion share of income and recognition for their economic contribution in this area. The findings presented above clearly indicate that males are recognized in the society and family because of more participation in this paid labour activity.

At the disaggregated level of different activities, the extended system of National Account (E-SNA) activities are sub-divided into four groups, namely household management, family care, animal care and community services. The time spent by women vis-à-vis men in this category of activities has been analyzed in Table 4. The Table clearly indicates that in this study area, males spent 5.25 per cent of the total time available to them in household management. On the other hand, females spent (i.e. 20.16 per cent), that is more than four times of males on the above activity. It happened mainly because this type of activity is time-consuming and women remain busy almost throughout the day in household chores, namely cooking food and serving it, cleaning utensils and surroundings, washing and ironing of clothes and other household chores. All the activities under family care are care of children, elderly, sick and the disabled persons of family. The time utilized by females in this category of activity came 14.06 per cent of the total time available to them and males' contribution was just one-third (i.e. 5.11 per cent) of it. The reason for difference in the above time allocation is due to the fact that females are more caring and loving by nature. They are much concerned about the caring and welfare of family members. Moreover, they spent more time within the home.

Table 4 Sex-Wise Distribution of Work at the Disaggregate Level among SNA, E-SNA and Non-Economic Activities of Sample Households

Sr. No.	Category	SNA				E-SNA					Personal Care	Social & Cultural Activities	Non-Economic Activities Total	Total Hours (SNA+E-SNA +Non-Eco)	
		Primary Sector	Secondary Sector	Trade Business & Services	SNA Total	Home Management	Family Care	Animal Care	Community Services	E-SNA Total					Learning & Education
1.	Male	540.13 (13.00)	560.21 (13.49)	1642.19 (39.54)	2742.53 (66.03)	218.08 (5.25)	212.34 (5.11)	350.02 (8.43)	148.04 (3.56)	928.48 (22.36)	202.09 (4.87)	170.60 (4.11)	109.56 (2.64)	482.25 (11.61)	4153.26 (100.00)
2.	Female	220.17 (4.54)	317.39 (6.54)	543.11 (11.19)	1080.67 (22.27)	978.42 (20.16)	682.03 (14.06)	1245.12 (25.66)	518.35 (10.68)	3423.92 (70.56)	82.30 (1.70)	120.15 (2.48)	145.17 (2.99)	347.62 (7.16)	4852.21 (100.00)
3.	Total(1-2)	760.30 (8.44)	877.60 (9.75)	2185.30 (24.27)	3823.20 (42.45)	1196.50 (13.29)	2094.37 (9.93)	1595.14 (17.71)	666.39 (7.40)	4352.40 (48.33)	284.39 (3.16)	290.75 (3.23)	254.73 (2.83)	829.87 (9.22)	9005.47 (100.00)

Note: Figures in parenthesis indicate percentage to the total.

In rural economy livestock play a significant role in augmenting financial resources. Hence, the need of animal care cannot be ignored. The following activities have been included in animal care. These activities are grass collection, cattle grazing, milching and tending of animals. The Table further reveals that male participation in the above category of activity came just to 8.43 per cent of the total time utilized by them. On the other hand, females' contribution was as much as 25.66 per cent which is three times more than that of males. First of all, most of the activities under this category take place during early morning and evening times, when females are free from their kitchen-based chores. Secondly, in the study area milching is done maximum by females. The men's contribution in this category is related to grazing only, because it is performed in jungles and away from the house, where elders in the family hesitate to send women folk.

Under community services, the following activities have been included: Community work for individual and groups, participation and travel for local, formal groups, civic and related responsibilities (like voting, rallies, meetings) and informal help to other households. The time utilized by both males and females was almost the same under this category. Where civic and related responsibilities were concerned males played dominant role because they are politically more aware than females. Although, females do participate in these activities, yet not so actively. When informal help to other households was needed, the female participation was on the higher side, mainly due to inherit tendency of females to make their presence felt in community.

The result of E-SNA activities can be summarized that women devote 70.56 per cent of their total time to E-SNA activities, while men spend an average of merely 22.36 per cent. But it is significant to note that women devoted three times more time than men to E-SNA activities, which are unpaid, unrecognized and undervalued. This result is significant from the point of view of gender discrimination, in that the females do most of that work which remains unpaid and unrecognized.

The third group of activities which is called non-economic personal activities. It includes physiological and recreational activities, and education. Education is an investment in human capital, as is also the investment in health, which enhances the productivity of the workers. The non-economic personal activities include learning education, personal care, social and cultural activities. Learning is related to general education. Table 1.4 indicates that time utilized by men in this activity was 4.87 per cent and by women 1.70 per cent of the total time available to them. The participation of the males is on the higher side mainly due to the fact that area under study is still backward and sample households do not believe in giving proper education to females. They have no idea about the value of education which is immense in human life. Ignoring women's literacy leads to gender inequality which in turn severely affects socio-economic growth process of an economy and ushers in social

stratification causing serious damage and destruction to women and jeopardizing their empowerment. Under personal care, though men and women devote different time spans, yet perform differently. Overall, percentage of time spent was different showing a marginal difference of only 1.63 per cent, this being higher on male side.

