



Female Employment and the Care Economy in India

Dr. Prem Kumar

Professor, Department of Economics, DG Arts and Science College, Tiruchirappali, TN.

Email: kumar123eco@gmail.com

Received: 16.01.2026

Revised: 22.03.2026

Accepted: 30.06.2026

Abstract

The interaction between women's employment and the care economy is also well-documented in India. Women's role in unpaid household and care work remains central as a majority of women are responsible for majority of the unpaid work in household settings. However, disparities in the allocation of care work would impact female labour force participation and work outcomes, the extent and hours of participation, employment choices and economic upward mobility. The paper investigates the relationship between women's employment and care economy in India-the relationship where unpaid care economy work has effects on women's labour force participation and work opportunities. Existing studies and government reports, especially based on secondary data of national sources such as labour force surveys and time-use data and scholarly studies are reviewed to explore women's pattern of work, paid and unpaid,. It indicates that in women's labour force outcomes and structure the care economy role, particularly extensive responsibilities in child care, old care, housekeeping and other unpaid services can limit their labour force participation, result in occupational segregation, lower working hours. The access and affordability of childcare, care services, home services, health care etc., have their impacts on women's ability to participate in paid employment. The authors emphasize that recognizing and addressing women's burden of unpaid care economy tasks are a necessary tool for policy purposes to enhance women's employment and outcomes and can involve investing in care infrastructure, strengthening support mechanisms in workplaces and equitable sharing of domestic labour within households.

Keywords: Female Labour Force Participation, Care Economy, Unpaid Care Work, Gender Employment Gap, Women's Employment, Childcare, India

INTRODUCTION

Female employment in India is very closely tied to the organisation of unpaid domestic work and care. The provision of household goods and services, through activities like cooking, cleaning and the procuring of domestic necessities and care for children and other dependents (and in particular for older family members), is women's unpaid contribution to production. Many of these services remain unrecognized by standard measures of economic activity but require time and contribute to the welfare of the household. A part of this phenomenon is the limited valuation of unpaid work, which has implications for understanding how women participate in the labour force and their economic status in India. Using 2019 Time Use survey data for India, empirical analyses by Srija and Vijay (2021) revealed clear and large differences between genders in terms of allocating time to paid work, household activities, and child care.

It is relevant to analyze the link between care work and employment since women's labour is essentially time in nature and therefore has the limitations of this form of an economic good. Working for wages, being educated or skilling itself, leisure, are areas from which time is withdrawn, taken in the form of domestic work and care responsibilities. The analysis of nationally representative data drawn from India's time use survey by Tripathi (2024) indicates the existence of a negative relation between the unpaid care work of women, on one hand, and female employment status on the other. An increase by one hour in a woman's unpaid work was associated with lowered chances of women being employed, engaged in self-employment and educated higher. Such information clearly signifies that the responsibilities in respect of caring activities is influential in the selection among of an occupation or not, and the nature of occupations. Equally interesting in analyzing the relation is the disproportionate distribution of unpaid domestic work and care responsibilities. Evidence from the 2019 Time Use survey indicates that women participate in these activities considerably more than men. Using nationally representative data from the Time Use survey for 2019 as many as five studies were made to ascertain female-male differences in participation in care activities (countrywide, and by rural/urban divides).

These studies have invariably pointed to gender inequality with women shouldering a disproportionately large responsibility of unpaid domestic work and care work as in the case of Sahu (2023) and disparities in women's engagement with housework and care, across countries, remain. Findings in the Janiso (2024) survey, based on the time use data for India and other nations, illustrate persistent importance of greater allocation of time to housework and care responsibilities by women compared with men. The dual burden: The phenomenon of uneven distribution of workload may be termed 'the double burden', if and when women who are employed continue to devote significant time to unpaid domestic and care work. Singh and Pattanaik (2020) argue that this work is inadequately appreciated within measurements of the economy even though it contributes significantly to the well-being of the household. They relate women's domestic role with women's exclusion or participation in paid economic activities. Those who move into the labour market may find that time constraints impose limitations to the working hours or the nature of employment, that it brings and the degree of job mobility; the limitations have implications to the progress made at employment arena.

