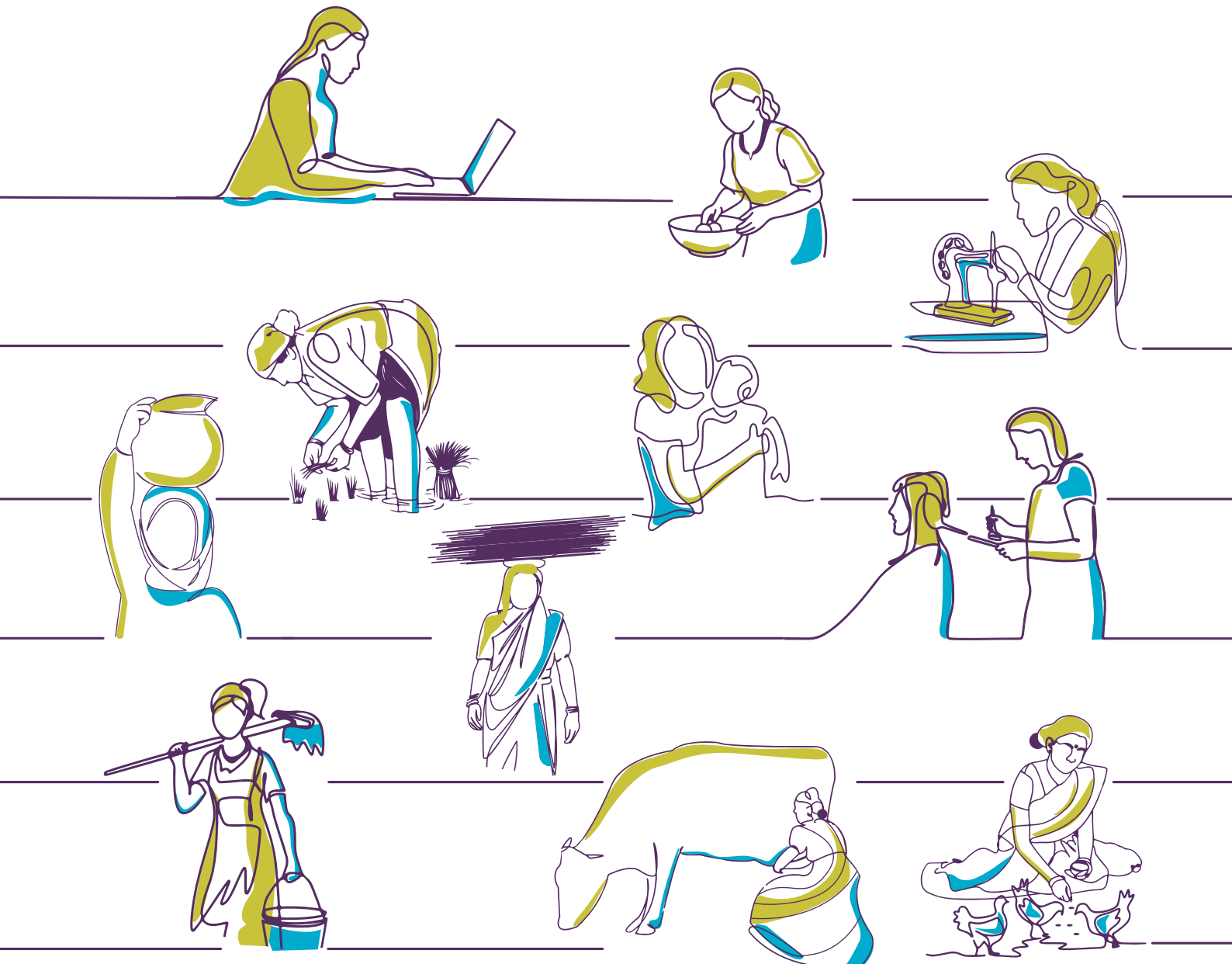


CAPTURING WOMEN'S WORK TO MEASURE BETTER

REPORT



About IWWAGE

Institute for What Works to Advance Gender Equality (IWWAGE) aims to build on existing research and generate new evidence to inform and facilitate women's economic empowerment agenda. IWWAGE is an initiative of LEAD at Krea University, an action-oriented research centre housed at the Institute for Financial Management and Research (IFMR), a not-for-profit society which is also the Sponsoring Body of Krea University.

www.iwwage.org

About LEAD at Krea University

LEAD at Krea University is an action-oriented research centre that leverages the power of research, innovation, and co-creation to solve complex and pressing challenges in development. Since 2005, the centre has been at the forefront of development research and programming in India and has managed a portfolio of over 265 projects in collaboration with over 300 academics, governments, NGOs, and private sector organisations from across the globe.

www.ifmrlead.org

Research Lead:

Sona Mitra,
Director - Policy and Research,
IWWAGE

Research Team:

Bidisha Mondal,
Senior Research Fellow,
IWWAGE

Prakriti Sharma,
Research Manager,
IWWAGE

Aneek Chowdhury,
Research Associate,
IWWAGE

Copyediting:

Aditya Malaviya

Report Design:

Allan Macdonald
Sakthivel Arumugam

Design Support Team:

Pallavi Duggal
Karunakar Rao

Suggested Citation:

Mitra, S., Mondal, B., Sharma, P. & Chowdhury, A. (2024). Capturing Women's Work to Measure Better. IWWAGE (LEAD at Krea University), August, 2024.

We extend our heartfelt gratitude to all those who contributed to the successful completion of the study.

We are particularly thankful to the members of our Technical Advisory Group - Shri PC Mohanan, Prof. Hema Swaminathan, and Dr Santanu Pramanik – whose expert guidance and insights were invaluable throughout the survey design and analysis phase of this study.

Our deep appreciation to Saachi Bhalla, Deputy Director, Gender Equality at the Bill and Melinda Gates Foundation for her unwavering support, both in terms of resources as well as encouragement. We are also immensely grateful to Sharon Buteau, Executive Director, LEAD at Krea University, for her consistent facilitation and backing at every stage of the study.

We would like to acknowledge the field team at LEAD at Krea University, especially Mr Pramod Tiwari, Mr Mahantesh BS, Mr Prasenjit Samanta, and Mr Durgesh Pandey along with all field executives and enumerators for their dedication in ensuring the smooth execution of the field work.

We also recognise the contributions of former IWWAGE research team members, particularly Aparna G, who played a vital role before she moved out.

Our thanks extend to the Policy, Advocacy and Communications team at IWWAGE - Ms Preethi Rao, Ms Pallavi Duggal, Ms Sruthi Kutty, Mr Karunakar Rao and Mr Sayak Sinha – for their valuable support.

We are grateful to the participants and speakers at the CWW workshop held in Delhi on 24 July, 2024, whose insights significantly enriched our findings.

Finally, a special note of thanks goes to Radha Chellappa, Executive Director, IWWAGE, for her steadfast support during the final phases of the study. We also appreciate the entire IWWAGE team, including our office support staff for their dedication and tireless efforts, often working late hours to help deadlines and keeping us fuelled with coffee.



Abbreviations

CWS	Current Weekly Status
CWW	Capturing Women's Work (name of IWWAGE survey)
FLFP	Female Labour Force Participation
FLFPR	Female Labour Force Participation Rate
FWPR	Female Work Force Participation Rate
GDP	Gross Domestic Product
HH	Household
LFS	Labour Force Survey
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
NCO	National Classification of Occupation
NIC	National Industrial Classification
NSS	National Sample Survey
OBC	Other Backward Classes
PLFS	Periodic Labour Force Survey
SC	Scheduled Caste
SNA	System of National Accounts
ST	Scheduled Tribe
WFP	Work Force Participation

Contents

A. Background	11
B. Objectives of the Study	13
C. Selection of Study Areas, Sampling Methodology, & Description of Sample	14
1. Selection of Study Areas	15
2. Sampling Methodology	15
3. Description of Sample	15
D. Innovations in Survey Methods & Tools	19
1. Comprehensive Employment Module	20
2. Women's Willingness to Work	20
3. Rapid Time-Budget	20
4. Perception Bias	20
E. Household Characteristics (CWW IWWAGE Survey)	21
F. Descriptive Statistics	24
1. Employment Characteristics	25
1.1 Principal Engagements	25
1.2 Subsidiary Engagement of Women Workers	34
1.3 Labour Underutilization Among Women	38
Summary of Findings	42
2. Detailed Insights on Women's Participation in Different Activities over Weekly Reference Period	43
2.1 Unpaid Household Production	44
3. Detailed Insights from Time Budget over 24-hours Reference Period	45
3.1 Overall Distribution of Women's Work	45
3.2 Women's Time-Budget in Hours (on an average day)	46
3.3 Men's Time-Budget in Hours (on an average day)	46
3.4 Women's Time-Budget Across Type of Employment & Employment Status	47
3.5 Women's Time-Budget across Marital Status	49
Summary of Findings	50

Contents continued to next page...

4. Perception Bias	51
4.1 Bias in Proxy-Reporting of Women’s Time Use	53
4.2 Bias in Proxy Reporting of Women’s Time Use in Unpaid Economic Work	55
4.3 Bias in proxy-reporting of women’s time-use in domestic services	57
4.4 Bias in Proxy-Reporting of Women’s Time Use in Caregiving Services	59
4.5 Men’s Participation in Domestic and Caregiving Services	61
Summary of Findings	62
5. Supply & Demand-side Barriers Explaining Women’s Lack of Willingness to Work	63
6. Regression Analysis	65
6.1 Model 1: Logit Regression Model to Understand the Determinants of Female Workforce Participation	65
6.2 Model 2: Ordered Logit Regression Model to Understand Women’s Engagement in Subsidiary Activities	67
Annexure 1	70
1. Sampling Methodology for Study on ‘Capturing Women’s Work to Measure Better’	70
Annexure 2	72
1. Logit Regression Results	72
2. Ordered Logit Regression Results	74
Annexure 3	76
1. Calculation of Weight	76
2. Components of Asset Index	76
Annexure 4	79
1. Classification of Industries followed in IWWAGE Survey & 2008 NIC Codes	79
Annexure 5	82
1. Quantitative Survey Tool: Female	82
2. Quantitative Survey Tool: Men	100

List of Tables

Table 1: Deviation of Women's Time-use in Proxy Reporting in Various Paid and Unpaid activities	16
Table 2: Sample Description IWWAGE Survey - Male	16
Table 3: Logistic Regression of Women's Work Participation	66
Table 4: Ordered Logistic Regression of Subsidiary Activities	68

List of Figures

Figure 1: Share of Women in the Sample who are Married and in Vocational Training	17
Figure 2: Share of Women across Education Level	18
Figure 3: FWPR and LFPR in PLFS 22-23 and IWWAGE Survey	25
Figure 4: FLFPR Comparisons	26
Figure 5: FLFPR across Marital Status	26
Figure 6: Asset Class and FLFPR	27
Figure 7: Educational Level and FLFPR	27
Figure 8: Type of Employment of the Sample in the IWWAGE Survey	28
Figure 9: Karnataka NIC - IWWAGE Survey and PLFS 22-23	29
Figure 10: Jharkhand NIC - IWWAGE Survey and PLFS 22-23	29
Figure 11: Type of Occupation in IWWAGE Study	33
Figure 12: Share of Women's Engagement in Subsidiary Activity	34
Figure 13: Sectoral Distribution of Subsidiary Activities	35
Figure 14: Distribution of Type of Employment in Subsidiary Engagement - First Subsidiary Engagement & Second Subsidiary Engagement	37
Figure 15: Subsidiary Activity as per Principal Type of Employment	38
Figure 16: Challenges for Job Search - Karnataka and Jharkhand	39
Figure 17: Current Weekly Status (CWS) - IWWAGE Survey and PLFS 22-23	42
Figure 18: Women's Participation in Paid Economic Work	43
Figure 19: Women's Participation in Unpaid Household Production	44
Figure 20: Average Share of Women's Time Budget (Excluding Sleep)	45
Figure 21: Women's Average Time Budget (in Hours)	46
Figure 22: Men's Average Time Budget (in Hours)	47
Figure 23: Women's Average Time Budget Across Type of Employment - Karnataka and Jharkhand	48
Figure 24: Women's Time Budget Across Marital Status - Karnataka and Jharkhand	49
Figure 25: FWPR - Self-Reporting by Women vs Proxy Reporting by Male	51

List of Figures continued to next page...

Figure 26: Anomalies in Occupation during Proxy Reporting	52
Figure 27: Anomalies in Occupation during Proxy Reporting	53
Figure 28: Comparison of Time Budget in different activities - Women as Per Self and Women as Per Men - Rural and Urban	54
Figure 29: Extent of Deviation in Time Budget in Self vs Proxy Reporting	55
Figure 30: Comparison of Time Budget in Unpaid Household Production - Women as Per Self and Women as Per Men	56
Figure 31: Extent of Deviation in Time Budget (Unpaid Household Production) in Self vs Proxy Reporting	56
Figure 32: Comparison of Time Budget in Unpaid Domestic Services - Women as Per Self and Women as Per Men- Karnataka and Jharkhand	57
Figure 33: Extent of Deviation in Time Budget (Unpaid Domestic Services) in Self vs Proxy Reporting - Karnataka and Jharkhand	58
Figure 34: Comparison of Time Budget in Unpaid Caregiving Services - Women as Per Self and Women as Per Men – Karnataka and Jharkhand	59
Figure 35: Extent of Deviation in Time Budget (Unpaid Caregiving Services) in Self vs Proxy Reporting - Karnataka and Jharkhand	60
Figure 36: Comparison in Time Budget in Domestic and Caregiving Activities of Men, Women and Women as per Men - Unpaid Caregiving Services Activities & Unpaid Domestic Services Activities	61
Figure 37: Barriers for Willingness - Karnataka and Jharkhand	63

Executive Summary

Women's work continues to be underestimated in conventional labour force surveys due to a combination of factors. A major challenge to comprehensive data collection is the multifaceted nature of women's work, which encompasses both economic and non-economic activities, including domestic work, care, and unpaid economic work. Moreover, the prevalence of various biases among both respondents and enumerators, exacerbated by questionnaire design that often lacks gender inclusiveness, exacerbates data gaps and leads to the undercounting of women's work. This undercounting not only keeps women invisible in statistics, but also marginalises them in policy discussions.

Existing research criticises the oversimplified data collection methodology often used in mainstream labour force surveys. These include overly broad categories of women's work, reliance on a single question to determine employment status, and blurred distinctions between unpaid family workers and those engaged in domestic work. These methodological shortcomings often lead to the misclassification of economically active women as inactive. As a result, their economic contribution is underestimated.

The main objective of this study is to enhance data collection on women's work. We will experiment with innovative survey techniques and sampling frames. Our aim is to develop a framework for conducting women's surveys that could potentially be aligned with national labour force surveys, while at the same time providing more accurate estimates of women's labour force participation. In parallel, the study identifies and quantifies perception bias in proxy-reporting. Innovations introduced in the survey include a broader definition of employment measures, comprehensive assessments of women's activities over different reference periods, measuring the quantum of women's participation in various activities using time-criterion, and a parallel male survey to quantify perception in proxy-reporting.

The study was conducted in Karnataka and Jharkhand, surveying approximately 4000 women aged 18-60 years and 800 men aged 18-years and above. Sample sizes were equally distributed across the states for both sexes, with subsequent allocation ensuring proportionate representation of rural and urban women, as well as different age cohorts (18-24, 25-34, and 35-60 years). Female respondents were selected using multi-stage stratified random sampling, while men were selected from every fifth household in which a woman was interviewed. The study used electoral rolls to construct the sampling frame.

Our results show that the innovations implemented were effective in capturing a larger proportion of women in employment compared to conventional labour force surveys, provided valuable insights into women's time-use patterns, and highlighted the significant impact of perception bias in proxy reporting.



A

Background



Women's work is inherently more diverse and complex due to the significant share of unpaid work they perform. This unpaid work often involves a wide variety of activities. These include domestic work and caring for the household and its members, including children, the elderly and the sick. Consequently, measuring women's work becomes even more challenging. Conventional labour force surveys tend to collect data using instruments that typically do not emphasize questions that might reveal the nature of women's work, leading to gaps in understanding the time or scope of their work.

The usual labour force surveys underestimate women's work, including both economic and non-economic, and thus underestimate their participation in the labour force. This leads to a large proportion of women not being recognised as workers and has become an important discourse in the recent past. Several factors contribute to this underestimation. Besides unpaid care/domestic work, a key factor is the complexity of women's work, which often includes significant unpaid economic work. This unpaid economic work, which is classified in the SNA¹ and the Extended SNA² activities, often includes contributions to family enterprises and production of subsistence goods by households for their own consumption, as well as the free collection of products such as water, firewood, fish, and fruit for personal use. The other major factor is the lack of gender inclusiveness in the data collection process in our surveys due to the male-centric design of the questionnaires and the lack of emphasis on women's work, which makes their contribution invisible. In addition, biases creep into the data collection process, such as respondent bias, which occurs when men respond on behalf of women; social desirability bias, which leads to under-reporting of certain activities by both men and women; and finally, enumerator bias, which is influenced by cultural beliefs, affects the data

collection process and leads to under reporting of women's work. This underreporting not only keeps women invisible in statistics but also results in their exclusion from policy discourse.