In the next category of work falling under non-economic personal activity, the women in the study area spent more time in social and cultural activities (i.e. 2.99 per cent) than men (i.e. 2.64 per cent). However, the difference of time spent is very small. Under these group women's time exceeded that of men in participating in weddings, funerals and religious activities etc. On all the activities of non-economic personal category taken together, the overall difference of time utilized by males (i.e. 11.61 per cent) and females (i.e. 7.16 per cent) was minor. Therefore, no significant sex-wise gap has been observed in time spent on this category of activities. However, the nature of activities performed by males and females under this category was quite different as noted above. The non-economic personal activities may have economic consequences but they do not meet the third person criterion, i.e. nobody else can learn for someone. That is why they are referred to personal activities.

Actual and Imputed Values of Income of Household Male and Female Workers from different activities

The pattern of valuation of human labour under SNA and E-SNA activities during the reference year has been presented in Table 5. SNA activities were valued at the actual wage rates received by males and females of the sample households. The tabulated values of these activities included the value of primary, secondary and tertiary activities. The valuated percentage of income, for males came out 75.41 of the total valuated income during the year. Out of the above referred percentage, they earned maximum income from trade, business and services, followed by secondary activities which included construction and manufacturing activities. The lowest income was earned from primary sector activities which included crop farming and animal husbandry.

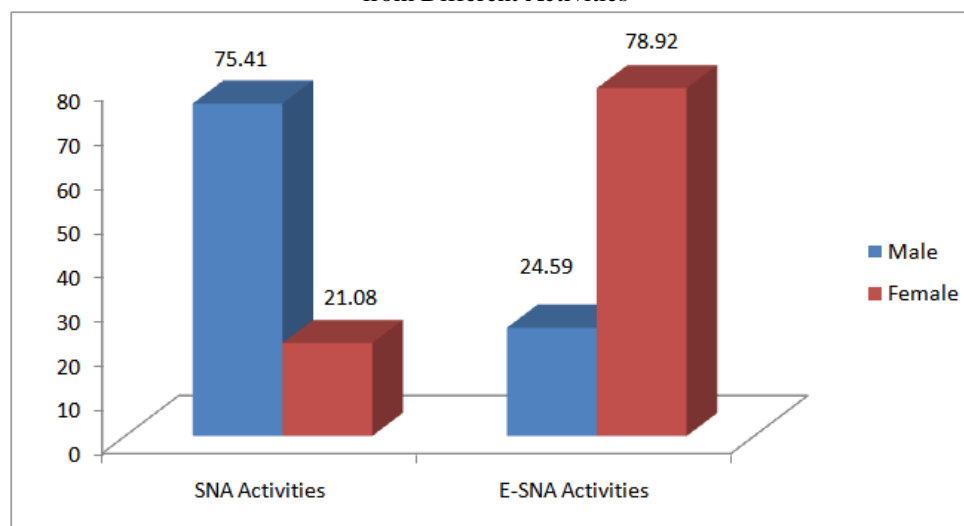
Table 5 Actual and Imputed Values of Income of Household Male and Female Worker from different Activities during 2009-10(Value in Rs.)

Sr. No.	Category	SNA Activities	E-SNA Activities	Total
1.	Male	46280.19 (75.41)	15087.80 (24.59)	61367.99 (100.00)
2.	Female	14859.21 (21.08)	55638.70 (78.92)	70497.91 (100.00)

Note: i) Non-economic personal activities are not evaluated because these are strongly personal and exchange in them is not involved.

ii)Figures in parenthesis denote the percentage from the total.

Figure III Sex-Wise Actual and Imputed Values of Income of Sample Households Male and Female Worker from Different Activities



On the other hand, the percentage of valued income of females in SNA activities has been worked out 21.08 per cent to 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 percentage of valued income of females was only one-fourth in comparison to that of the male in the same activity which is substantially high and indicates that women did not participate equally in all activities related to SNA Activities. In a matrilineal society like the one in the study area, women have very little say in money matters and they do not work outside their homes. It is the responsibility of the male members to take their farm produce to market for selling purposes. In services entail outdoor employment, sometimes employees have to remain away from their homes for years together separated from families due to exigencies of services. Elders in families do not like to allow their females to work outside their homes for fear of molestation and sexual harassment. 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 restraints.