Use of Care economy as concept of analysis The concept of care economy serves well as framework to assess these issues, as it encompass paid and unpaid activities which are engaged in sustenance of household life, as well as people. According to the analyses made recently at the Indian level there exist clearly observable facts that in terms of care work it does remain gendered and it does affect women employment prospects at work places, even when they are employed fulltime (Majumder & Som, 2025). The supply and delivery of childcare, health care and other services including domestic care might hence play vital role determining

the ability of women to join formal work force. Against this background, the current study looks into the interface between female employment and care economy in India; it is primarily focused on extent to which unpaid care and domestic work influence choices about and provision of care by women in labour market and how it varies with the availability of care services and policies to reduce/redistribute such unpaid responsibilities in household. An understanding of this nexus appears to be crucial while analyzing the contribution to the economy made by women, since only employment itself might not represent the full participation in economy when household level care responsibilities persist in unequally manner.

Literature Review

There exists a substantial body of literature that indicates that there is a strong connection between unpaid care work and the participation of women in the labour market. Conventional measures of employment and production activities seem to undervalue the contribution of women since unpaid domestic work and care activities are typically omitted from this framework (Hirway, 2015). Studies from India using time use surveys provide strong evidence about a gender disparity with regard to the allocation of time to the production of unpaid domestic and care goods and services, revealing the fact that a woman bears most of the care burdens (Srija & Vijay, 2021; Singh and Pattanaik, 2020; Tripathi, 2024). Indeed, Sahu (2023) confirms that not only participation, time allocated towards unpaid care activities has enormous gender disparity across urban India and rural India. In the sphere of unpaid household and care work, across different countries and cultures too such a picture is consistently seen, for example; work in terms of household and care work takes a large portion of time of the woman, and its values are substantial as it has an important economic value though mostly underestimated in terms of conventional measurements of economics. The state has roles to play along with the market, household and civil society in understanding how women fulfill their care responsibilities (Folbre, 2006; Razavi, 2007). In summary, there is a generally accepted fact on this subject matter that unpaid housework constitutes a major constraint for women to participate in the paid labour force in India.

Research Objectives

1. To examine the relationship between unpaid care work and female employment in India.
2. To assess the effect of household and caregiving responsibilities on women's labour force participation, working hours and employment choices.
3. To examine the role of childcare, care services and supportive policies in improving women's participation in paid employment.

Hypotheses

H1: Unpaid care work has a significant negative effect on women's labour force participation in India.

H2: Higher household and caregiving responsibilities are significantly associated with lower working hours and reduced employment opportunities for women.

H3: Greater access to affordable childcare and other care services has a significant positive effect on women's participation in paid employment.

Methodology

This paper is a descriptive and analytical study that tries to assess the impact of female work on the care economy in India. It draws upon secondary data from authoritative and

reliable sources such as The Periodic Labour Force survey, Time Use survey, Census of India documents, Government reports and publications by International Labour Organisation and scholarly publications in peer reviewed journals. Special consideration is focused upon on to understand the time allocation, female labour market participation (through gainful employment) and caring practices that are done on voluntary basis by females in terms of unpaid care and housework. Some significant variables are being selected under investigation such as FLFP (Female labour force participation) and Employment status of women, time being spent on women for unpaid house and care work in India. Statistics are presented on various parameters and used to assess pattern on distribution of gainful and unpaid task on gender wise and between rural and urban, (where Data is possible on either aspects) comparative analysis is used and findings and trends are studied with regard to child care services and other care and domestic needs being borne by the females in a society with particular focus over the link with woman's work-life with women labour market outcomes through the available empirical evidences on subject. Research also uses concept of care economy wherein all the unpaid domestic and care giving works are treated as economic task. Primary data are not generated in this research. Study is entirely relies on and makes effective use of compilation of available and empirical evidences from various sources to determine the influence of unpaid care on the outcomes that arise out of women participation in labour market.

Scope of the Study

In this paper we explore the connections between female employment and the care economy in India, paying special attention to unpaid care and domestic work. We ask what impact that expenditure of time on child-raising, household work, or looking after dependent relatives has had on labour force participation, employment status, working hours or choice of occupation by women. It looks at rural and urban women and has a bearing on the impact of childcare facilities or care services, the work place and supporting policies on the nature and extent of female employment. It uses secondary data from labour force survey, time use data and from a large number of government publications and journal articles. Our analysis attempts to address primarily the economic aspects of unpaid care work; and it is in no way an effort to explain in a very broad way all social and cultural dimensions of working women.