The literature highlights several issues related to women's labour force participation in the Indian context: researchers criticize the current methods of measuring women's work for using categories that are too broad, for relying on a single question on employment, and for making a distinction between employment and work (Abraham, Anjum, Lahoti, & Swaminathan, 2023). In addition to paid economic work, the literature discusses how the NSS definition of economic activity is in line with international standards, but the distinction between unpaid family workers and those engaged in domestic work is inconsistently applied. As a result, women who are economically active are misclassified as inactive and their contribution to the economy is under-reported (Hirway & Jose, 2011; Sudarshan, 2014; Deshmukh, Desai, Pramanik, & Tiwari, 2020; Deshpande & Kabeer, 2024).

In developing countries such as India, many women contribute to the GDP through unpaid economic work but are not recognized as working, leading to their exclusion from official statistics (Deshpande, 2023). These women, who are often not counted in the labour force, engage in activities such as maintaining kitchen gardens, working on household poultry and dairy tasks, processing primary products, collecting firewood and fodder for livestock, preparing cow dung cakes for fuel, fetching water, and sewing. These responsibilities, in combination with household chores, force women to juggle work and household responsibilities (Mehrotra, 2015).

Therefore, the ultimate aim of this study is to develop more accurate and comprehensive data collection methods.

¹ The SNA activities include those activities which involve receiving remuneration/earning against the participation, and these include both self-employment and paid employment. Women's contribution as unpaid family workers gets included under SNA activities.

² Unpaid household production of goods for own use, comes under the extended SNA activities.

B

Objectives of the Study

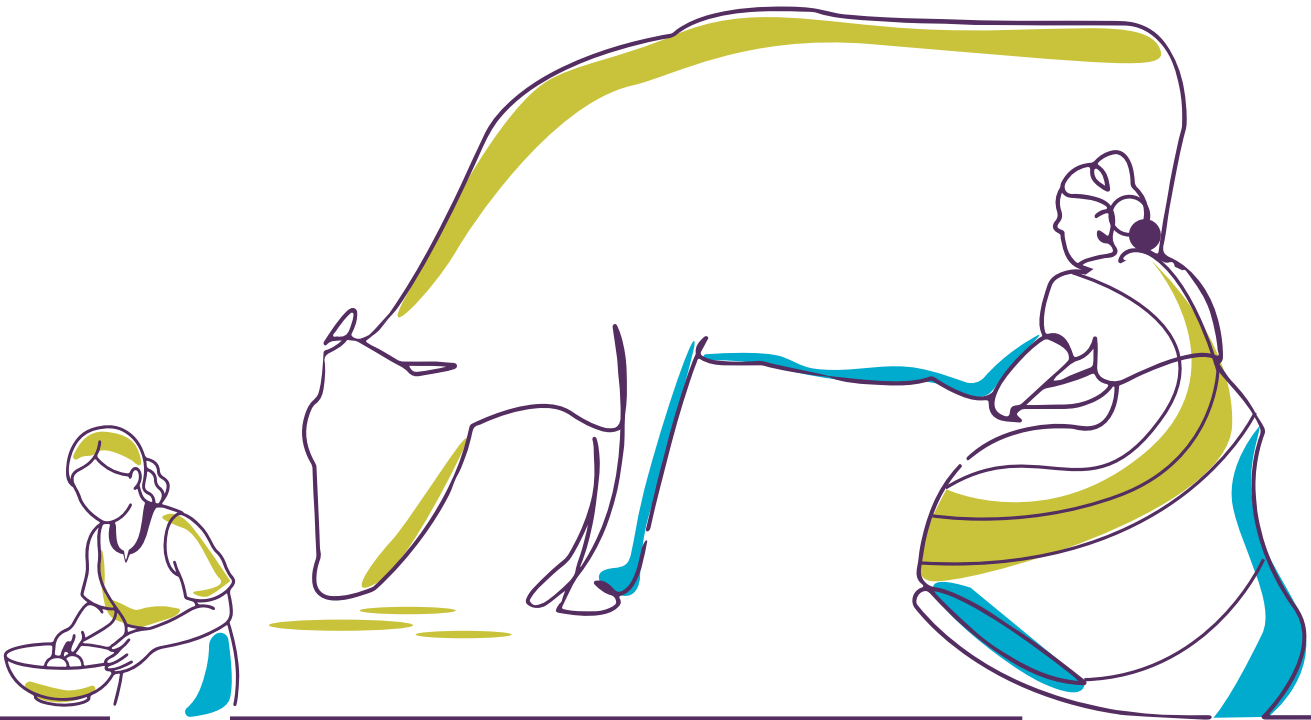
The following were the objectives of our study:

- 1** To develop, through new probing techniques and innovative sampling frames, better mechanisms for collecting data on women's work
- 2** To develop a framework for conducting women's surveys, which could potentially be aligned with the national Labour Force Surveys (LFS) to provide better estimates of women's labour force participation
- 3** To identify and highlight the extent of respondent bias that leads to underestimation of the contribution of women to the economy when the respondent is not the woman herself



C

Selection of Study Areas, Sampling Methodology, & Description of Sample



1. Selection of Study Areas

Two Indian states - Karnataka and Jharkhand- were selected for the study. The states were selected based on IWWAGE's previous flagship study called Female Labour Force Participation (FLFP) study. The FLFP study, which was conducted between November, 2021, and January, 2022, shows us that FLFPR is highest in Karnataka (37 per cent in both rural and urban areas) and lowest in Jharkhand (15 per cent in rural Jharkhand and 20 per cent in urban Jharkhand). Similarly, in Jharkhand, when asked to identify the most important reason for not wanting to work among those who responded, as many as 74 per cent women cited unpaid domestic and care work as the reason for not wanting to work, with this proportion being higher than in other states surveyed in the FLFP study. In Karnataka, when working women were asked about the most important factor keeping them in their current job, approximately 22 per cent said that they were continuing in their job because it allowed them to do household work, which was relatively higher than in other states. Thus, Karnataka was chosen to represent the high-performing states and Jharkhand as the low-performing state.

2. Sampling Methodology

For the study we adopted a multi-stage stratified random sampling. We surveyed around 4000 women and 800 men in the two Indian states of Karnataka and Jharkhand. From each state, four districts are selected and from these districts, polling booths were selected in a manner that ensured proportionate representation of both the rural and urban population of women aged 18-60 years. After selecting the polling booths, a listing of all households with women in the age-group 18-60 years is prepared based on the electoral rolls. For women in the age groups 18-24 years, 25-34 years, and 35 - 60 years, the sampling frame is further stratified into three cohorts. The size of the sample from each of the age-cohorts is proportionate to the size of the population of each age-cohort in the female population of the polling station (aged between 18-60 years) according to the electoral data. After the determination of the sample size, the selection of the sample is done using a random sampling method. To capture the perception bias which often occurs in many national surveys where male respondents answer questions relating to women, a male member is also interviewed in one-fifth of the selected households. To ensure randomisation among male respondents, the male member is surveyed in every fifth household. The male respondent must either be the spouse or, in the case of unmarried women, another adult member of the family. Female and male respondents are the ultimate stage units for the survey (See Annexure 1 for a detailed description of the sampling methodology).

3. Description of Sample

A summary of the sample size is shown in Table 1. Due to the proportional sample size distribution, the rural sample size is larger than the urban sample size. Similarly, the sample size is highest for the 30-60 years age group, followed by the 25-34 years age group and the sample size is lowest for the 18-24 years age group due to the proportional sample size allocation. There is a similar pattern in the sample size distribution for males in rural and urban areas and across the age groups.

Table 1: Deviation of Women's Time-use in Proxy Reporting in Various Paid and Unpaid activities

Women			Age Cohort			
State	District	Region	18-24	25-34	35-60	All Ages
Karnataka	Bagalkot	Rural	46	83	168	297
		Urban	12	36	103	151
	Chitradurga	Rural	37	89	175	301
		Urban	13	26	62	101
	Dakshina Kannada	Rural	30	72	166	268
		Urban	31	60	164	255
	Tumkur	Rural	58	136	307	501
		Urban	14	40	94	148
Jharkhand	Deoghar	Rural	71	113	225	409
		Urban	10	29	60	99
	Dumka	Rural	53	129	267	449
		Urban	5	15	29	49
	Palamu	Rural	104	192	308	604
		Urban	11	30	57	98
	Ramgarh	Rural	31	68	101	200
		Urban	16	42	94	152
Total	Karnataka	Rural	171	380	816	1367
		Urban	70	162	423	655
	Jharkhand	Rural	259	502	901	1662
		Urban	42	116	240	398
Karnataka			241	542	1239	2022
Jharkhand			301	618x	1141	2060
Women Total						4082

Source: CWW – IWWAGE survey

Table 2: Sample Description IWWAGE Survey - Male

Male	Rural	Urban	Total
Karnataka	303	143	446
Jharkhand	325	80	405
Men Total			851

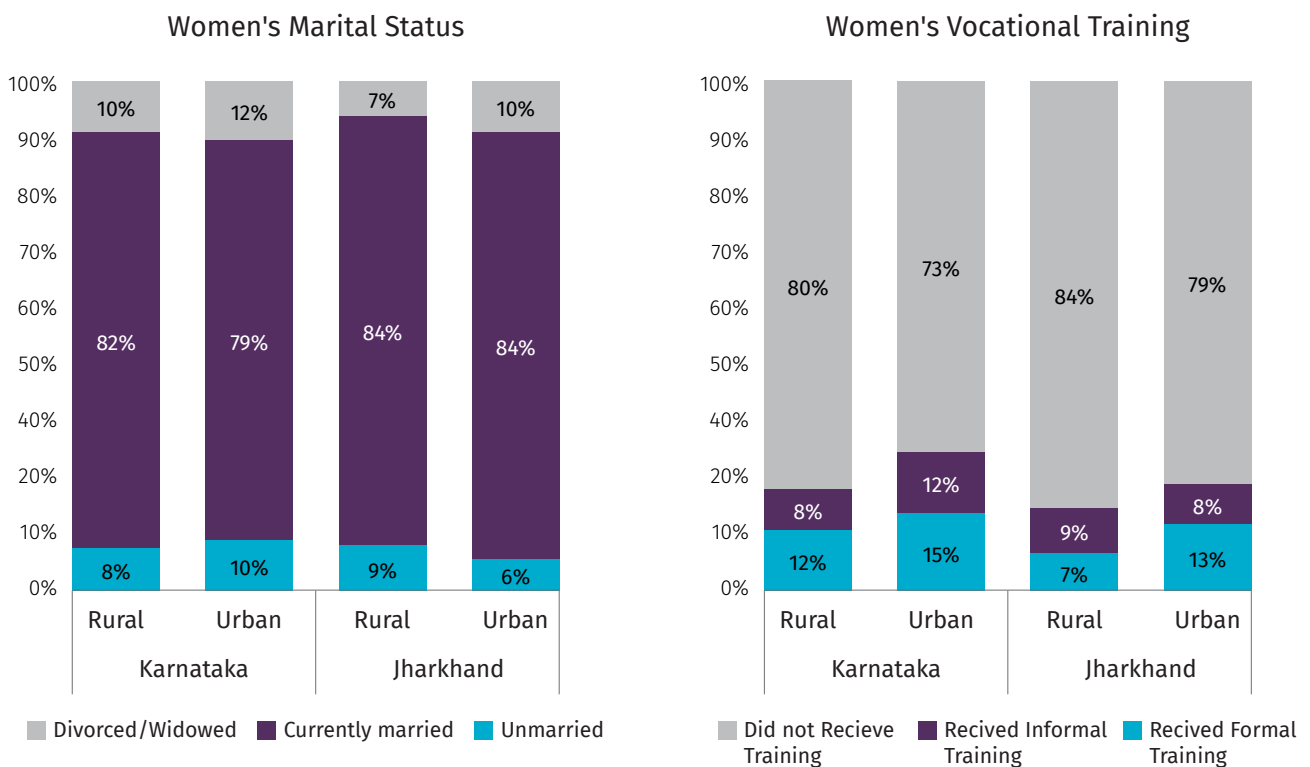
Source: CWW – IWWAGE survey

The figures below show the distribution of the sample across different marital status, level of education and type of vocational training.

The proportion of currently married is around 80 per cent of all women, with the remainder either unmarried, divorced and/or widowed in both rural and urban areas of both states. The proportion of married women again varies across age-groups, with the proportion of married women being much

higher in the older age-groups of 25-34 years and 35-60 years, and the proportion of unmarried women being much higher in the younger age-groups of 18-24 years, as the median age at marriage is 19.2 years (NFHS 5). In both states, urban females are better educated compared to their rural counterparts. The level of education is also higher among the sample of women in Karnataka as compared to the sample in Jharkhand.

Figure 1: Share of Women in the Sample who are Married (Left) and in Vocational Training (Right)



Source: CWW – IWWAGE survey

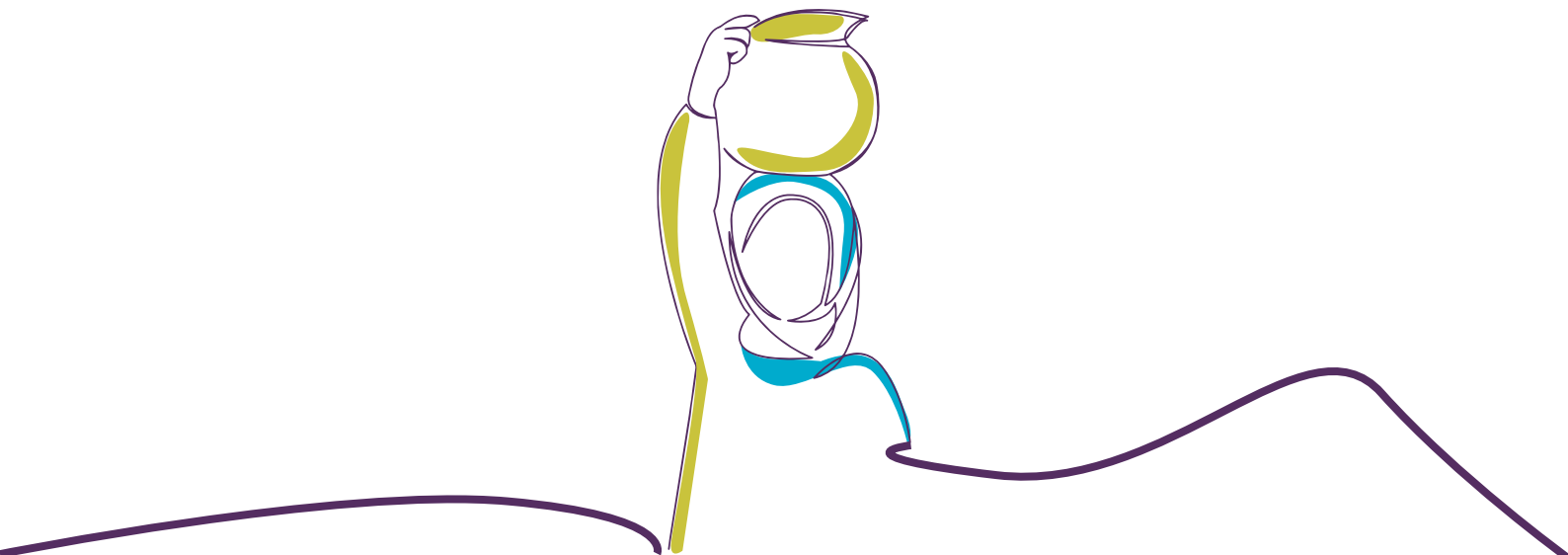
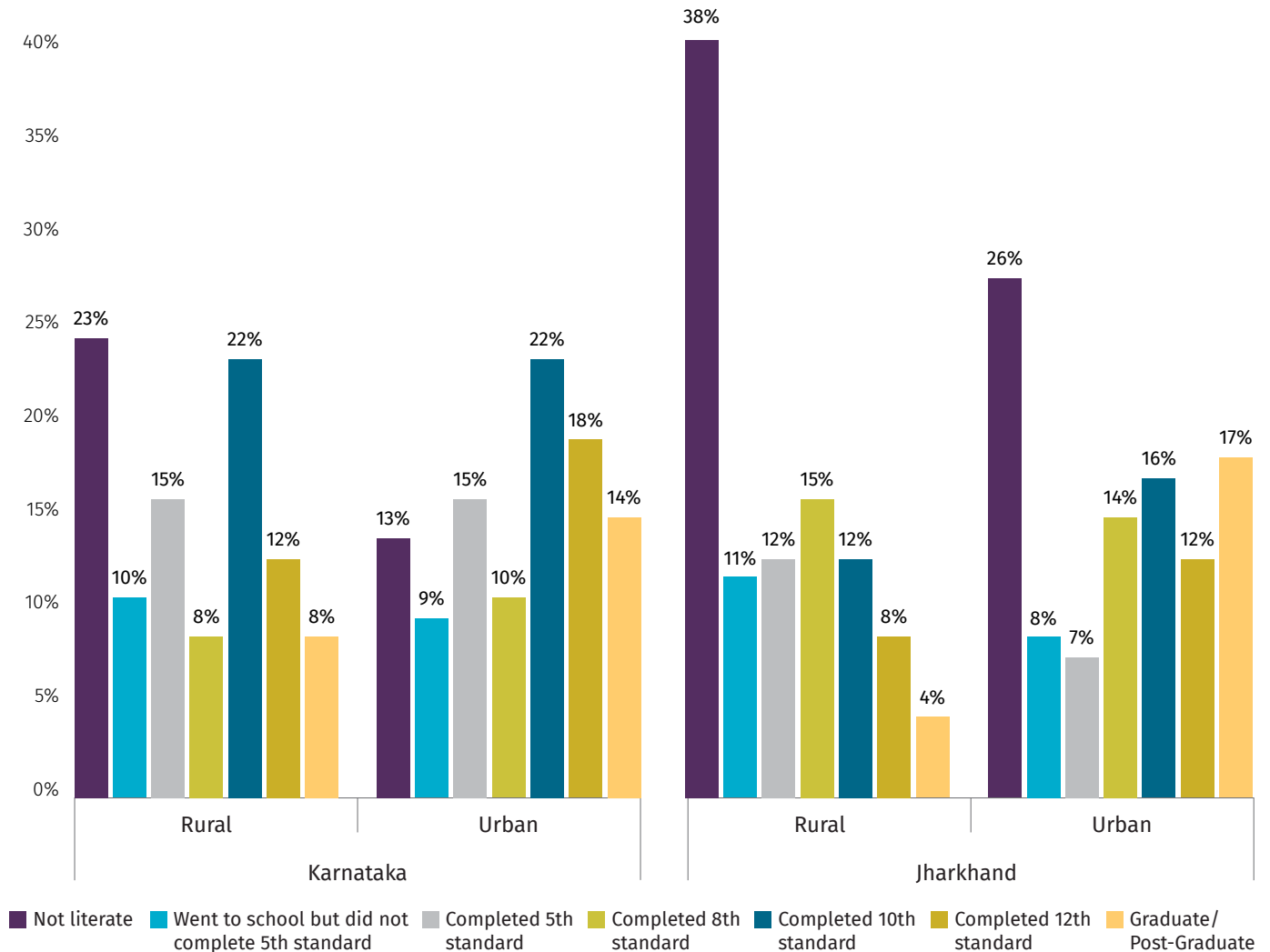


Figure 2: Share of Women across Education Level



Source: CWW – IWWAGE survey

These trends are consistent with NSS national-level findings that women's educational attainment is better in urban areas than in rural areas; it is also better in Karnataka than in Jharkhand. The proportion

of women receiving formal vocational training is relatively higher among urban women compared to rural women, and relatively higher among women in Karnataka compared to women in Jharkhand.