The next category is E-SNA activities, which is 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. However, a sincere attempt was made to evaluate the contribution of both males and females in respect of this category of activities.

Due to our patriarchal social system, men's contribution was very little on E-SNA activities. Therefore, when the value of males work performed under this category was valued at the imputed wage rate, an average of only 24.59 per cent of the total earnings during the year went to the male worker. Under this category, the imputed earnings of the males were the maximum from animal related activities followed by home management, community services and family care activities. On the other hand the females earned imputed average income from these E-SNA activities was much higher as 78.92 per cent of their valued 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. The reason for low earnings by males in the above category of activities was that the former prefer to undertake work mainly outside their homes. The much higher percentage of imputed income on this type of activity by females clearly indicates that preparation of meals and serving it, cleaning utensils and surroundings, physical care of children, sick and elders, help to neighbors in household affairs has traditionally fallen within the domain of females work. Moreover, this yawning gap of earning percentage between males and females (i.e. 54.33 per cent) clearly reflects that as far as E-SNA activities are concerned the females have proved to be more caretakers of all the work related to household activities like caring, loving and sympathetic and compassionate activities.

The comparative data shown in Figure III reveals that males earned their major share of income from SNA activities i.e. 75.41 per cent (as paid work) and on the other hand, females earned their maximum valued income from E-SNA activities i.e. 78.92 per cent (as unpaid work). The total earned income (actual and imputed) by males came out 46.54 per cent and by females 53.46 per cent. Here, it is pertinent that if women's E-SNA activities work is properly valued, it is quite possible that women 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.

Sex-Wise Distribution Pattern of Actual and Imputed Annual Income of all Farm-size of Holdings among SNA – E-SNA Activities

Sex-wise distribution pattern of valued annual income has been presented in Table 6. This Table clearly reveals that the percentage of valued income by males on SNA activities was 74.85, 73.54, 70.19 and 76.56 per cent on the marginal, small, medium and large size of holdings respectively, to the total earned income during the year 2009-10 by the sample households. The above pattern of valued income by males indicated that under all sizes of holdings, they had put in their maximum effort on the above activity. The household falling on the large size of holdings earned the highest income in all sections of the SNA activities. It is due to the large size of land, comparatively high level of education and more investment in manufacturing, construction and machinery by this size of holdings. It has been observed from Table 6 that there is a direct relationship between the size of holdings and the share of income of males in SNA activities in their total income. In other words, as the size of holdings increases this share also increases, with the exception of small size of holdings. The households falling under the category of marginal size of holdings were seen on the lower side of valued income earned from SNA activities. It happened because they participated as wage workers in most of the activities like crop farming manufacturing and construction under SNA activities to augment their meager household income.

The percentage of valued income by females from SNA activities has been found just one fourth of males' earnings. Their earned income to the total valued income during the year came out 16.42, 17.87, 22.75 and 30.55 per cent on the marginal, small, medium and large size of holdings respectively. This shows an

increasing trend with an increase in the size of holdings. The females of the large size of holdings were found to participate more in this type of paid work actively. They were most active, however, in service sector. Like the share of income of the males in total income, the share of income of females in total income in this activity was also seen to be increased with the size of holdings. The explanation behind this direct relationship between the two was the same as in the case of males. Among all the holdings taken together, this percentage of valued income came 75.41 for males and only 21.08 for females.

Table 6 Sex-Wise Distribution of Annual Actual and Imputed Income of All Farm-size of Holdings among SNA, E-SNA Activities (Value in Rs.)

Sr. No.	Size of Holdings	SNA Activities		E-SNA Activities		SNA+E-SNA Activities Total	
		Male	Female	Male	Female	Male	Female
1.	Marginal Holdings	56536.31 (74.85)	12315.19 (16.42)	18996.09 (25.15)	62698.03 (83.58)	75532.40 (100.00)	75013.22 (100.00)
2.	Small Holdings	44469.68 (73.54)	11829.40 (17.87)	16002.51 (26.46)	54359.99 (82.13)	60472.19 (100.00)	66189.39 (100.00)
3.	Medium Holdings	44419.05 (70.19)	15456.38 (22.75)	18860.73 (29.81)	52480.51 (77.25)	63279.78 (100.00)	67936.89 (100.00)
4.	Large Holdings	61717.61 (76.56)	21267.13 (30.55)	18899.73 (23.44)	48348.30 (69.45)	80617.34 (100.00)	69615.43 (100.00)
5.	All Holdings	46280.19 (75.41)	14859.21 (21.08)	15087.80 (24.59)	55638.70 (78.92)	61367.99 (100.00)	70497.91 (100.00)

Note: i) Non-economic personal activities are not evaluated because these are strongly personal and exchange in them is not involved.

ii) Figures in parenthesis denotes the percentage from the total

The valuation of household activities cannot be underestimated and un-rewarded. It is equally significant for the development of the entire economy. In reality, many activities, especially of household tasks are performed simultaneously by females. Women in particular have developed a faculty for digging many activities at the same time, such as carrying a child while sweeping the floor, or washing clothes while cooking food. A time-use study in the United States in the 1980's revealed that performing simultaneous tasks is more common among women than men, particularly in household chores. And a study of rural women in Saint Lucia showed that more than three quarters of household activities involved multiple takes. Moreover, the nature of work, especially household work is very different in our study area. More than Fifty per cent women of our study area were found to carry water from a distance, collect firewood and clean and grind food grains. So, it is not only the volume of time but the intensity of effort and its drudgery that are more important.