RESULTS AND DISCUSSION

This section provides evidence and data on the distinction between paid employment, and men's and women's provision of unpaid care and domestic work, for India. The results draw largely upon data from the Time Use Survey (TUS) 2024, produced by the National Statistics Office, Ministry of Statistics and Programme Implementation. The survey uses individuals aged 6 and over as the sample, and is able to provide estimates for activity participation and activity time for that portion of the population. In terms of the study at hand, the survey helps fully frame analysis of women's unpaid care and household work in relationship to her participation in paid employment by comparing the time devoted by individuals of each gender.

1. Women's work & employment:

The TUS 2024 revealed important inequalities in men's and women's activity participation. Although men and women reported 60.8% and 20.7% involvement in activities associated with paid employment respectively, female participation in providing unpaid domestic services greatly exceeded that of men's.

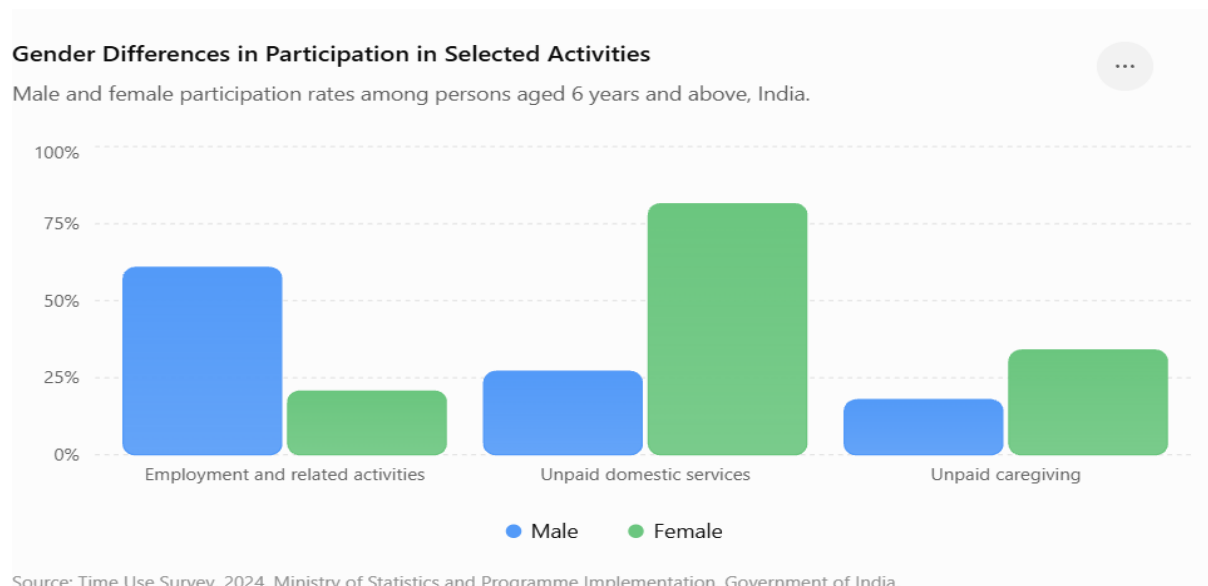
Table 1. Participation in Selected Activities by Sex, India, 2024

Activity	Male (%)	Female (%)
Employment and related activities	60.8	20.7

Unpaid domestic services for household members	27.1	81.5
Unpaid caregiving for household members	17.9	34.0

Source: National Statistical Office, Ministry of Statistics and Programme Implementation, Time Use Survey 2024.

The gap is especially significant in unpaid domestic work. Just above four-fifths of women contributed to paid domestic work and care of household members, in comparison to just about one quarter of men. The gender disparity also clearly arises with respect to unpaid care work. Females are the much greater contributors in the domain of unpaid care. While one third of women took care of children and other family members unpaid, this was only true for 17.9 percent of men. The above data support the first hypothesis (that unpaid care work is inversely related to women's labour force participation) descriptively to a significant degree. The data cannot in itself prove a causal relationship, however, given the large discrepancy between female participation rates in paid versus unpaid work the notion of care provision has an essential contribution to make to a discussion of female employment.



2. Time Spent on Paid Employment

This difference in participation between the sexes can only describe so much of the difference. Time spent also gives insight to this difference. According to the TUS 2024 survey, people who engaged in employment or employment-associated activities occupied an average of 440 min./d in these activities. The disparity between men and women is enormous.