D

Innovations in Survey Methods & Tools

To address the concern of underestimating women's work, the following innovations were introduced in the survey methods and questionnaire design.



1. Comprehensive Employment Module

In order to have a more complete picture of women's work, we have a broader definition of the principal activity. In the IWWAGE study, the principal activity refers to the activity in which the respondents spent most of their time during the previous year. This is less restrictive than the criteria that was used to define the principal activity and that was followed by the National Sample Survey Organisation when it carried out the PLFS.³

In addition to women's principal activity, the survey collected data on up to five activities other than the main activity in the last 365 days.

2. Women's Willingness to Work

In the case of non-working women, the survey delves deep into understanding the challenges women face in their job search, the factors that prevent them from entering the job search process despite being willing to work, and finally, the barriers affecting women's willingness to work. In order to gain a comprehensive understanding of labour underutilization, these data are collected through follow-up questions to inactive women seeking work, women willing to work but not seeking work, and women not willing to work.

3. Rapid Time-Budget

The tools also incorporate a rapid time-budget module to capture women's participation, using a weekly recall method across seven broad key activities.⁴ To ensure accurate capture of women's participation throughout the week, the surveyors read out the list of activities to enhance the respondent's understanding.

4. Perception Bias

For the survey, the employment module and the rapid time budget collected detailed information on women's employment over annual and weekly reference periods, and on women's involvement in daily activities. This was done both through self-reporting by women and through proxy-reporting by men on corresponding women's activities. This approach was designed to address the perception bias that often occurs in national surveys where men respond to questions about women's activities, leading to biased data. To capture this bias, our survey included a male member in one-fifth of the selected households, which allows us to assess the perception bias not only in paid work activities, but also in other activities such as unpaid economic work and unpaid domestic work by comparing self and proxy-reporting.

³ According to the definition of Usual Principal Status followed by the National Sample Survey Office while conducting PLFS, a person has to remain engaged in an activity for at least 6 months over the reference period of one year for that engagement to qualify as a principal engagement of that person.

⁴ Seven-day recall for: paid economic and unpaid household production activities; and 24-hour recall for: unpaid domestic, caregiving and volunteer services, socialising and leisure

E

Household Characteristics (CWW IWWAGE Survey)

This section describes the characteristics of the households in the sample that was surveyed for the study in two states of India - Karnataka and Jharkhand.





Household Characteristics KARNATAKA

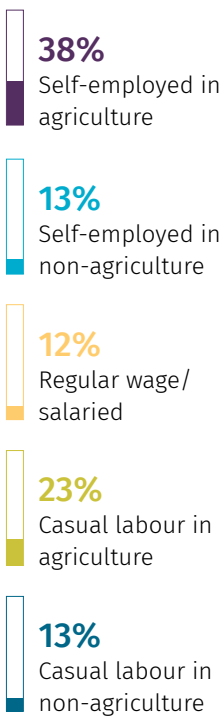


Rural **4.5** **Household Size** Urban **4.2**



Source of Household Occupation

Rural Households



Urban Households

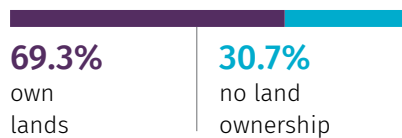


Land Ownership

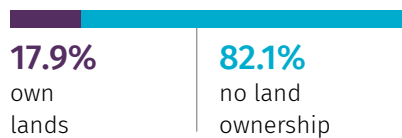
52.6%

people in rural and urban Karnataka own land

Rural



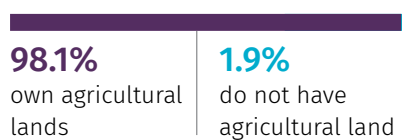
Urban



98.1%

in rural and urban Karnataka own agricultural lands

Rural

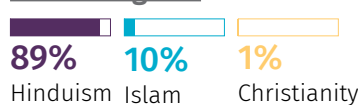


Urban

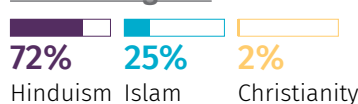


Socio-Religious Composition

Rural Religious

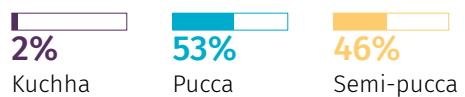


Urban Religious

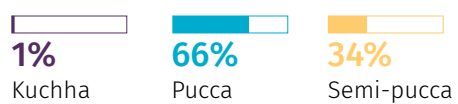


Household Infrastructure

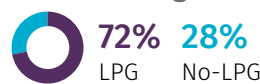
Rural Infrastructure



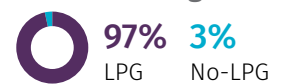
Urban Infrastructure



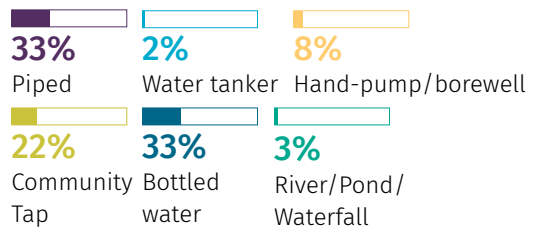
Rural Cooking



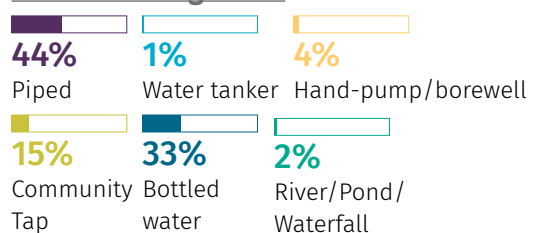
Urban Cooking



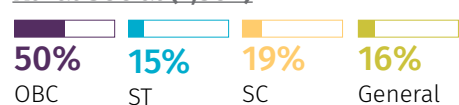
Rural Drinking Water



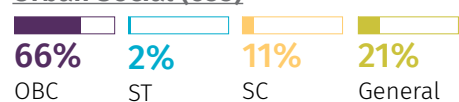
Urban Drinking Water



Rural Social (1,364)



Urban Social (655)



Household Characteristics JHARKHAND

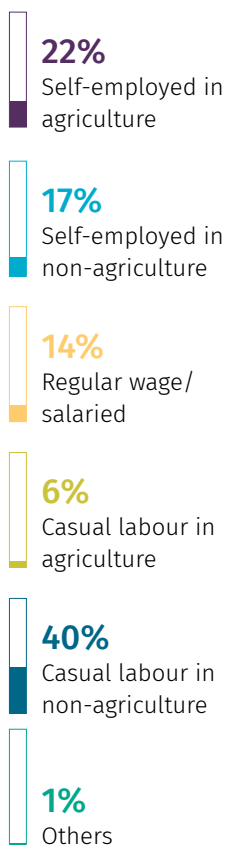


Rural **5.2** **Household Size** Urban **4.9**

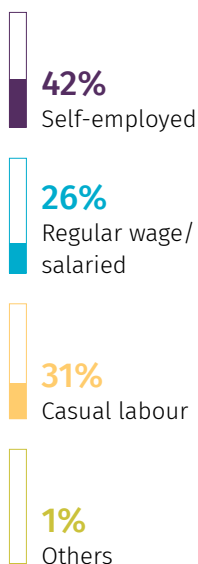


Source of Household Occupation

Rural Households



Urban Households



Land Ownership

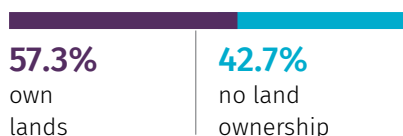
76.7%

people in rural and urban Jharkhand own lands

Rural



Urban



93.2%

in rural and urban Jharkhand own agricultural lands

Rural

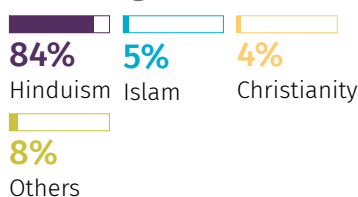


Urban



Socio-Religious Composition

Rural Religious

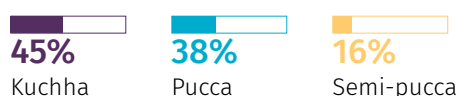


Urban Religious

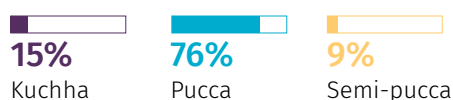


Household Infrastructure

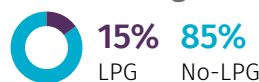
Rural Infrastructure



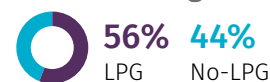
Urban Infrastructure



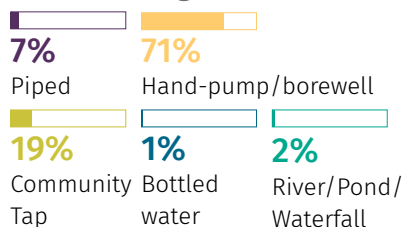
Rural Cooking



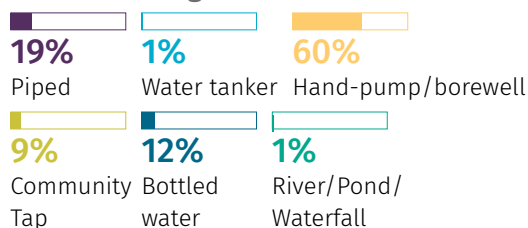
Urban Cooking



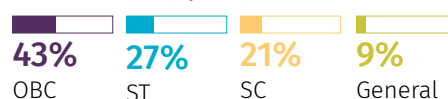
Rural Drinking Water



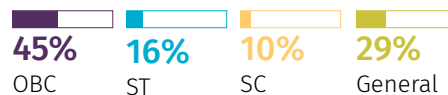
Urban Drinking Water



Rural Social (1,653)



Urban Social (396)



F

Descriptive Statistics



1. Employment Characteristics

1.1 Principal Engagements⁵

1.1.1 State-wise FLFPR/WFPR in Rural and Urban Areas

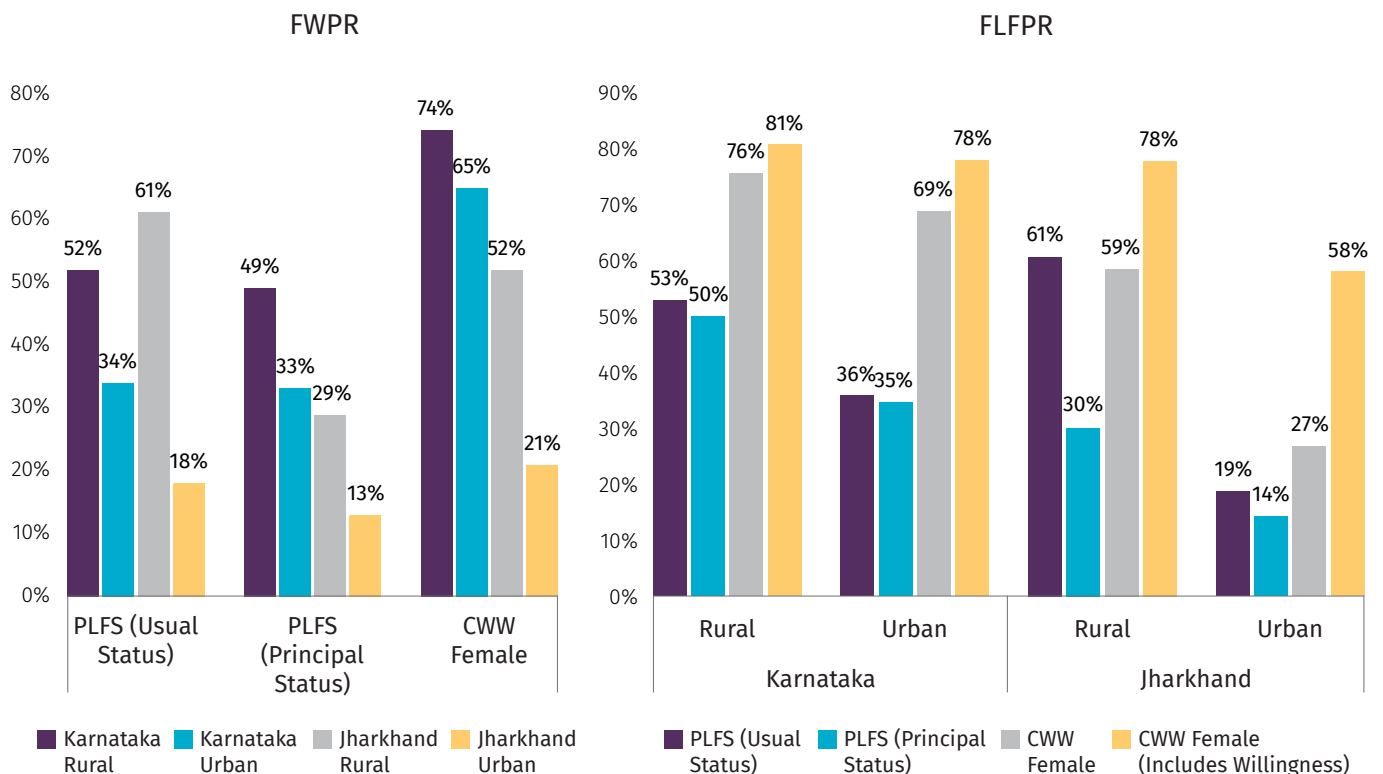
The survey results show that female labour force participation over the one-year reference period is 74 per cent in Karnataka and 55 per cent in Jharkhand. The Female Labour Force Participation Rates (FLFPR) are comparatively higher in rural areas as compared to urban areas in both states. In Karnataka, the FLFPR is 76 per cent in rural and 62 per cent in urban areas. In Jharkhand, 59 per cent of women are in the labourforce in rural areas as opposed to 27 per cent in urban areas, which is relatively low. These trends

are in consonance with the national trend of rural FLFPR being higher than urban FLFPR, as revealed by the PLFS rounds.

The usual status estimates of women's labour force/workforce participation from PLFS 2022-23 are comparatively lower than the weighted estimates of female labour force/workforce participation from the IWWAGE study, except for rural Jharkhand.

Female Workforce Participation Rate (FWPR) is higher in Karnataka than in Jharkhand, and unemployment is higher in Jharkhand than in Karnataka, in line with the trends seen in the PLFS.

Figure 3: FWPR and FLFPR in PLFS 22-23 and IWWAGE Survey



Source: CWW – IWWAGE survey

⁵ The principal engagement refers to the activity the respondents pursue for the longest time of the year/ major source of income. There is no criterion regarding the number of days to be met for an activity to be a principal engagement.

