

Why Crèches when we discuss women participate in workforce?



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Women in Paid Economic Work

- Majority of women who are accounted as 'workers' are found in the unorganized sector
- Women take on employment in the primary sector, within the realm of agriculture and farm work.
- Within the manufacturing sector, they are found to be employed in low paying, casual, home-based work or in unpaid work within family run enterprises.
- In the tertiary sector, women are seen more in number in retail trade, education-related work and paid domestic household work.
- Majority thus, are involved in work which lacks dignity of labour, social security, decent and timely wages and sometimes, even the right to be called a 'worker'.

What factors influence this?

- Patriarchal notion of 'what women should do' - at both household as well as policy level which limits her
 - Education and skilling opportunities
 - Employment opportunities
 - Agency
 - Mobility
- Women internalize their primary role as Care-giver and tend to make paid work choices which gives them the flexibility to manage their unpaid and care responsibilities along with paid work.

Challenges involved

- There are challenges at all levels –
 - finding consistent work,
 - untimely and ad hoc payment of wages,
 - unhygienic, hazardous working conditions,
 - lack of appropriate tools and basic facilities,
 - inability to take leave, wage cuts and
 - harassment and abuse.
- Their need to constantly give time to their care and domestic work responsibilities complicates their situation.
- Women with very young children tend to face problem of work loss, wage cut, harassment more often than others and thus fall out of work force for several years

Labor Force Participation Rates for Married Women with and Without Children under Age 6 in Urban Areas, 1983–2011 (percent)

	1983	1993	2004	2007	2009	2011
Female with no children under age 6	24.4	24.4	25.8	21.7	22.8	23.6
Female with at least one child under age 6	19.7	18.7	20.2	15.9	14.6	16.1
difference	4.7	5.7	5.6	5.8	8.2	7.5

Source: Authors' estimates from the NSS for urban women aged 25-55, who are wives of household head.

Source: Das, Maitreyi Bordia and Ieva Žumbytė. The Motherhood Penalty and Female Employment in Urban India. The World Bank 2017

Balancing Paid along with Unpaid

Strategies adopted

- Take work which is flexible, part time, near home, or inside home
- Stretch Time
- Take children to workplace
- Leave children alone or in sibling care
- Sometimes pay neighbours/relatives to look after

This impacts

- Chances of gaining decent employment
- Her health 'Thakaan'
- Overall earnings
- Development of the child
- Health and education of other children

(GrOW 2017, MC 2018)

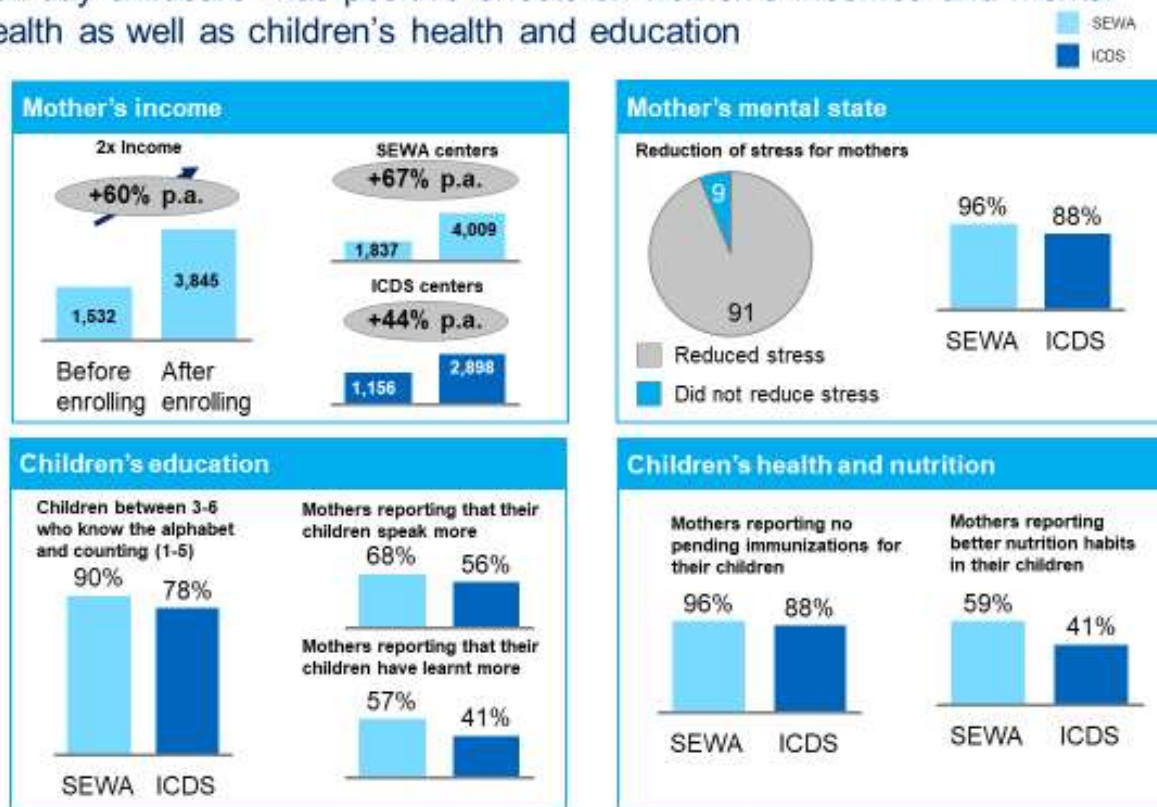
There is a need to

Recognise, Reorganise and Redistribute

Full day care which takes into account women's work can help in easing the burden to some extent

What Crèches can do?

Full day childcare¹ has positive effects on women's incomes and mental health as well as children's health and education



¹Defined as childcare offered from 9AM to 5PM, tailored to the mother's working hours

Source: Slide from the presentation of Namya Mahajan at the ISST Workshop 2018

Thank you