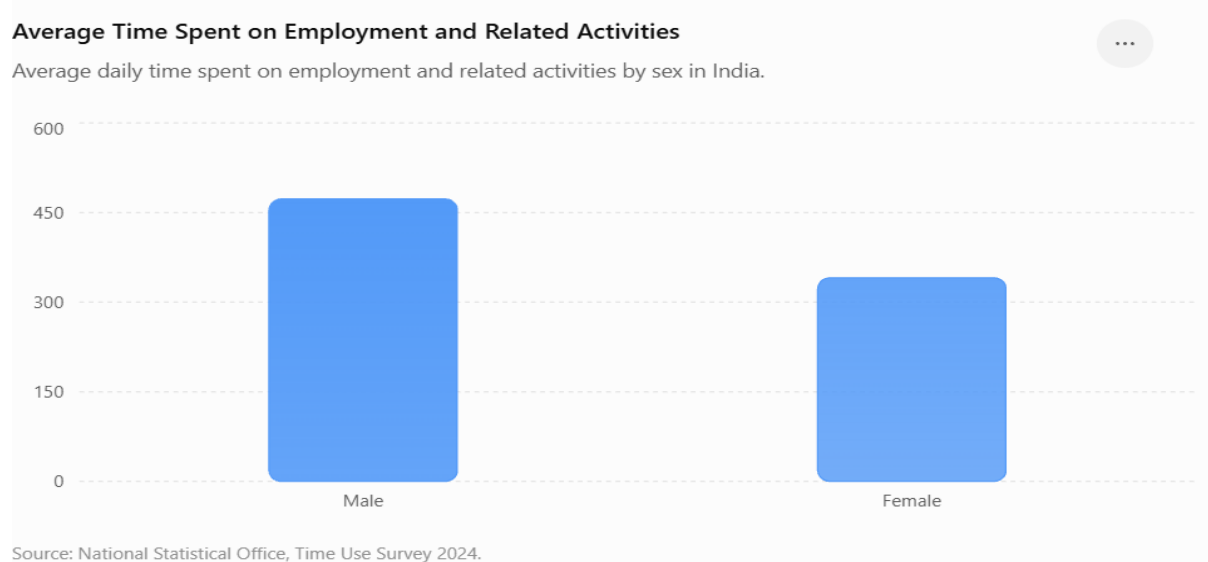
Table 2. Average Time Spent on Employment and Related Activities

Sex	Average minutes per day	Approximate hours per day
Male	473	7 hours 53 minutes
Female	341	5 hours 41 minutes
Difference	132	2 hours 12 minutes

Source: National Statistical Office, Time Use Survey 2024.

When women took part in time-consuming activities that relate to employment, the time they spent on them was 341 minutes per day, whereas it was 473 minutes per day for the men. $473 - 341 = 132$; that is nearly 2h 12 min fewer hours were spent per day.

This difference is informative in relation to the second research question – how did the household/care responsibilities impact on women's working time. It is likely to indicate that even when men and women work in paid jobs outside the house, men and women are different in their non-labour time demands: if women spend less time in activities relating to employment, perhaps it is because they participate more in domestic/care work.



3. Women's Burden of Unpaid Domestic Work

The largest gender difference in the TUS 2024 data is found in unpaid domestic services. Women who participated in these activities spent considerably more time on them than men.

Table 3. Average Time Spent on Unpaid Domestic Services

Sex	Average minutes per day	Approximate hours per day
Male	88	1 hour 28 minutes
Female	289	4 hours 49 minutes
Gender difference	201	3 hours 21 minutes

Source: National Statistical Office, Time Use Survey 2024.

The average time spent by women on unpaid domestic work was 289 minutes per day whereas in the case of men it was 88 minutes per day. Therefore, the time differential was 201 minutes per day, or 3 hours and 21 minutes per day approximately. This is a massive difference in time distribution. It indicates that women, because of having to engage in domestic activities, have much more restricted leisure time available to undertake paid work, schooling, and vocational training among others. The figures indeed prove the utility of analysing the economic aspects of care responsibilities from the women's employment side. It is evident from the figures also why employment for women should not only be analyzed through traditional market indicators.

4. Unpaid Caregiving Responsibilities

The gender difference is also evident in direct caregiving activities. Women who participated in unpaid caregiving spent considerably more time on such activities than men.