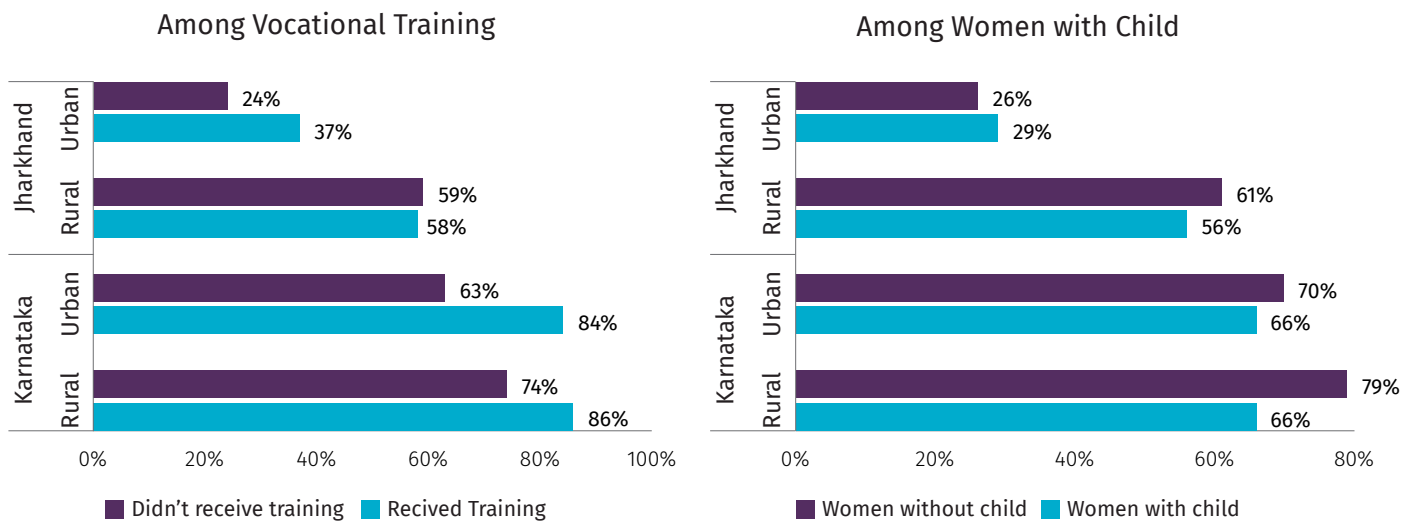
1.1.2 Labour Force Participation Across Key Demographic Characteristics

This section offers a snapshot of how the FLFPR varies across key demographic characteristics. Skill training emerges as a positive factor for labour force participation, especially in Karnataka where the FLFPR is higher among those who have received skill training compared to those without it, in both rural and urban areas. In contrast, in Jharkhand, labour force participation shows minimal difference between

those who received skill training and those who did not. Childcare responsibilities act as a constraint on labour force participation, with FLFPR being lower for women with children compared to those without. The gap in labour force participation between women with childcare responsibilities and those without is notably higher in Karnataka than in Jharkhand.

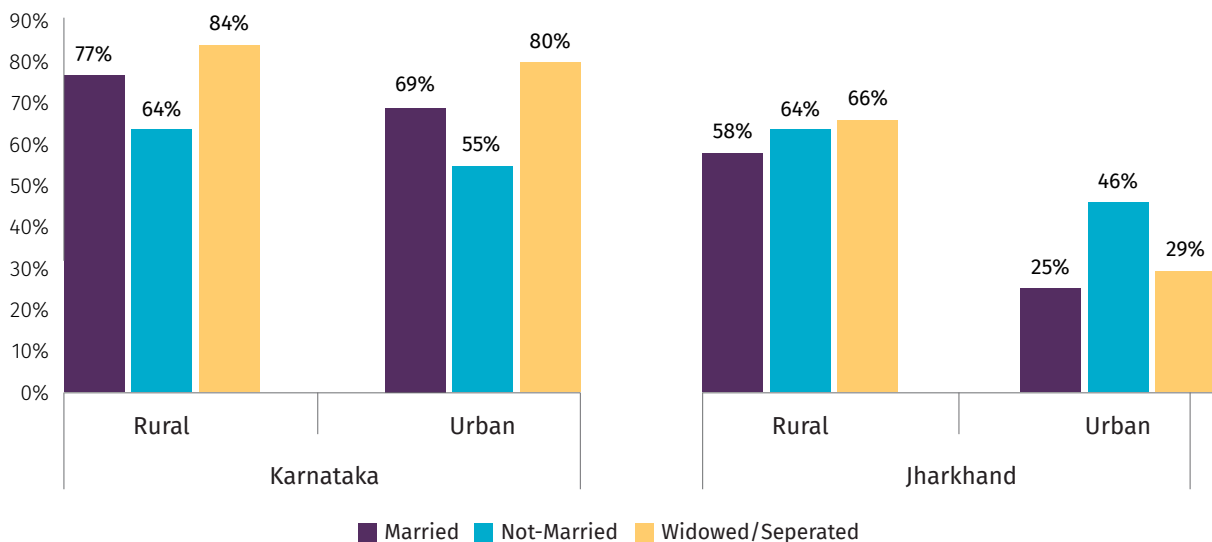
The FLFPR also varies among age-cohorts, with younger cohorts generally having a lower FLFPR than older cohorts.

Figure 4: FLFPR Comparisons



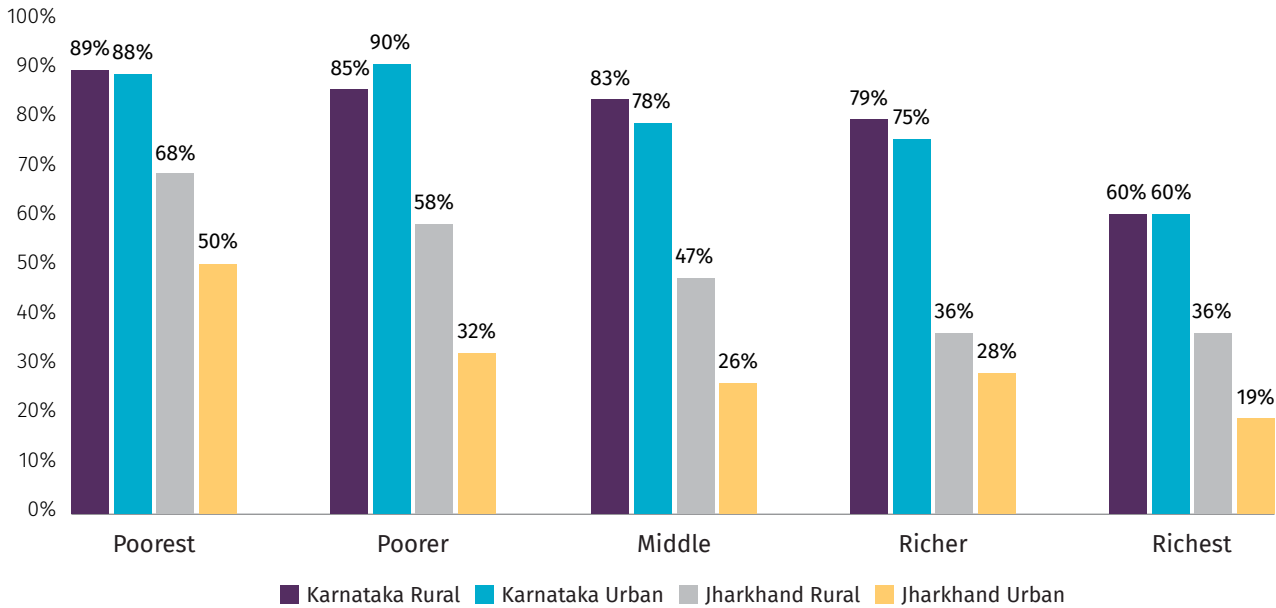
Source: CWW – IWWAGE survey

Figure 5: FLFPR across Marital Status



Source: CWW – IWWAGE survey

Figure 6: Asset Class and FLFPR



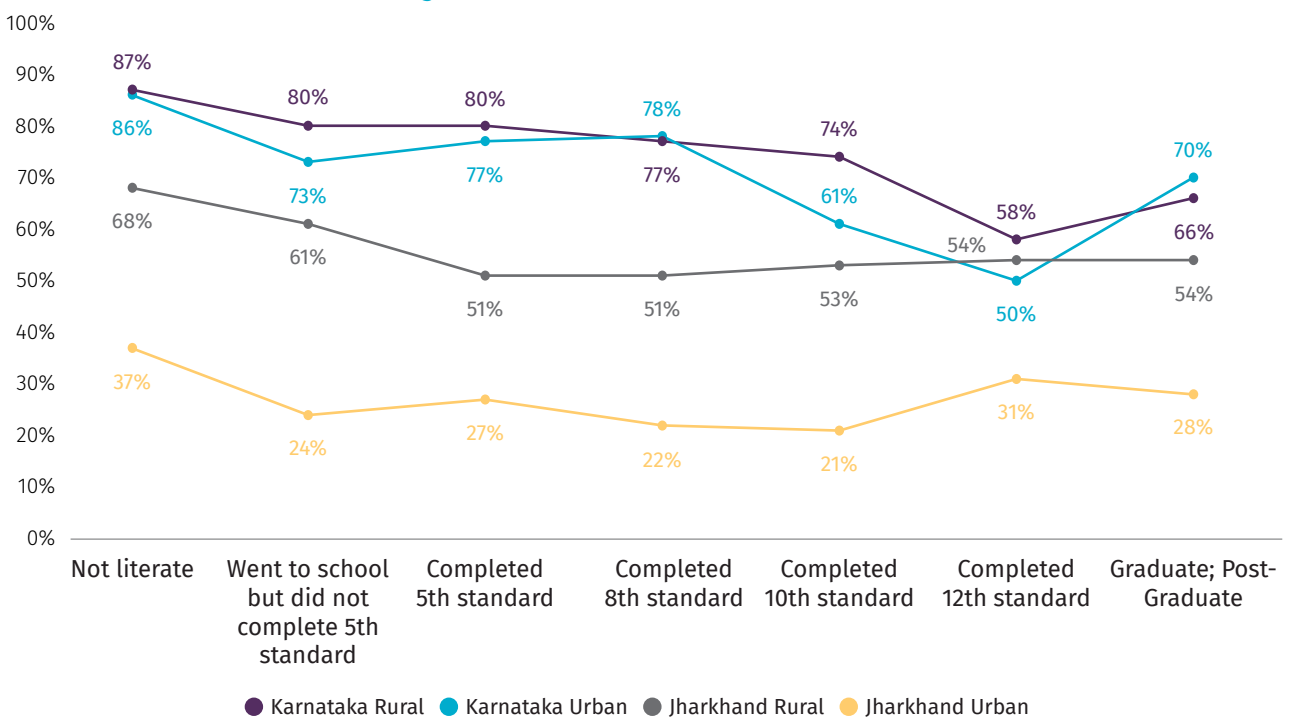
Source: CWW – IWWAGE survey

The FLFPR also varies across expenditure quintiles and decreases as one moves up the expenditure quintiles. This is true for both the states in both rural and urban areas.

There is a U-shaped correlation between educational attainment and FLFPR in Karnataka: the FLFPR initially declines as educational attainment rises but

rises for those with a graduate degree and above. In the case of Jharkhand, however, the relationship between FLFPR and educational attainment is inverse throughout, with FLFPR decreasing as educational attainment increases. These trends suggest a lack of suitable employment opportunities for women with higher education.

Figure 7: Educational Level and FLFPR



Source: CWW – IWWAGE survey

1.1.3 Type of Employment

In rural areas, women predominantly work as self-employed or casual labourers in both Karnataka and Jharkhand, with only a small percentage engaged as regular workers – seven per cent in rural Karnataka and two per cent in rural Jharkhand. However, in urban areas, the share of women in regular employment is higher, reaching 12 per cent in urban Karnataka and 5 per cent in urban Jharkhand. Among the self-employed, women often serve as helpers in family businesses without receiving any remuneration. Approximately 64 per cent of self-employed women in rural Karnataka and 72 per cent in rural Jharkhand work as unpaid family workers.

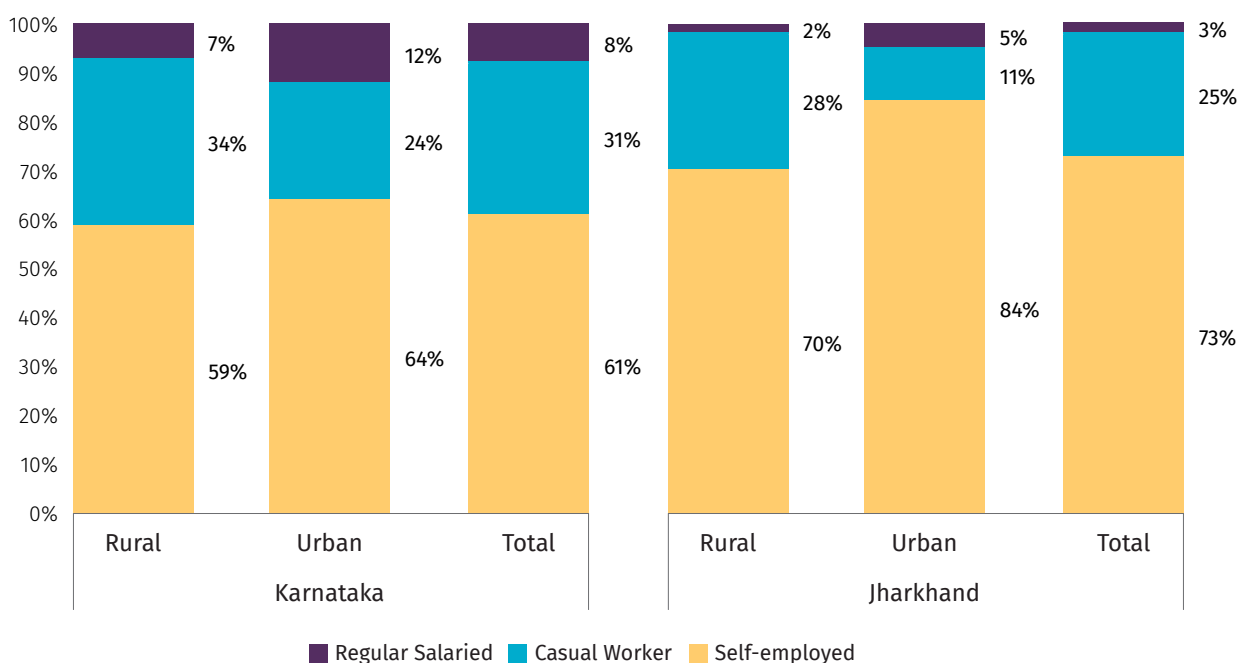
1.1.4 Sectoral Distribution of Women Workers⁶

In rural areas, women are predominantly employed in agriculture with 68 per cent of rural women in Karnataka and 71 per cent in Jharkhand engaged in this sector. The next most significant sector for

rural women is the manufacturing of household items⁷, accounting for 12 per cent in Karnataka and eight per cent in Jharkhand. In rural Karnataka, women are primarily involved in the production of tobacco products, textiles and apparels, while in rural Jharkhand, they are additionally engaged in the food and beverage industry and leather goods manufacturing.

In urban areas, women's employment is more diversified across non-agricultural sectors compared to rural areas.. Although in urban Jharkhand, agriculture remains the largest employer at 25 per cent, followed by education (14 per cent), personal services (12 per cent), and manufacturing of household items (10 per cent), the scenario is different in urban Karnataka. Here, the manufacturing of household items dominates women's employment at 45 per cent, followed by wholesale and retail trade at 18 per cent, with agriculture coming in third at 11 per cent. Within the manufacturing sector in urban Karnataka,

Figure 8: Type of Employment of the Sample in the IWWAGE Survey



Source: CWW – IWWAGE survey

⁶ The information on the industry of employment has been collected following the two-digit classification of NIC 2008 manual. For the purpose of the study, the industries are further clubbed into various broad categories at different stages, with the major sectors at the final stage of classification being a. Primary sector (agriculture and mining), b. Secondary sector (manufacturing), and c. Tertiary sector (Services) The detailed classification is mentioned at Annexure 4.