The pattern of valuation of E-SNA activities according to the farm size of holdings has been presented in Table 6. Unlike the SNA activities, income which is based on actual earnings of males and females, the income earned shown from E-SNA activities is based on imputed earnings from different components of this category. The Table clearly reveals that the percentage of valued earned income by males from E-SNA activities came very little (i.e. 25.15, 26.46, 29.81 and 23.44 per cent on the marginal, small, medium and large size of holdings respectively). On the other hand, the percentage of valued imputed income of females under E-SNA activities was found to vary according to size of holdings. The highest 83.58 per cent was on the marginal size of holdings followed by 82.13 per cent on the small size of holdings, 77.25 per cent on the medium size of holdings and 69.45 per cent on the large size of holdings. The above percentages showed a decreasing trend as the sizes of holdings increased which clearly indicates that women would have earned about three time more than men from E-SNA activities, had they been actually paid wages for performing tasks following under this category. Among all the holdings taken together, this percentage came out 24.59 for males and 78.92 for females. The yawning gap of earning percentages between males and females (i.e. 54.33 per cent) clearly reflects that females carry a large burden of household production system and their role is rather underplayed. This is clearly due to the particular division of labour prevailing between males and females in the present society.

The empirical results shown in both Table 5 and 6 of this paper reflect that most of the work under SNA activities of males and females has been recorded, documented, and valued. But very little efforts have been made to record, document and value the E-SNA activities by National Income Accounts. This is a reflection of the commonly made hypothesis in women studies these days that women's work remains nationally invisible, unrecognized, underplayed and un-rewarded. This is a clear indicator of what is called gender discrimination. The valuation of E-SNA activities should be taken up on a micro level pilot basis, and this

should be done at local, state and national levels for arriving at better economic perspective on the subject. According to Ironmonger's (1996) calculation of time use survey at Australia, "half of economic production comes from the household (E-SNA activities) and half from the market."

It is also concluded from all the sections of this chapter that women work for longer hours (i.e. 4852) than men (i.e. 4153) annually in the present study area and the Human Development Report 1995 also indicated that women worked for longer hours than men in nearly every country.

Thus, it can be concluded from this chapter that 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 work is considered as non-productive; and reproduction is also considered as part of home production and remains un-rewarded. A woman in the present study area is responsible for keeping the house. This might involve exhausting walks to fetch water or to gather wood for cooking or heating. Furthermore, she is expected to do various works in the fields. Two-thirds of all agricultural work is actually carried out by women. Last but not the least, she has to be a caring mother, raise children and be a nurse for the whole family. A strongly disproportionate share of the total work load lies on women's shoulders. Work carried out by women is mostly unpaid and not adequately recognized. Since unpaid work is not part of the national accounts from which the GDP is calculated, many sociologists and researchers are in favour of creating satellite accounts in order to establish-and publish-a value for unpaid domestic duties. Creating satellite accounts would give recognition to this forgotten labour. It would be a step in the direction of acknowledging the magnitude and importance that unpaid work plays in the very functioning of society. Going one step further, if national accounts included unpaid labour, the overall Gross Domestic Product would be a more accurate representative of the productivity of a country. In fact, if household work was included in national accounts worldwide, the total value of global GDP would grow by between 25 to 30 per cent and the total participation rate of time spent on labour (whether paid or unpaid) by women and men would then be found to be more-or-less equal.

One may conclude that 'by valuing the household activities, the main goal is to reduce the gap between women's economic contribution and their control over economic resources. This is why 'Mothers are Women (MAW)' have called for the struggle to get unpaid work measured and valued. The "Kitchen table revolution" is an issue of economic visibility and economic rights.'

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IOSR Journal Of Humanities And Social Science (IOSR-JHSS) is UGC approved Journal with Sl. No. 5070, Journal no. 49323.

Sanjeet Singh Work Time Allocation And Valuation of Rural Women's Contribution to Household Activities in Himachal Pradesh – An Empirical Investigation." IOSR Journal Of Humanities And Social Science (IOSR-JHSS), vol. 22, no. 11, 2017, pp. 27-42.