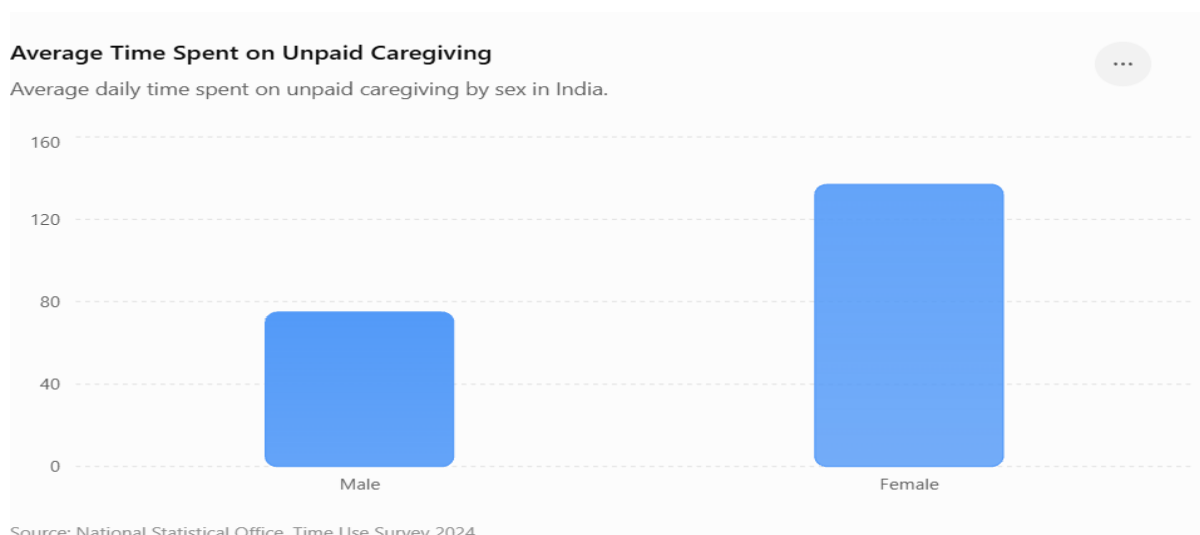
Table 4. Average Time Spent on Unpaid Caregiving

Sex	Average minutes per day	Approximate hours per day
-----	-------------------------	---------------------------

Male	75	1 hour 15 minutes
Female	137	2 hours 17 minutes
Gender difference	62	1 hour 2 minutes

Source: National Statistical Office, Time Use Survey 2024.

In terms of unwaged care activities women and men differed significantly. Women average 137 minutes per day in unpaid care, whereas men average 75 minutes. This indicates that women spent an average of 62 minutes more per day on unpaid care in the survey population than men. While this disparity is less than the disparity in unwaged domestic activity, it is nonetheless substantial. Care responsibilities can be broadly divided as activities that are needed in the upkeep of household members, and, in particular women's responsibilities as relates to the care of children, the elderly, other dependants. These findings concur with the argument that the fact of having to shoulder unwaged care activities limits women's capacities to actively engage in work for a wage. In households where the requirements for care are greatest, men may cut their hours from waged labour or have to exit labour force, or select occupations which offer flexibility of working times.



Discussion

This study's findings illustrate that the participation of women in labour in India cannot be comprehended apart from the organization of domestic and caregiving work which is unpaid. There was a considerable discrepancy in men's and women's involvement in employment activities (9.3 hours; 75 percent of 15-59 year olds) as against the unpaid house work in 2019 using the Time Use Survey of India. Women participate much more actively in unpaid household work for own members and their use of unpaid care service of all members and other non-market work for other members (13.9 hours; 92.9% of 15-59 year olds women) compared to their male counterparts (4.4 hours and 30.4% respectively). In contrast their engagement in women's childcare (5.9 hours and 41.0% of 15-59 year olds women) was considerably higher than men's (2.9 hours and 21.4% 15-59 year olds men) (Ministry of Statistics and Program Implementation, 2025). The gender split in how women's and men's time is organized is a clear indicator; the findings strongly suggest evidence of an inequitable division of time by gender. The absence of women's access to paid jobs coincides with their significantly greater involvement in unpaid household work. This not only confirms that low observed labour market participation is not an indicator of economic inaction due to higher participation in domestic unpaid work. But importantly provides substantial and reliable

evidence supporting my first hypothesis on the negative effect of unpaid care on employment status which goes farther than just comparing differences.