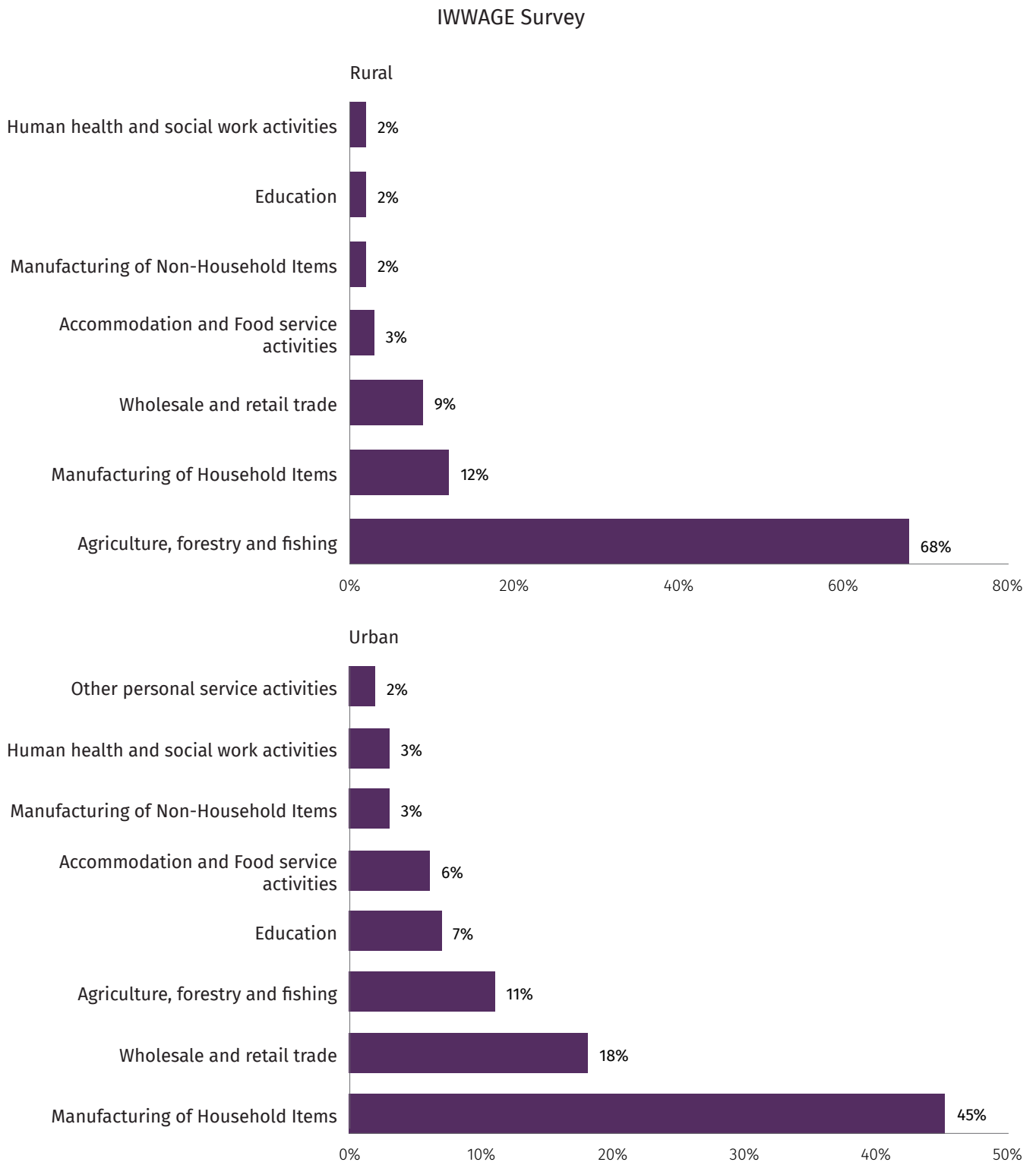
⁷ The manufacturing of household items includes food products and beverages; tobacco products; textiles and wearing apparels; leather, wood, paper, rubber, and related products; pharmaceuticals, medicinal chemicals, and botanical products; computer, electric/electronic and optical products; furniture; and other household products.

women are primarily engaged in producing tobacco products, textiles and apparel.

This sectoral distribution aligns closely with the findings from the PLFS 22-23, which shows that 79 per

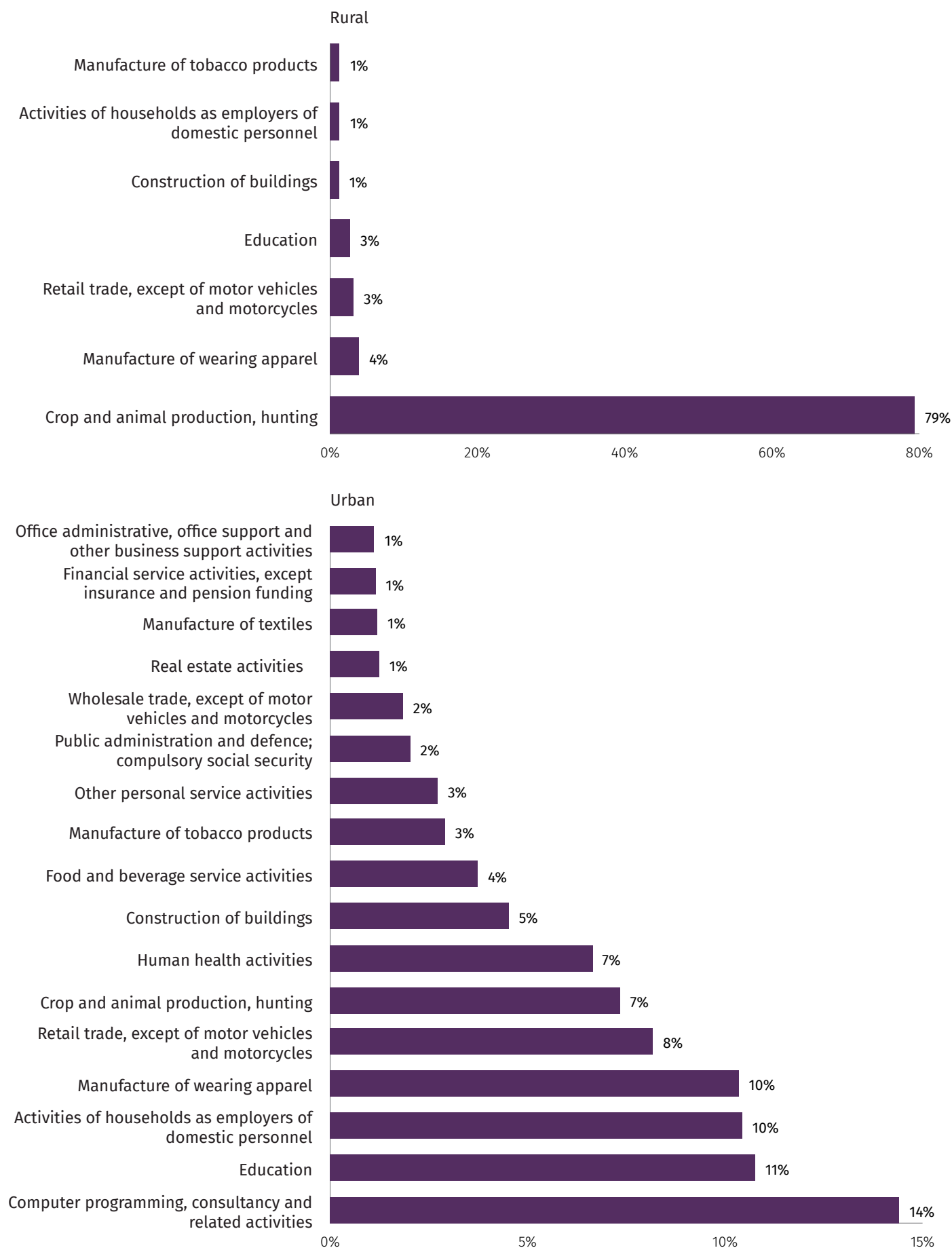
cent of rural women in Karnataka and 83 per cent in Jharkhand are employed in agriculture. These trends are consistent with IWWAGE's study, confirming similar patterns in women's employment across rural and urban sectors in both states.

Figure 9: Karnataka NIC - IWWAGE Survey and PLFS 22-23



Source: CWW – IWWAGE survey

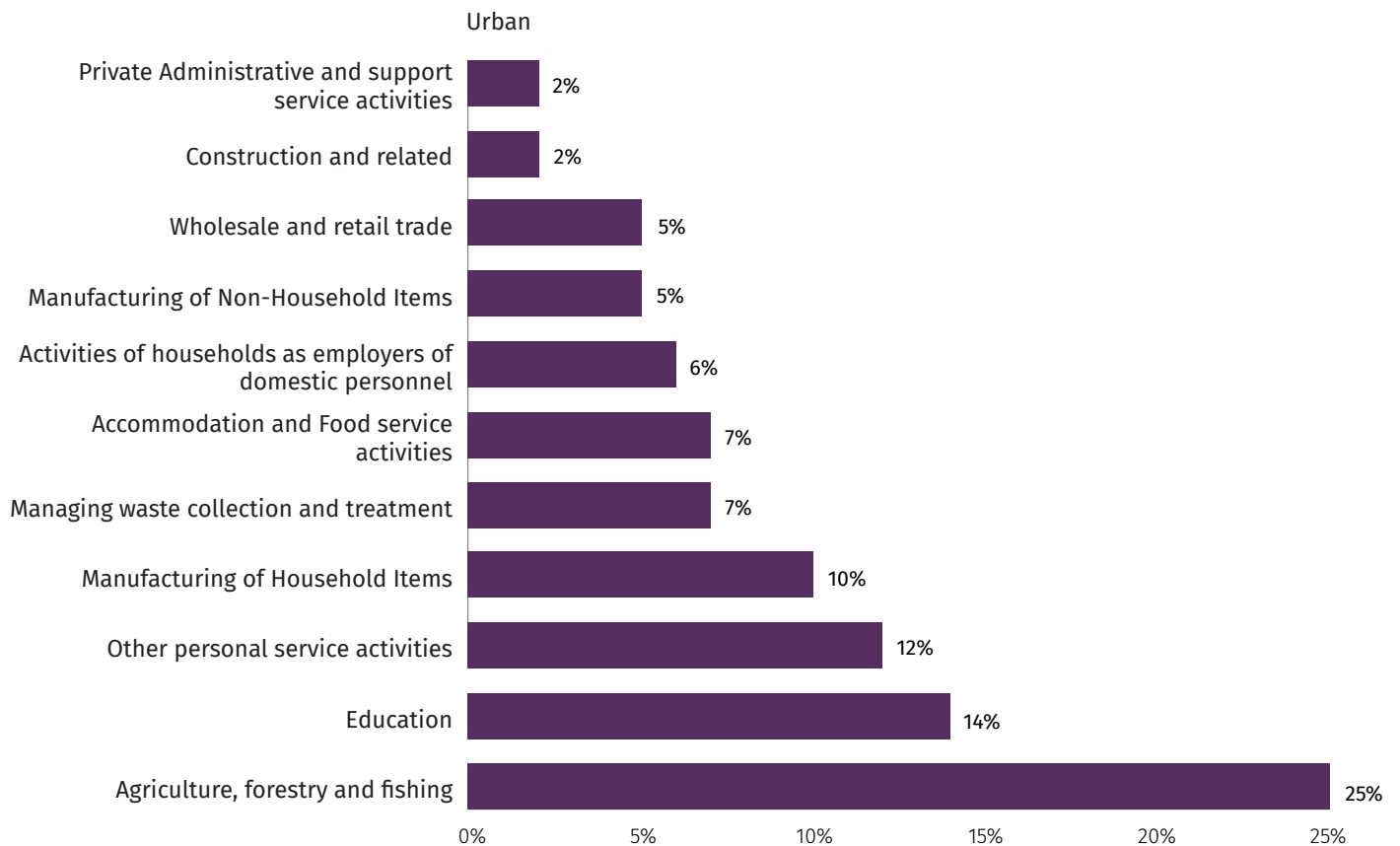
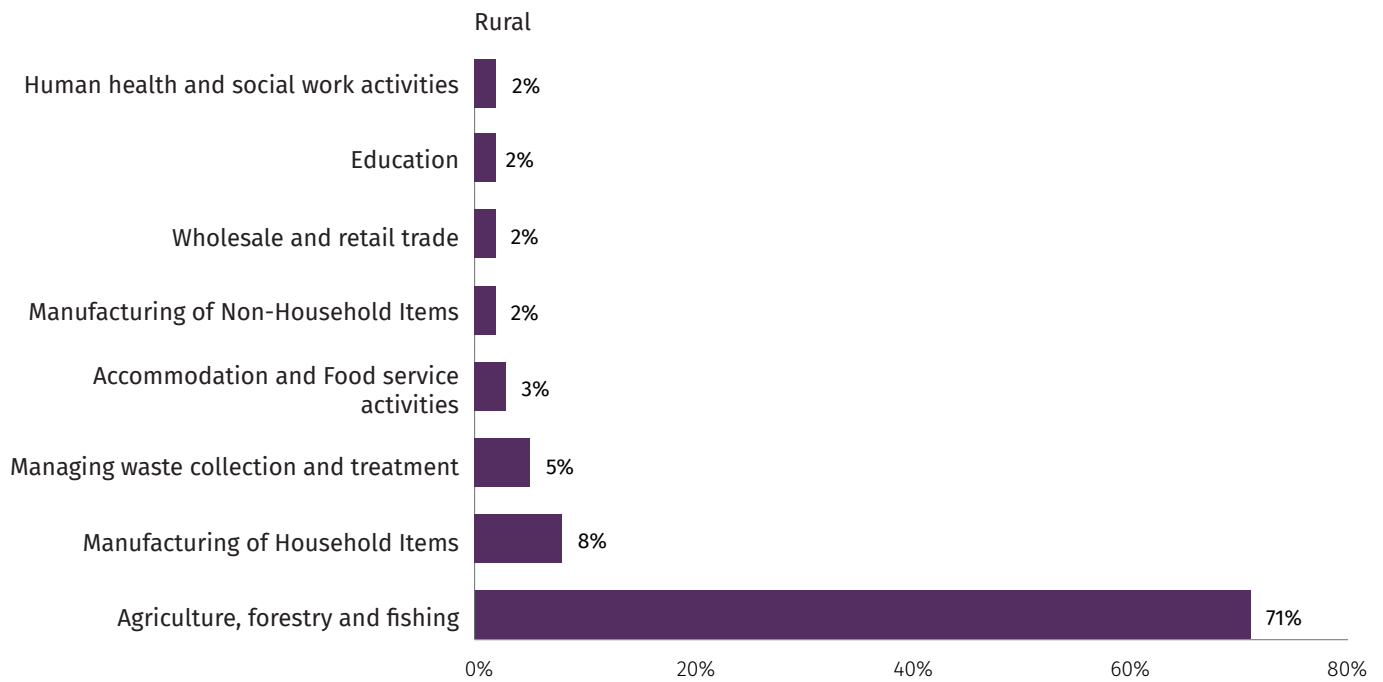
PLFS 22-23



Source: PLFS 22-23

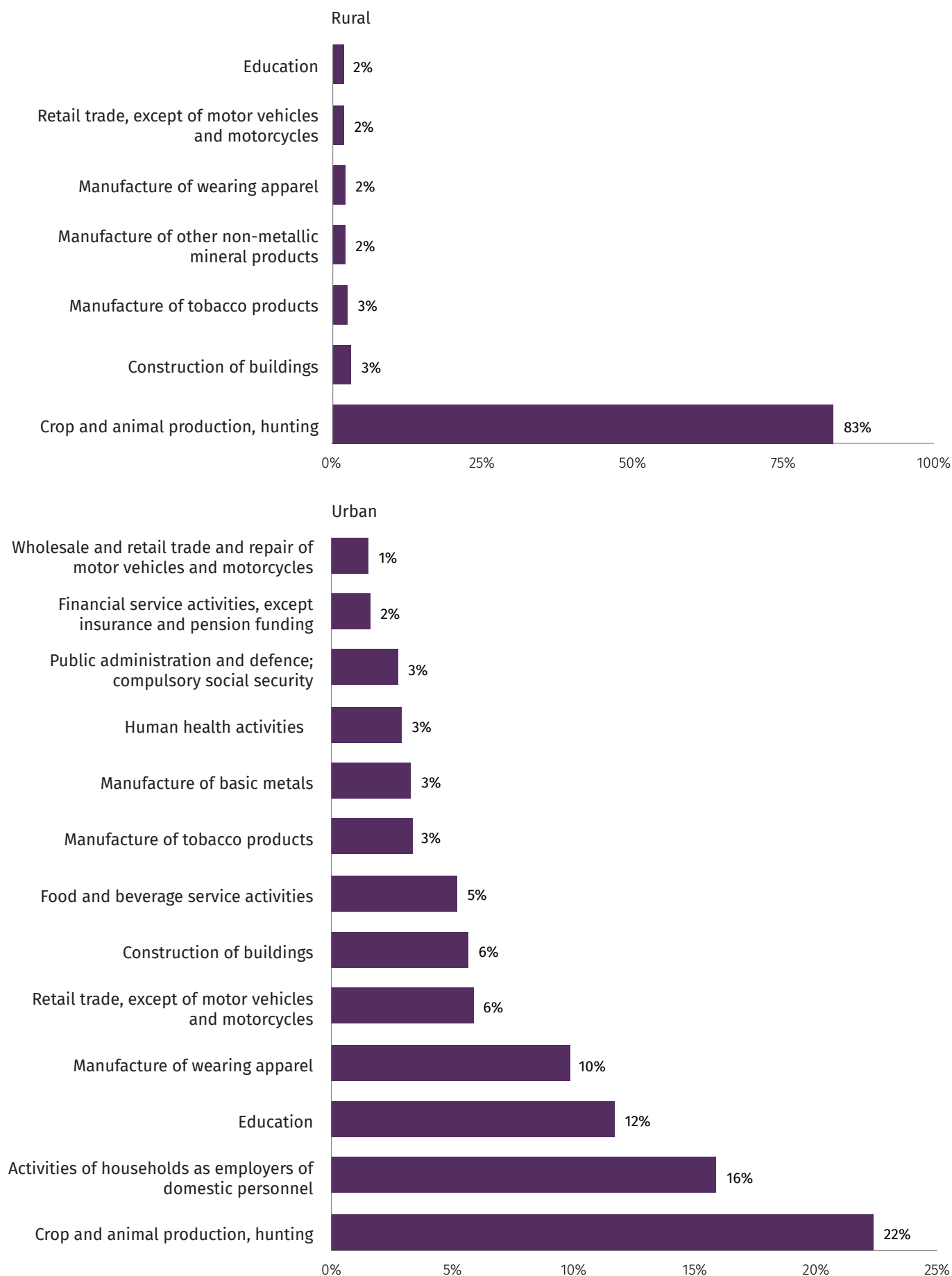
Figure 10: Jharkhand NIC - IWWAGE Survey and PLFS 22-23

IWWAGE Survey



Source: CWW – IWWAGE survey

PLFS 22-23



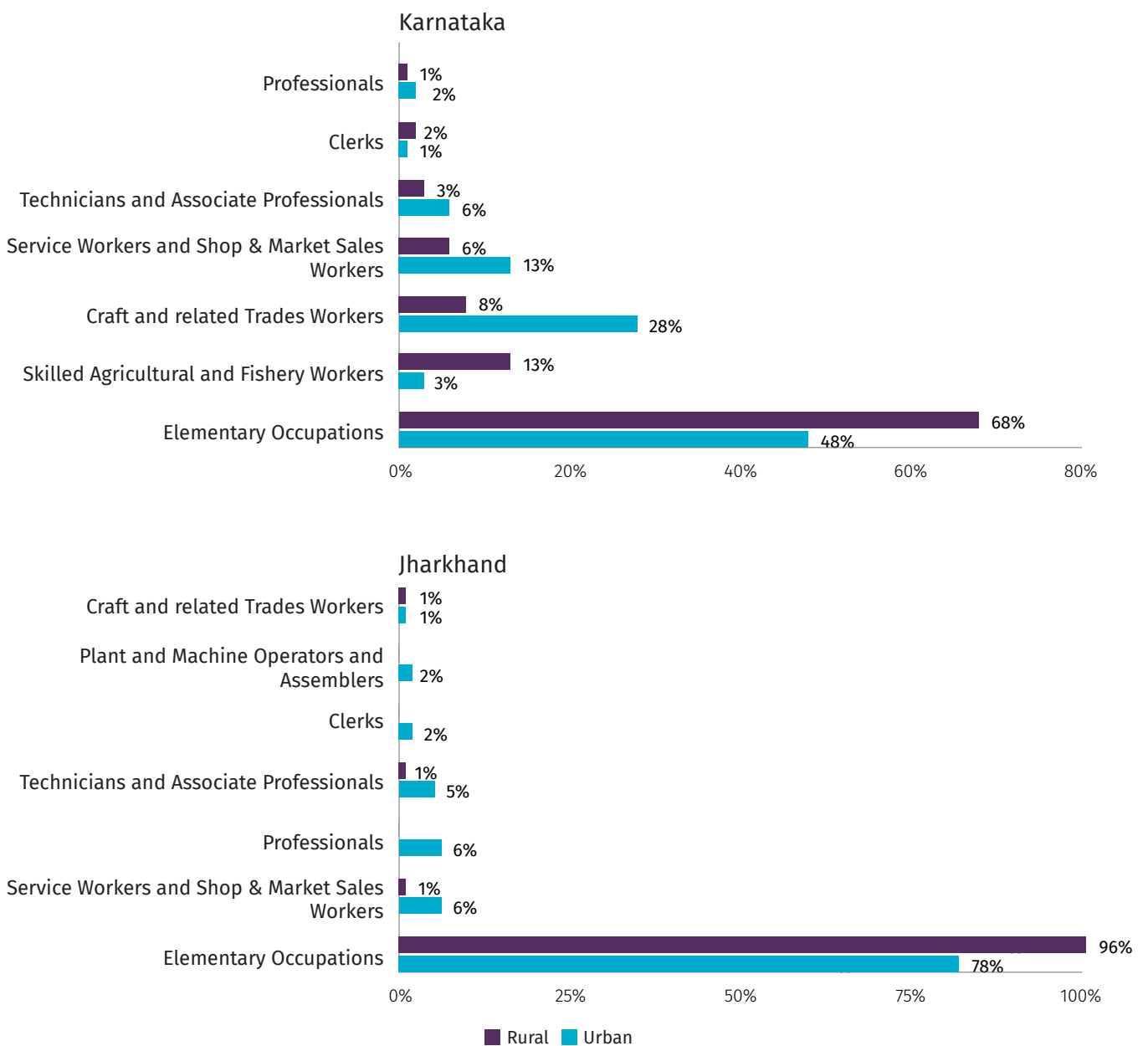
Source: PLFS 22-23

1.1.5 Occupational Distribution of Women Workers

The IWWAGE survey took into account the broad nine divisions (single digit) of occupation as per the 2015 NCO division. The survey found that in both states, women are predominantly employed in low-skill, low- paid elementary occupations in both rural and urban areas, with the share of such occupations being higher in rural areas as compared to urban areas, and much higher in Jharkhand as compared to Karnataka.

Occupational diversification is relatively higher in urban areas than in rural areas in both states, with the share of white-collar occupations relatively higher in urban areas than in rural areas in both states. If we compare across states, the proportion of women employed in non-elementary occupations is relatively higher in Karnataka, as it is 32 per cent in rural Karnataka and 52 per cent in urban Karnataka, whereas it is only four per cent in rural Jharkhand and 22 per cent in urban Jharkhand.

Figure 11: Type of Occupation in IWWAGE Study



Source: CWW – IWWAGE survey

1.2 Subsidiary Engagement of Women Workers⁸

A notable proportion of women reported involvement in economic activities beyond their primary occupation, or principal economic activity. The extent of women's participation in these additional or subsidiary activities varies across rural and urban areas, as well as between the states of Karnataka and Jharkhand. In general, participation in subsidiary activities is higher in rural areas than in urban areas, and higher in Karnataka compared to Jharkhand.

Approximately 36 per cent of rural women in Karnataka are engaged in a single subsidiary activity, while the corresponding figure for urban women is 18 per cent. In Jharkhand, 21 per cent of women are involved in a single subsidiary activity, compared to 13 per cent of urban women. Although some women reported undertaking more than one subsidiary activity, the proportion is significantly lower than those involved in a single additional engagement.

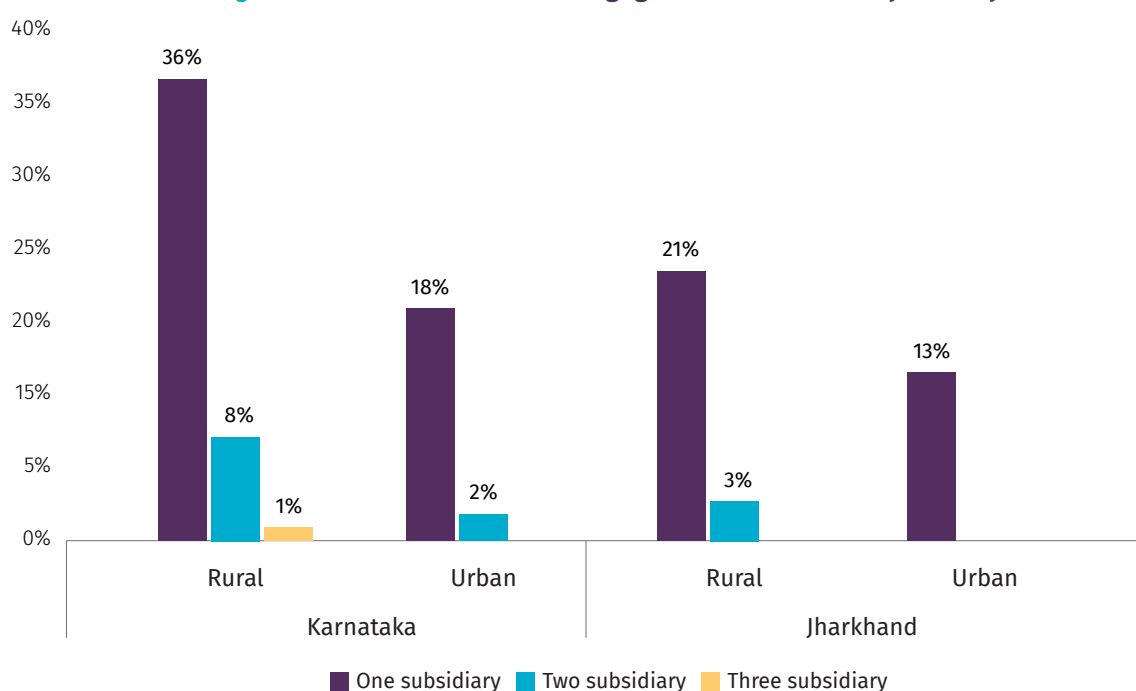
When analysed across asset classes, participation in subsidiary economic activities is more prevalent

among women in lower-asset households than those in higher-asset households. This indicates that women with fewer resources are more likely to diversify their economic engagement as a strategy to supplement their income.

1.2.1 Sectoral Distribution of Subsidiary Engagements

In both rural and urban areas across Karnataka and Jharkhand, women's subsidiary engagements are predominantly in the agricultural sector. The only exception is in urban Karnataka, where the manufacture of household goods takes the lead as the primary source of subsidiary employment. The wholesale and retail sector ranks as the second largest contributor to women's subsidiary employment in both rural and urban Karnataka. Meanwhile, in Jharkhand, manufacturing household goods holds the position as the second-most significant area of subsidiary employment. This distribution highlights a blend of traditional agricultural roles alongside increasing participation in manufacturing and trade, influenced by regional dynamics.

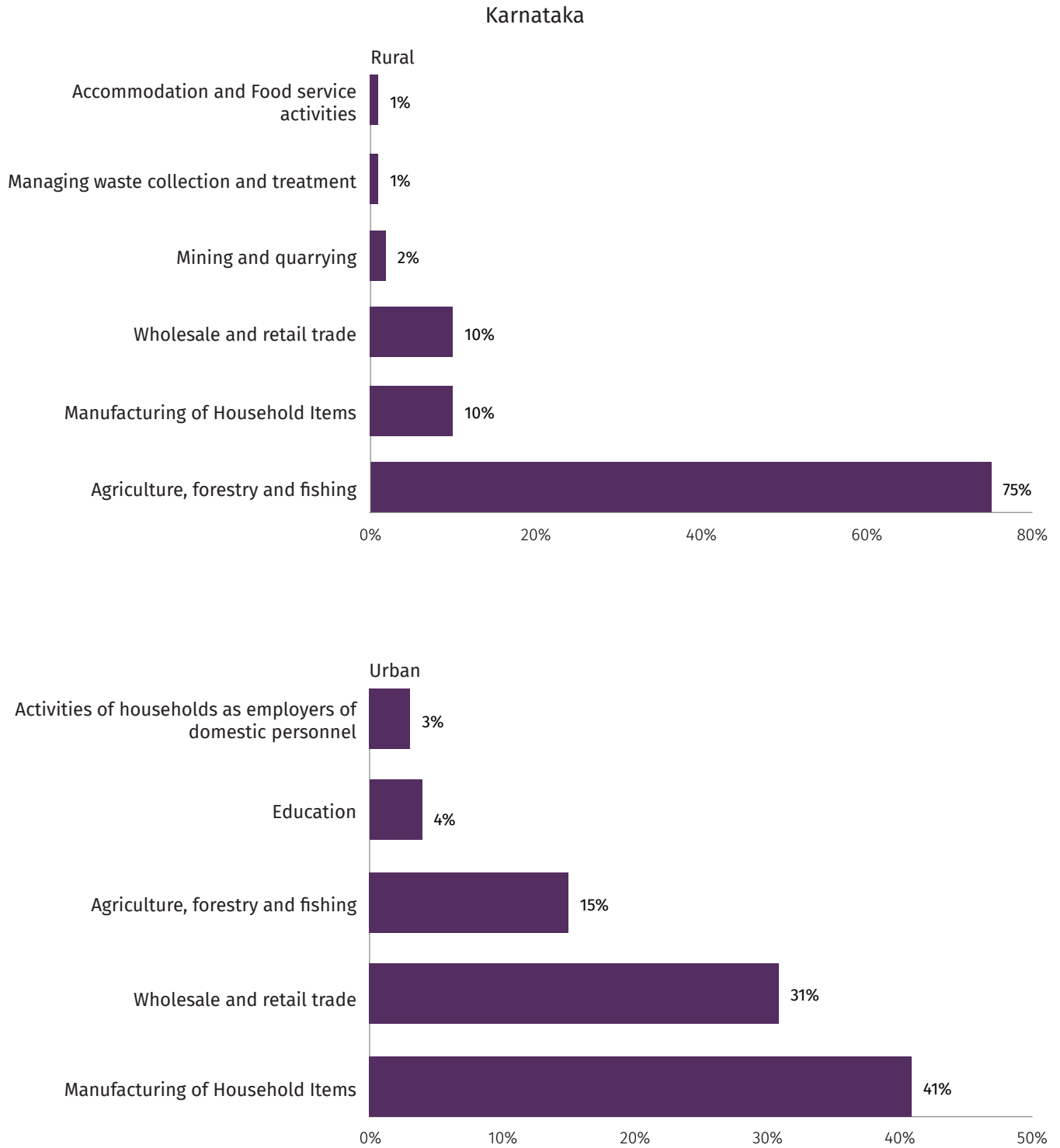
Figure 12: Share of Women's Engagement in Subsidiary Activity



Source: CWW – IWWAGE survey

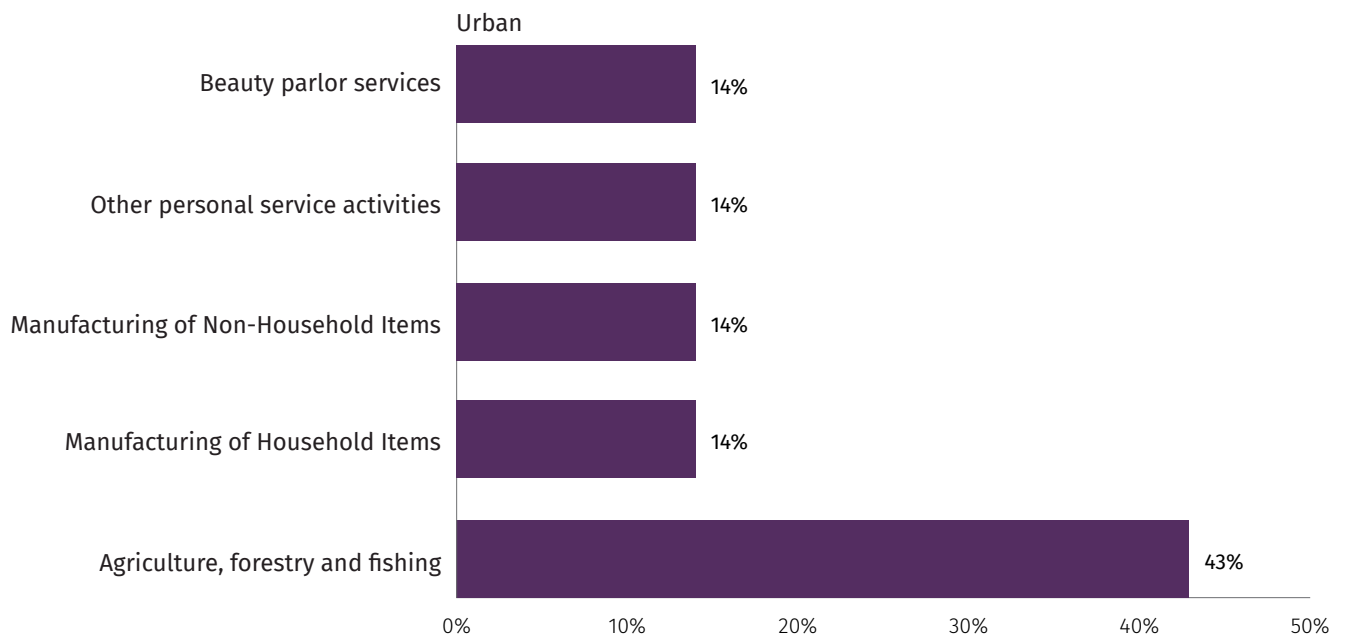
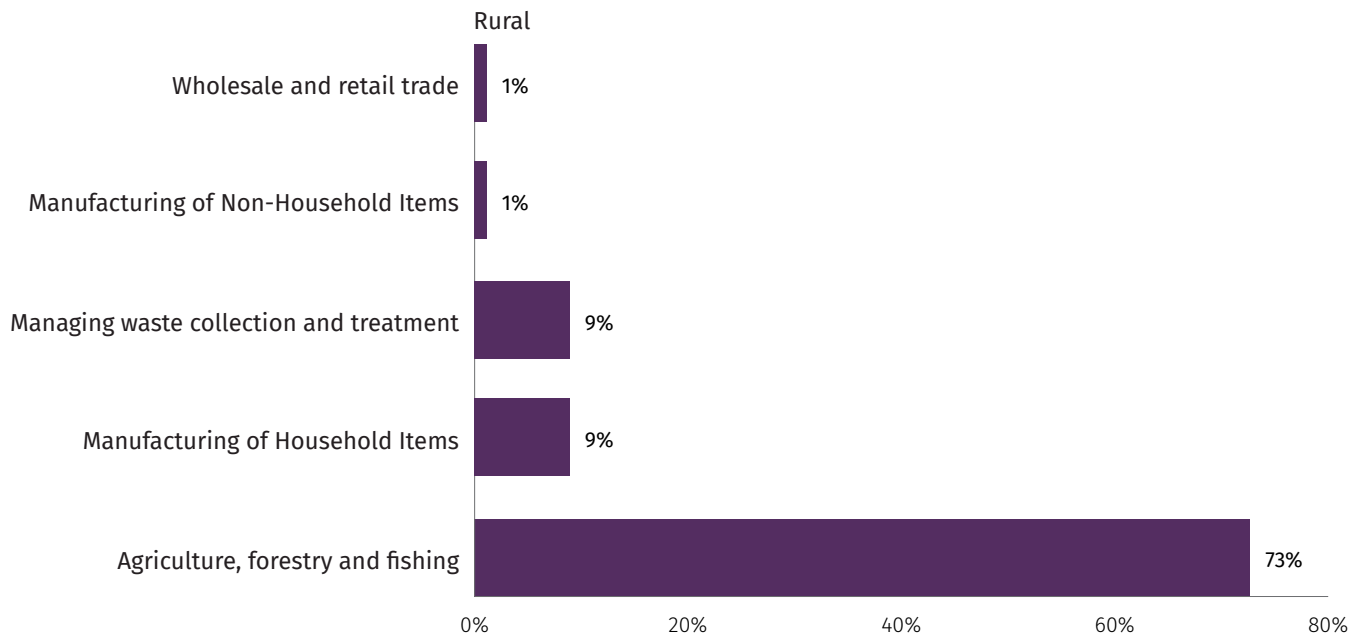
⁸ The subsidiary engagement refers to any income-generating activity the respondents engage in, other than the principal activity.