By analyzing time usage and by using statistical analysis where appropriate, Srija and Vijay (2021), concluded that 'conventionally understood female employment statistics underestimate labour market involvement'. Women were found in significant numbers to have no paid employment because they primarily engaged in 'domestic services to households'. Another large subgroup of working women engage in unpaid domestic work and collecting provisions for the consumption of the household and other such work, e.g., stitching and related services for members; and this part comprises another about thirty percent, suggests low observed work might be due to women's productive time being diverted to non-market sectors and unpaid works like domestic and home based work (2021). Also relevant data supporting first hypothesis on connection of domestic/care work and women's labour market participation come from Tripathi (2024), from a research based on India's 2019 Time Use Survey. Tripathi's multinomial logistic regression analysis based on India's Time Use Survey data found strong negative link of time spent on unpaid care work and women's employment, self employment and studies. According to Tripathi's research one more hour of time spent on caregiving work resulted in lower odds of employment at 38 percent, self employment at 27 percent and study, and higher studies at 34 percent; clearly confirming a clear adverse statistical relation of the amount of unpaid domestic work a woman does and her job status. The second hypothesis examined if unpaid care work decreases working hours and if men and women have differenced in their allocation of work.

Available studies on comparison of women's and men's usage on their given works consistently have established the time allocation difference between men and women while participating in economic activity as well. It was noted during 2019 Time Use Survey that the number of hours a employed person of age between 15 to 59 years spent in paid economic activity was 305 min in case of female where for men it was 421 min (Ministry of Statistics and Program Implementation, 2025) so there is a distinct contrast even in labour input in the market. Therefore, it is very plausible that if the domestic responsibilities and care giving of the children are more for women in the house then fewer hours left with women to utilize in working place. It could possibly reduce overall hours in paid economic activity or it can influence selection among part-time, casual and other jobs and lead to withdrawal from work when not able to manage dual role. This further implies that care should be framed as economic problem or challenge to women's paid employment, not solely a household or familial concern; supporting my hypothesis that not only there exists an inverse statistically significant relationship between unpaid care and women's work participation, but also time in such non-market sector should be viewed as cost or as opportunity cost related to women's entry and continued participation in jobs.

My findings align well with previous research by Srija and Vijay (2021) which indicate that conventional gender role definition constrains women from partaking equally in the paid labour market and leads women to overparticipate in unpaid roles, hence reducing the hours devoted to paid work and increasing unpaid responsibilities. For example, Srija and Vijay (2021) reported that unpaid productive activity in form of collecting provisions is dominant in all regions and states, and women are still mostly involved in collecting various supplies, such as fuel, food items and water. Srija and Vijay (2021) also highlighted the existence of different groups within the non-farm economy, one being where women are actively involved in activities with unpaid domestic responsibility which has low social and economic returns. So in summary, for such women the labour participation status measured by conventional statistic only captures a segment, the other part of active contribution through domestic or home based

or other unpaid productive work in unrecognized market economy is missing, that reduces women's labour market participation.

Similarly Srija and Vijay (2021) emphasized need to recognize that participation by gender in work has varying characteristics; men and women participate differently in same kind of work, in other words, the difference in women and men time allocation is significant enough; the nature of women's jobs is more informal, hence those involve lesser skills and lower remuneration. The result also supports my first hypothesis for the presence of association between unpaid work and women's employment, due to its negative impact which influences employment in the similar direction; stronger Evidence supporting is from Tripathi (2024) on connection of unpaid care and women's labour, who used data on Time Use of women surveyed in India. Using multi logistic regression on Time Use survey data Tripathi concluded that higher time on unpaid work lowers the possibilities of women engaging in self employment, higher studies and paid employment, strongly indicating negative impact on employment status. This evidence seems to be more profound since it is looking for direct relation not only differences but quantity.

The figures shown above regarding percentage division in total hours is significant to look for; it tells us how women work and how many hours they spend at home for the housework. Singh and Pattanaik (2020) offer some valuable evidence on these aspects. Their analysis of unpaid domestic work in India showed that this work is particularly likely to be carried out by women in low income households and women in low education groups, whereas they argued that men carry out care work as well, which is conditioned by societal constraints, household decisions and service provision by markets and the state. It suggests that care work is a household outcome conditioned by wider economic and institutional constraints and choices made at household level. The implications of this work can extend to defining the concept of the care economy. Care work is required for the effective functioning of households and reproduction of labour but much of it is carried out in the informal sector, out-of-scope of traditional economic measurements. Activities like cleaning, cooking, looking after dependants or caring for children in households require time and resources. If such activities are conducted in absence of explicit monetary compensation by members of the household, they aren't always recognized as employment by employers. It causes a measurement problem. If paid labour is used to measure economic activity, women contribution to their household welfare and reproduction of labour may be undervalued. These findings have made studies such as The Time Use Survey critical as it has shown to highlight what traditional labour force surveys might miss about women's time allocation. In 2024 the Times Use Survey sought to measure time allocated in productive economic activities such as paid work, time allocated to work of the household of origin and the public domain and the care activities carried out either by the family or an external actor (Ministry of Statistics and Programme Implementation, 2025). The differences in time use devoted by men and women to unpaid domestic services are remarkable. The 2024 survey showed women spent 92.9 percent of their time, compared to men's 30.4 percent, on unpaid domestic activities of age 15-59. It therefore, shows that these inequalities are not particular to some few households and may be a persistent problem affecting many women's lives. However, the study shouldn't suggest that no males participate in care of the household. They may be involved in such activities. Male labour force time use shows that men use 30.4% on unpaid domestic and caregiving duties. The major fact is the magnitude of female-male difference and volume of time used.