Figure 13: Sectoral Distribution of Subsidiary Activities



Source: CWW – IWWAGE survey

Jharkhand



Source: CWW – IWWAGE survey

1.2.2 Type of Employment in Subsidiary Engagements

Women's subsidiary engagements primarily involve self-employment and casual work in both rural and urban areas of Karnataka and Jharkhand. In Karnataka, self-employment dominates among rural women involved in a single subsidiary activity, while casual work is more common in urban areas. In contrast, Jharkhand presents a converse picture with urban women showing higher engagement in self-employment while rural women are more involved in casual work. The involvement in regular wage employment as a subsidiary activity remains minimal, ranging from zero to two per cent except in urban Karnataka, where eight per cent of women engaged in single subsidiary activity and 13 per cent in of those in with multiple subsidiary engagements report regular work. This distribution underscores

the limited access to stable employment options for women, particularly in subsidiary roles.

1.2.3 Participation in Subsidiary Activities Across Women's Principal Employment Types

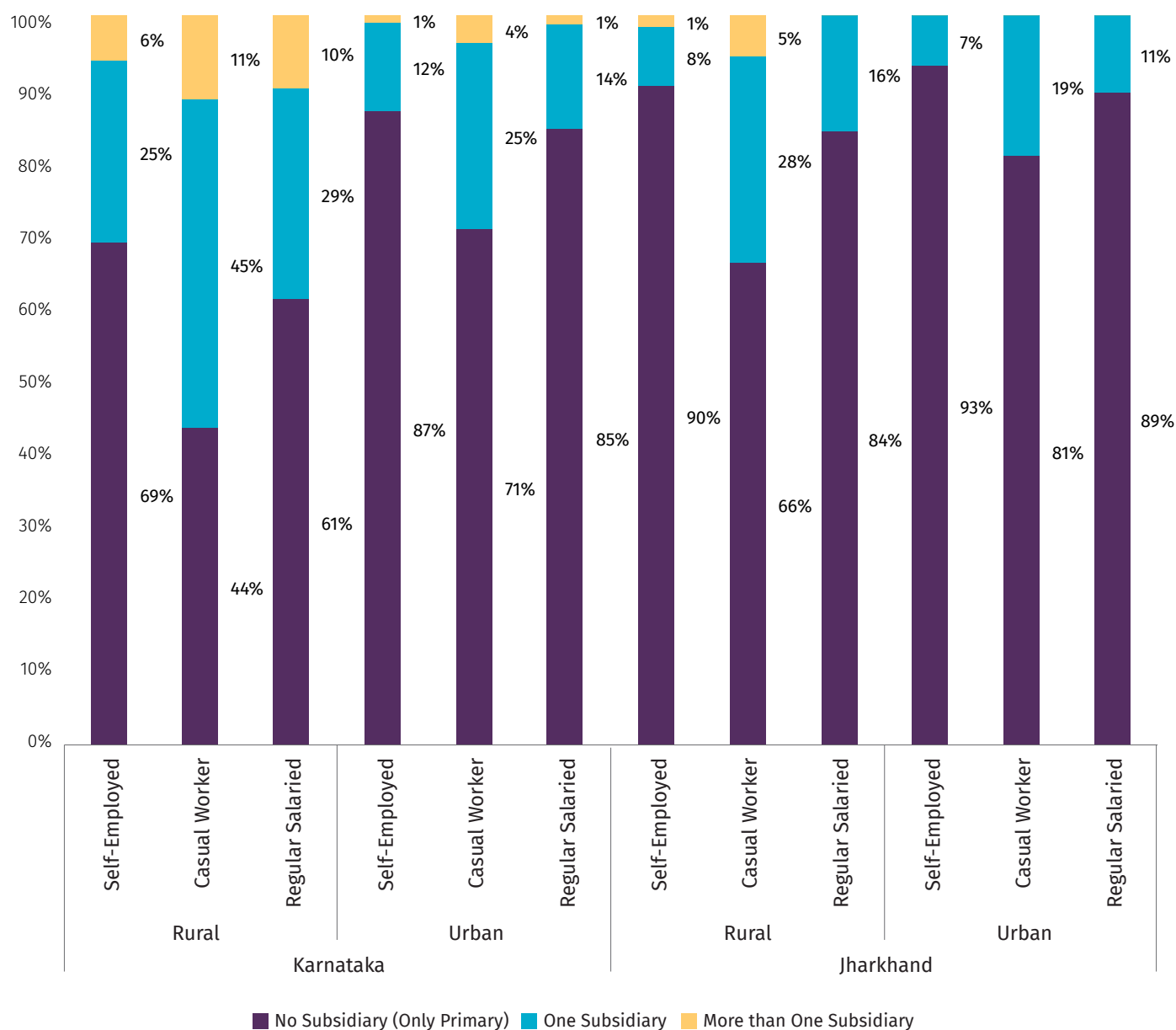
The rate of participation and also the extent of participation differ according to the type of employment in the primary occupation. Women's participation in secondary activities is highest among casual workers, followed by those employed on a regular basis, and lowest among those self-employed. This holds true for both rural and urban areas in Karnataka and Jharkhand. A significant proportion of women, particularly in rural Karnataka, are engaged in more than one additional activity. The proportion of women engaged in more than one secondary activity is highest among casual workers, followed by formal workers, and lowest among self-employed women in Karnataka.

Figure 14: Distribution of Type of Employment in Subsidiary Engagement - First Subsidiary Engagement (Left) & Second Subsidiary Engagement (Right)



Source: CWW – IWWAGE survey

Figure 15: Subsidiary Activity as per Principal Type of Employment



Source: CWW – IWWAGE survey

1.3 Labour Underutilization Among Women⁹

1.3.1 Unemployment and Challenges Faced During Job Search

While the proportion of non-working women looking for work is only one per cent of all women in both rural and urban Karnataka, the proportion of unemployed

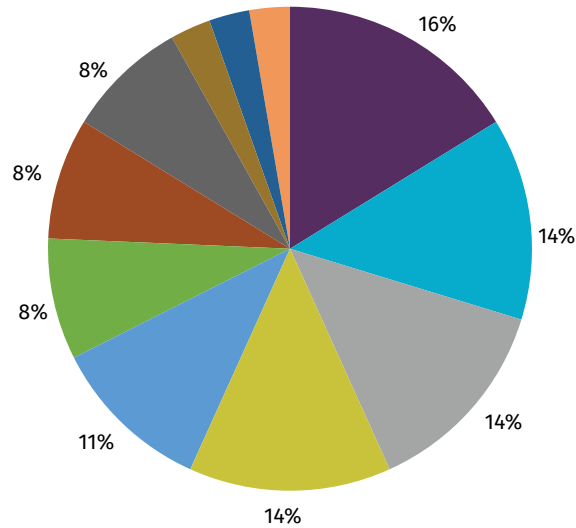
women is much higher in Jharkhand. The proportion of unemployed is five per cent, in rural Jharkhand, 13 per cent in urban Jharkhand, and six per cent overall. Distribution highlights a blend of traditional agricultural roles alongside increasing participation in manufacturing and trade, influenced by regional dynamics.

⁹ Labour underutilization is a comprehensive measure of the extent to which the labour force of an economy is not fully utilized, encompassing a broader spectrum of the labour market slack than captured by unemployment alone. In addition to the unemployed, it includes underemployed, discouraged workers (those who stopped looking for jobs due to lack of available jobs), and potential labour force (those who could potentially enter the workforce under favourable work conditions).

Figure 16: Challenges for Job Search - Karnataka & Jharkhand

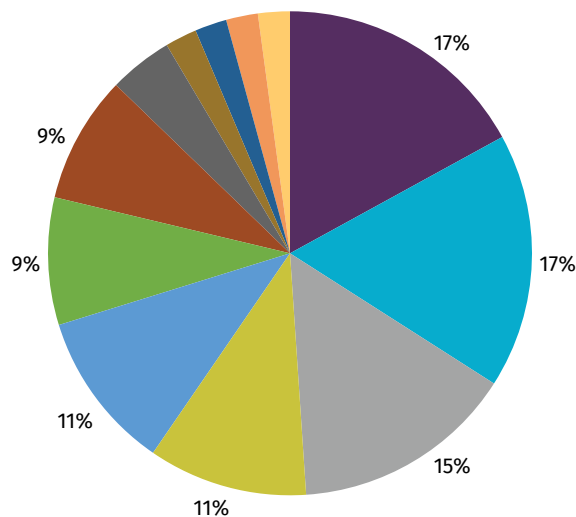
Karnataka

Rural



- Available work did not pay well
- Available work interfered with your household chores and responsibilities
- Available work was far from home
- Available work interfered with child-care/ elderly care
- There was no work available
- You did not have the necessary skills/ training for the work available; you are underqualified
- Available work was not suitable for your education/ training/ skills; you were overqualified
- Available work did not have flexible working hours
- Was getting offered less pay than other women for the same job
- Available work did not have creche/ childcare facilities
- Illness/ injury

Urban

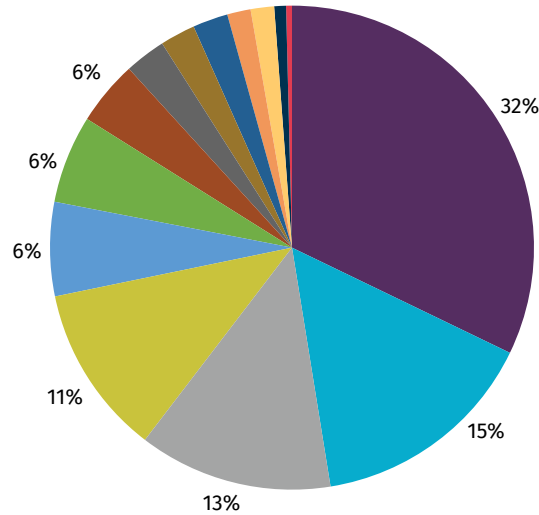


- Available work interfered with child-care/ elderly care
- Available work was not suitable for your education/ training/ skills; you were overqualified
- Available work was far from home
- There was no work available
- Available work did not pay well
- Available work interfered with your household chores and responsibilities
- Available work did not have flexible working hours
- You did not have the necessary skills/ training for the work available; you are underqualified
- Was getting offered less pay than other women for the same job
- Available work did not have creche/ childcare facilities
- Worried about safety
- Illness/ injury

Source: CWW – IWWAGE survey

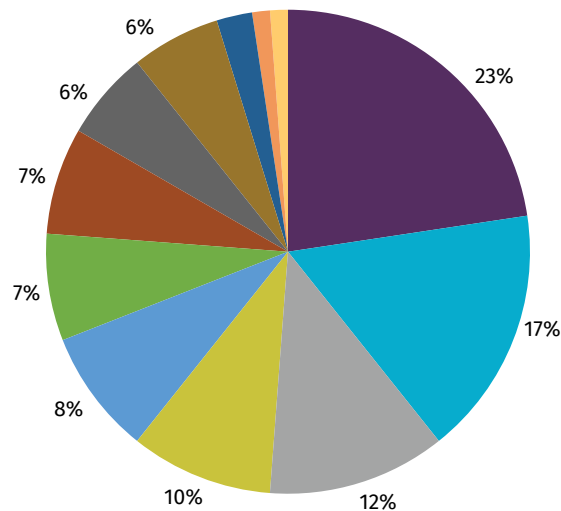
Jharkhand

Rural



- There was no work available
- Available work was far from home
- Available work interfered with your household chores and responsibilities
- Available work interfered with child-care/ elderly care
- Available work was not suitable for your education/ training/ skills; you were overqualified
- Available work did not pay well
- You did not have the necessary skills/ training for the work available; you are underqualified
- Was getting offered less pay than men for the same job
- Was getting offered less pay than other women for the same job
- Available work did not have creche/ childcare facilities
- Available work did not have flexible working hours
- Worried about safety
- Other (Specify)

Urban



- There was no work available
- Available work interfered with your household chores and responsibilities
- Available work was far from home
- Available work interfered with child-care/ elderly care
- Available work did not pay well
- You did not have the necessary skills/ training for the work available; you are underqualified
- Was getting offered less pay than men for the same job
- Available work was not suitable for your education/ training/ skills; you were overqualified
- Was getting offered less pay than other women for the same job
- Available work did not have creche/ childcare facilities
- Available work did not have flexible working hours
- Other (Specify)

Source: CWW – IWWAGE survey

In rural Karnataka, about 30 per cent women identified domestic and care responsibilities as the primary obstacle in their job search. Around 57 per cent women reported demand-side barriers such as lack of decent wages, lack of employment opportunities nearer to homes, scarcity of jobs, and a mismatch between qualifications and job requirements.

In urban Karnataka, the scenario is similar, with around 26 per cent women citing household and care duties as barriers, and nearly 60 per cent mentioning demand side barriers like low-paying opportunities, lack of job availability, and job qualification mismatch, etc.

Similarly, in rural Jharkhand, 24 per cent women highlighted domestic and caregiving responsibilities as a significant hindrance to searching for jobs. A higher proportion – around 68 per cent pointed to demand-side obstacles like unremunerative opportunities, limited job availability both generally and near homes, mismatches in qualifications, wage discrimination compared to male employees, and even disparities among female workers. In urban Jharkhand, around 27 per cent women mentioned domestic and caregiving responsibilities as the main constraint, while 80 per cent cited a range of demand-side challenges.

1.3.2 Labour Underutilization Measures Including Willingness Aspect

'Willingness to work' is often considered to be a more comprehensive statistical measure of labour underutilization by international standards than the simple unemployment rates (19th International Conference of Labour Statisticians, 2013). It includes not just the unemployed, but also those who are available and willing to work but are not actively looking for work for various reasons, such as lack of job opportunities or personal circumstances. While the PLFS, because of its sole focus on unemployment

rate, stops at the question of 'seeking and/available for work', the CWW questionnaire goes further and asks whether the respondent is willing to work even if s/he is not looking for or available for work; and if the respondent is not willing to work, s/he is asked about the factors that prevent him or her from doing so. This allows the survey to capture labour underutilization more comprehensively.

The labour force estimates capture the underutilization of labour inadequately, especially for women. This is because, despite being "willing to work", women often do not look for work because their domestic responsibilities impede their efforts to find a job and prevent them from being available for work. And they are not counted as unemployed because job search effort and availability are inherent in the definition of unemployment.

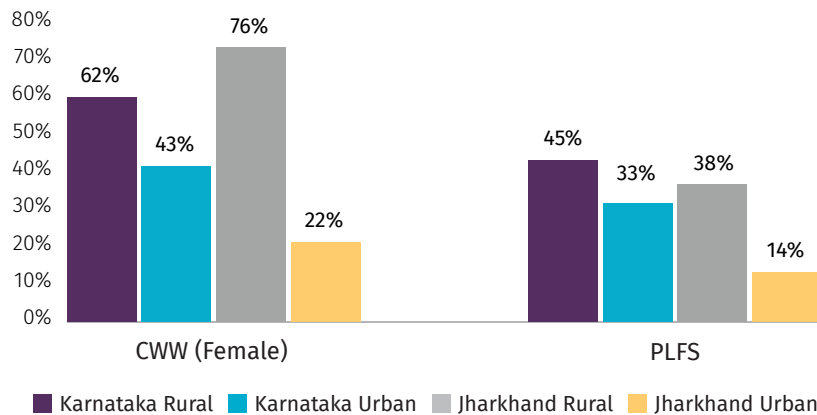
In terms of "willingness", the FLFPR is higher in Jharkhand than in Karnataka in both rural and urban areas. The survey findings reveal that 21 per cent women in Jharkhand are willing to work but not looking for work, in Karnataka, the proportion is only five per cent. The proportion of women "willing to work but not looking for work" is relatively higher in urban areas - 25 per cent in Jharkhand and nine per cent in Karnataka - than in rural areas - 19 per cent in Jharkhand and three per cent in Karnataka.