Third hypothesis of this research relates to how childcare services, and by extension, other care services, might have encouraged an increased share of female labour in paid economic activities. Even though a definitive causal relationship between childcare services

and paid employment cannot be fully determined from the descriptive evidence here (since Time Use Survey, alone, cannot provide us with fully experimental measures for impact of care-service availability); the evidence showing amount of unpaid work performed implies clear economic rationale in treating childcare and other care services as infrastructure of employment support to women. If several hours per day are allocated to caring tasks for children, elderly or any dependent individual, access to affordable and readily available child, eldercare or caring support systems can free up the women's time, enabling them to engage or enhance their involvement in paid labour force activities. This implies implications for women working with young children and elderly or those in families requiring intensive care. Other factors to consider for childcare and care services include workplace conditions where flexible work schedules, predictable work and support for women caregivers can be beneficial but might be feasible depending on the specific occupation and employment arrangement.

This argument should also be situated in a discussion on whether other social factors could matter such as education, socioeconomic status and personal decisions of individuals to reduce reliance on women unpaid domestic and care duties. Indeed, Singh and Pattanaik (2020) argued that intensity of housework increases significantly with a decline in woman's education as well as for women from the poorest wealth groups. This further compounds to a feedback cycle where poverty makes women unable to afford to pay for care services, so women have to take over all their dependent's care needs at the household level. This, in turn, may continue to keep them out of the labour force and further reinforce low income groups. Finally, the evidence from the Time Use Survey highlights policy implications for promoting women's engagement in the Indian labour force. Policies have primarily targeted issues of increasing women's educational enrollment rates and providing training, skills, employment opportunities and promoting entrepreneurship. While this has helped on some front, it needs to be complemented by interventions aimed at addressing unpaid care work so as to allow more women to seize given opportunities of better skill utilization in paid work; it is no wonder a woman will not take a paid job and enhance her labour force participation level if there are no available opportunities to utilize available skills.

CONCLUSION

The chapter concluded that, women's employment status and distribution across employment type in India, shows a close association to the gender inequality of unpaid work related to domestic work and care services. There is a significant disparity across all gender work and time use between women and men participating in employment related tasks (44-year olds considered), i.e., 75% of men participates compared with 25% of women, and in unpaid care services of time; 92.9% participated compared with 30.4% for men (according to time use Survey 2024), and more women participated in unpaid care working (Ministry of statistics and programme implementation, 2025). The findings support that; the constraint that family cares creates an impact on women's likelihood of participating in the labour market. Chopra et al (2024) show that more than an hour of care working for family reduced women's participation for the same job and Singh and Pattanaik (2020) provide strong evidences for the persistences of unpaid work in defining women's economic opportunities. So in order to provide better opportunity in women's employment, policy focus on improving paid employment for women must directly address the care economy. Lower costs of childcare as well as better access to other care services (institutional and individual support as well as workplace policies) coupled with redivision of household chores, help reduce working women's time constraint more directly in India and thus enabling better employment choice. Also it is crucial to recognise unpaid care working when examining women contribution to the economy of India.

Acknowledgement

The author acknowledges the National Statistics Office, Ministry of Statistics and Programme Implementation, Government of India, for making the Time Use Survey data and related statistical publications available for research. The author also acknowledges the researchers whose published studies provided the academic basis for this study.

Funding

This research received no specific grant from any funding agency in the public, commercial or not-for-profit sectors.

Conflict of Interest

The author declares that there is no conflict of interest associated with this study.

Data Availability

The study is based on publicly available secondary data and published research. The principal statistical source is the Time Use Survey conducted by the National Statistics Office, Ministry of Statistics and Programme Implementation, Government of India.

REFERENCES

- Chopra, Deepta, et al. "Well-being Costs of Unpaid Care: Gendered Evidence from a Contextualized Time-Use Survey in India." *World Development*, vol. 173, 2024, article 106419. <https://doi.org/10.1016/j.worlddev.2023.106419>.
- Folbre, Nancy. *The Invisible Heart: Economics and Family Values*. The New Press, 2001.
- Folbre, Nancy. *Greed, Lust and Gender: A History of Economic Ideas*. Oxford UP, 2009.
- Hirway, Indira. "Unpaid Work and the Economy: Linkages and Their Implications." *Indian Journal of Labour Economics*, vol. 53, nos. 1–2, 2010, pp. 1–21.
- Hirway, Indira. "Unpaid Work and the Economy: Linkages and Their Implications." *Indian Journal of Labour Economics*, vol. 53, no. 4, 2010, pp. 705–721.
- International Labour Organization. *Care Work and Care Jobs for the Future of Decent Work*. International Labour Office, 2018.
- International Labour Organization. *Care at Work: Investing in Care Leave and Services for a More Gender Equal World of Work*. International Labour Office, 2022.
- International Labour Organization. *World Employment and Social Outlook: Trends for Women 2018—Global Snapshot*. International Labour Office, 2018.
- Janiso, J. "Gender Differences in Unpaid Care and Domestic Work in India." *Development Policy Review*, 2024.
- Kabeer, Naila. "Paid Work, Women's Empowerment and Gender Justice: Critical Pathways of Social Change." *Pathways of Women's Empowerment*, Institute of Development Studies, 2008.
- Kabeer, Naila. "Women's Economic Empowerment and Inclusive Growth: Labour Markets and Enterprise Development." *School of Oriental and African Studies, University of London*, 2012.
- Ministry of Statistics and Programme Implementation. *Time Use Survey, 2024*. National Statistics Office, Government of India, 2025.

- Razavi, Shahra. *The Political and Social Economy of Care in a Development Context: Conceptual Issues, Research Questions and Policy Options*. United Nations Research Institute for Social Development, 2007.
- Sahu, S. "Gender Differences in Unpaid Care Work in India: Evidence from the Time Use Survey." *Artha Vijnana*, 2023.
- Sen, Amartya. *Development as Freedom*. Oxford UP, 1999.
- Singh, Pushpendra, and Falguni Pattanaik. "Unfolding Unpaid Domestic Work in India: Women's Constraints, Choices, and Career." *Humanities and Social Sciences Communications*, vol. 6, 2020, article 111. <https://doi.org/10.1057/s41599-020-0488-2>.
- Srija, Anupam, and K. Vijay. "Women's Work and Time Use in India: Evidence from the Time Use Survey." *Indian Journal of Human Development*, 2021.
- Standing, Guy. *The Precariat: The New Dangerous Class*. Bloomsbury Academic, 2011.
- Tripathi, S. "Unpaid Care Work and Women's Employment in India: Evidence from the Time Use Survey." *The British Journal of Social Work*, vol. 54, no. 8, 2024, pp. 3509–3528.
- United Nations Development Programme. *Gender Equality in India: A Study of Women's Economic Participation*. United Nations Development Programme, 2020.
- United Nations Women. *Progress of the World's Women 2019–2020: Families in a Changing World*. UN Women, 2019.
- United Nations Women. *Whose Time to Care? Unpaid Care and Domestic Work during COVID-19*. UN Women, 2020.
- World Bank. *Women, Business and the Law 2024*. World Bank, 2024.
- World Bank. *Women, Business and the Law 2023*. World Bank, 2023.
- World Bank. *World Development Report 2012: Gender Equality and Development*. World Bank, 2011.
- Benería, Lourdes. *Gender, Development, and Globalization: Economics as If All People Mattered*. Routledge, 2003.
- Folbre, Nancy. "Measuring Care: Gender, Empowerment, and the Care Economy." *Journal of Human Development*, vol. 7, no. 2, 2006, pp. 183–199.
- Folbre, Nancy. "Reforming Care." *Politics & Society*, vol. 36, no. 3, 2008, pp. 373–387.
- Budlender, Debbie. *The Statistical Evidence on Care and Non-Care Work across Six Countries*. United Nations Research Institute for Social Development, 2008.
- Razavi, Shahra. "The Political and Social Economy of Care in a Development Context: Conceptual Issues, Research Questions and Policy Options." *Gender and Development Programme Paper*, no. 3, United Nations Research Institute for Social Development, 2007.