1.3.3 Current Weekly Status of Employment

The IWWAGE estimates of women's weekly workforce participation are higher than PLFS 2022-23 estimates in both states in both rural and urban areas. The IWWAGE estimates are 17 per cent and 10 per cent higher than the PLFS estimates in rural and urban Karnataka, and 38 per cent and 8 per cent in rural and urban Jharkhand. This is probably because over the seven days' reference period calling out the activities during the survey has helped women to report their work better.

Figure on next page...



Figure 17: Current Weekly Status (CWS) - IWWAGE Survey and PLFS 22-23

Source: CWW – IWWAGE survey

Summary of Findings

1. Women remain predominantly self-employed in the agricultural sector in rural areas, primarily engaged in basic occupations across both rural and urban settings. However, urban areas exhibit greater sectoral and occupational diversification, with a relatively small share of formal employment opportunities compared to rural areas.
2. The Female Workforce Participation Rate (FWFP) is higher in Karnataka compared to Jharkhand, while Jharkhand has a higher share of unemployed women. Urban Karnataka sees a much larger proportion of women employed in non-agricultural sectors compared to urban Jharkhand. Additionally, the share of women engaged in elementary occupations is significantly higher in Jharkhand than in Karnataka.
3. The existence of a flat U-shaped relationship between female labour force participation and education attainment in Karnataka suggests a marginal increase in female labor force participation for those women with graduation, post-graduation, and above. There are thus significant differences in the labour market outcomes for women in Karnataka and Jharkhand. While vocational training appears to be beneficial for enhancing female labour force participation in Karnataka, there seems to be a lack of suitable employment opportunities for highly educated women in both states, particularly in Jharkhand.
4. Women in Karnataka have a higher rate of secondary employment compared to those in Jharkhand, with rural women more likely to engage in secondary employment than their urban counterparts. Additionally, women in lower-asset classes are more likely to have secondary employment compared to those in higher asset classes. The majority of women's secondary employment in both states consists of self-employment and casual work, with the highest proportion of women in secondary employment found among those in casual work, followed by regular employees and self-employed women.
5. Balancing domestic and child-care responsibilities continues to be a significant barrier for women when it comes to seeking employment, participating in the workforce, and expressing a desire to work. Demand-side challenges are more pronounced during the process of looking for a job in Jharkhand compared to Karnataka, across rural and urban areas. The greater demand-side challenges in Jharkhand are also evident in the larger percentage of women who are actively seeking employment despite expressing a willingness to work, in comparison to Karnataka.
6. The IWWAGE survey estimates show higher weekly status workforce participation rates compared to the PLFS 2022-23 estimates. This difference is attributed to the method used during the survey, where listing out activities during the interviews helped women recall and report their work more accurately over the seven days reference period.

2. Detailed Insights on Women's Participation in Different Activities over Weekly Reference Period

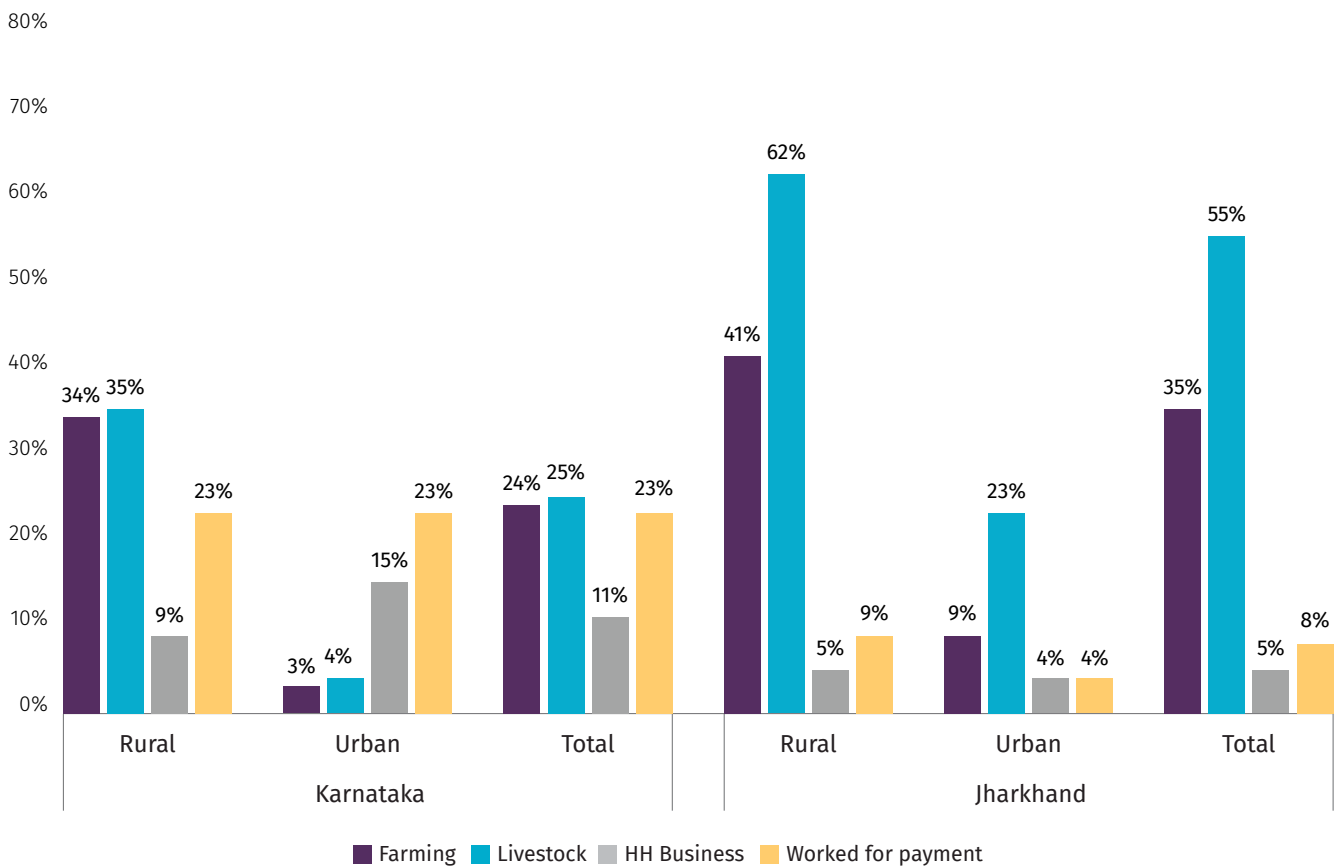
Women's participation across different activities reveal some clear trends: although only a limited percentage of women reportedly worked for any paid economic activity, a majority of them reported being involved in unpaid household production. Nearly all women reported contributing to domestic services for their households, and over 80 per cent were involved in activities related to child and elderly care.

Women's participation in paid work, especially in livestock related activities, was found to be higher when asked through a weekly recall method and calling out economic work they may have participated in both rural and urban Jharkhand. On an average, 4 per cent and 29 per cent of respondents reported

not participating in economic activities, when asked over the 365 days reference period in Karnataka and Jharkhand, respectively.

23 per cent women in both rural and urban Karnataka reported having worked for pay – this included regular salaried work in government or private organisations, agricultural or non-agricultural wage work, or work for the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS). In Jharkhand, the figure is much lower – 9 per cent in rural areas and 4 per cent in urban areas. This method also helped to understand the simultaneity of women's work over the last seven days of the survey.

Figure 18: Women's Participation in Paid Economic Work



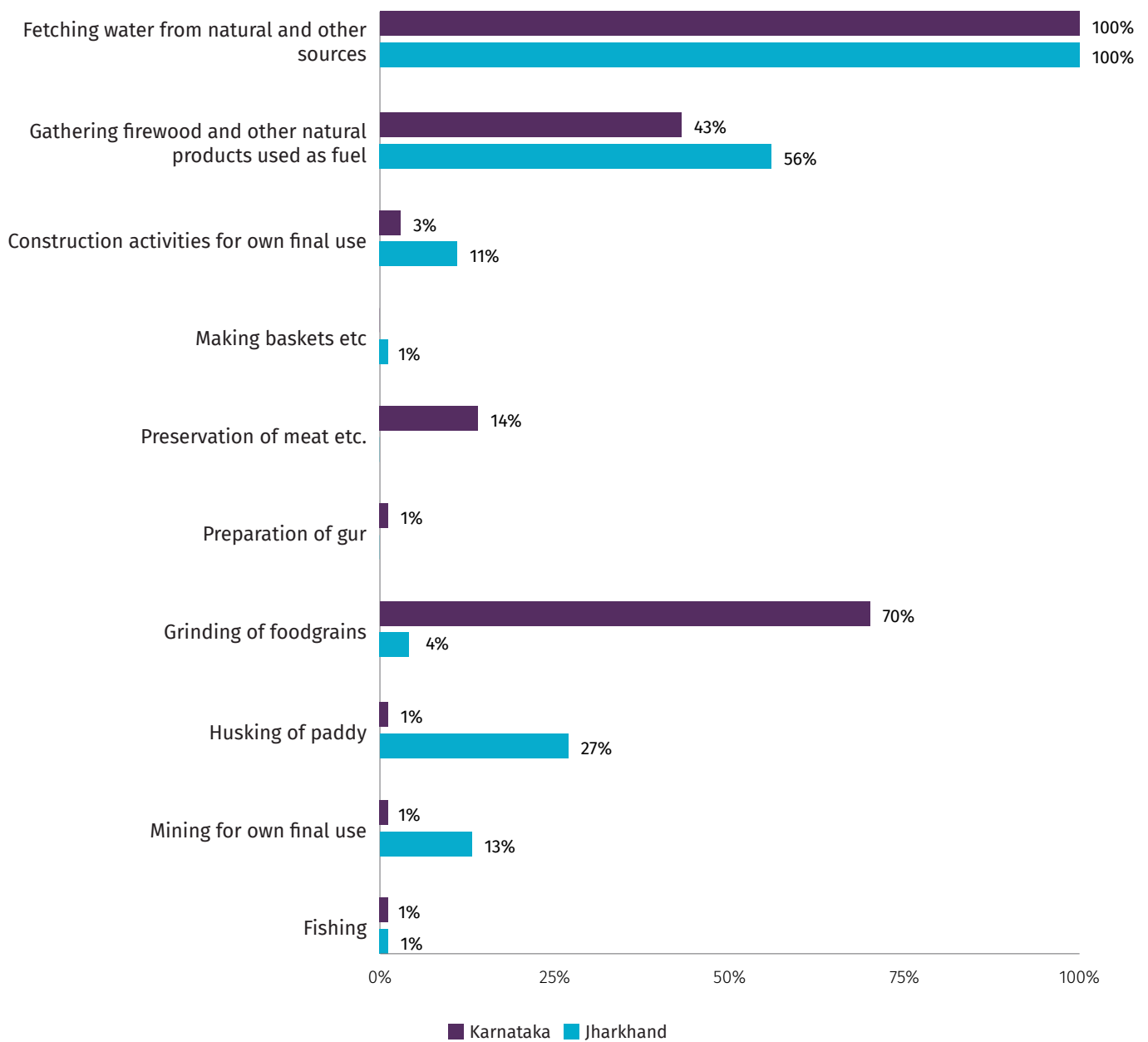
Source: CWW – IWWAGE survey

2.1 Unpaid Household Production

Women in rural Karnataka and Jharkhand were found to be heavily involved in unpaid household production. In fact, all women reported fetching water from natural and other sources, while a majority (higher in Jharkhand) reported traveling to gather firewood and other natural products. A significant

percentage of women in rural Karnataka reported participation in grinding grains at home, while women in rural Jharkhand reported participating in household construction activities for their own household, and husking of paddy. However, these observations may be limited as only a small percentage of women reported engaging in these activities during the survey.

Figure 19: Women's Participation in Unpaid Household Production



Source: CWW – IWWAGE survey

3. Detailed Insights from Time Budget over 24-hours Reference Period

3.1 Overall Distribution of Women's Work

One of the key deterrents to women's labour force participation are domestic services and chores - the highest share of women's time in both Karnataka and Jharkhand was devoted to unpaid domestic services for the household and family members on a usual day.

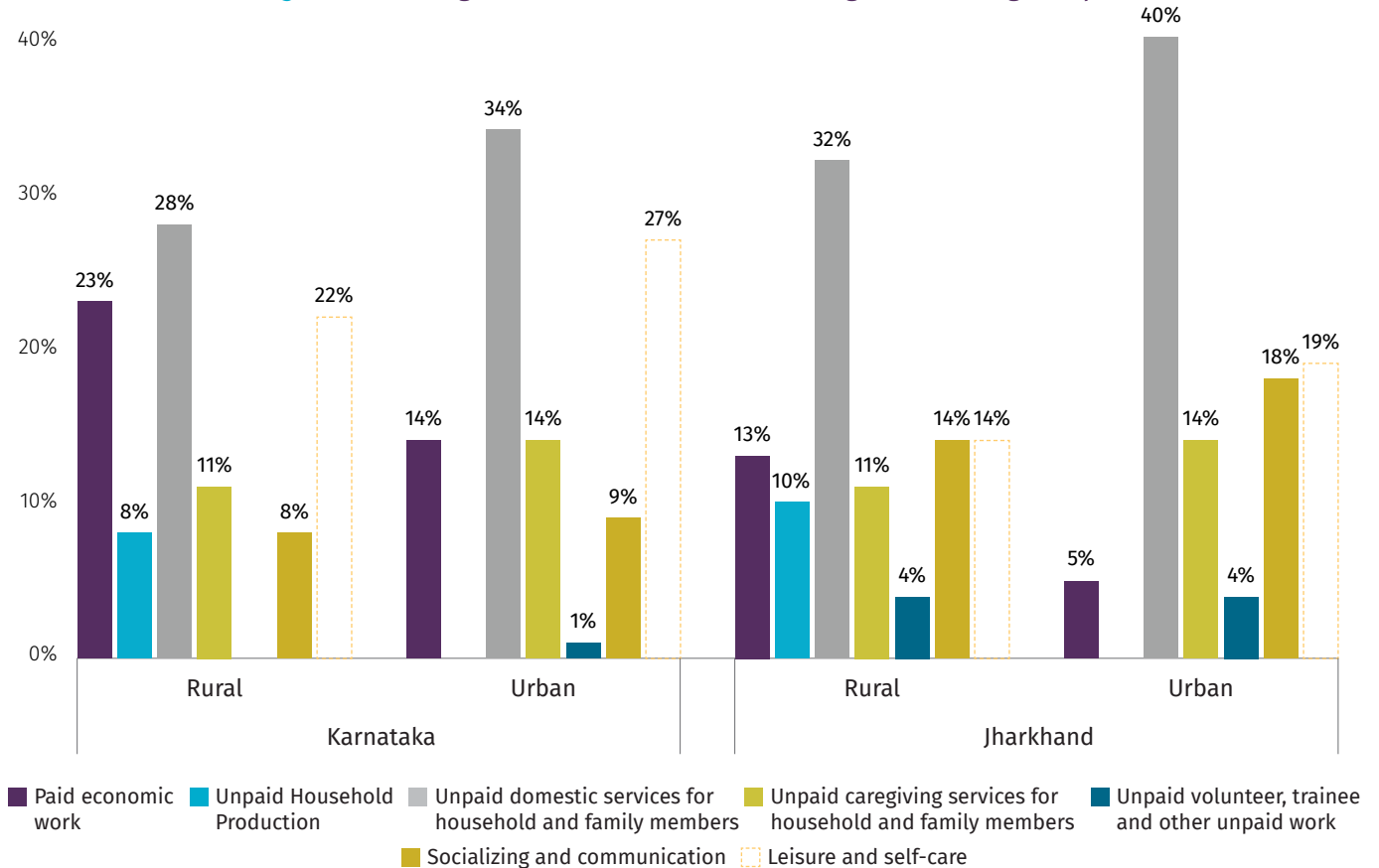
Rural statistics show a higher share of women's time-budget on domestic services, especially in Jharkhand. In fact, in rural and urban Jharkhand, 32 per cent of a woman's time and 40 per cent of women's average time budget is spent on unpaid domestic services, respectively. Women in rural and urban Karnataka spend 28 per cent and 34 per cent of their daily time budget on domestic services, respectively. Better household infrastructure like access to piped water and toilets in Karnataka, along with differences

in asset ownership between the two states, likely explains this variation across the states.

In Jharkhand, a higher percentage of women also reported engaging in paid activities in the last seven days (of the survey date), compared to their responses over a one-year reference period. This highlights the use of using a shorter recall period, along with extensive probing and specifically listing out activities may help to gather accurate data. Approximately, 29 per cent of women in Jharkhand did not report involvement in paid activities when asked using the 365-day recall period.

The differences between Jharkhand and Karnataka when looking at women's average time-share in hours provide a deeper insight into the proportion of time a woman devotes to activities of domestic services.

Figure 20: Average Share of Women's Time Budget (Excluding Sleep)



Source: CWW – IWWAGE survey

3.2 Women's Time-Budget in Hours (on an average day)

As mentioned previously, women in Jharkhand devote significantly more time to domestic work than women in Karnataka. On average, women in rural Jharkhand spend around 7.7 hours on an average on domestic chores, whereas women in Karnataka spend about 4.2 hours. This difference likely contributes to the fact that women in Karnataka spend more time on paid economic work, in comparison to Jharkhand. Additionally, women in rural Jharkhand report spending more time on unpaid household production as well.

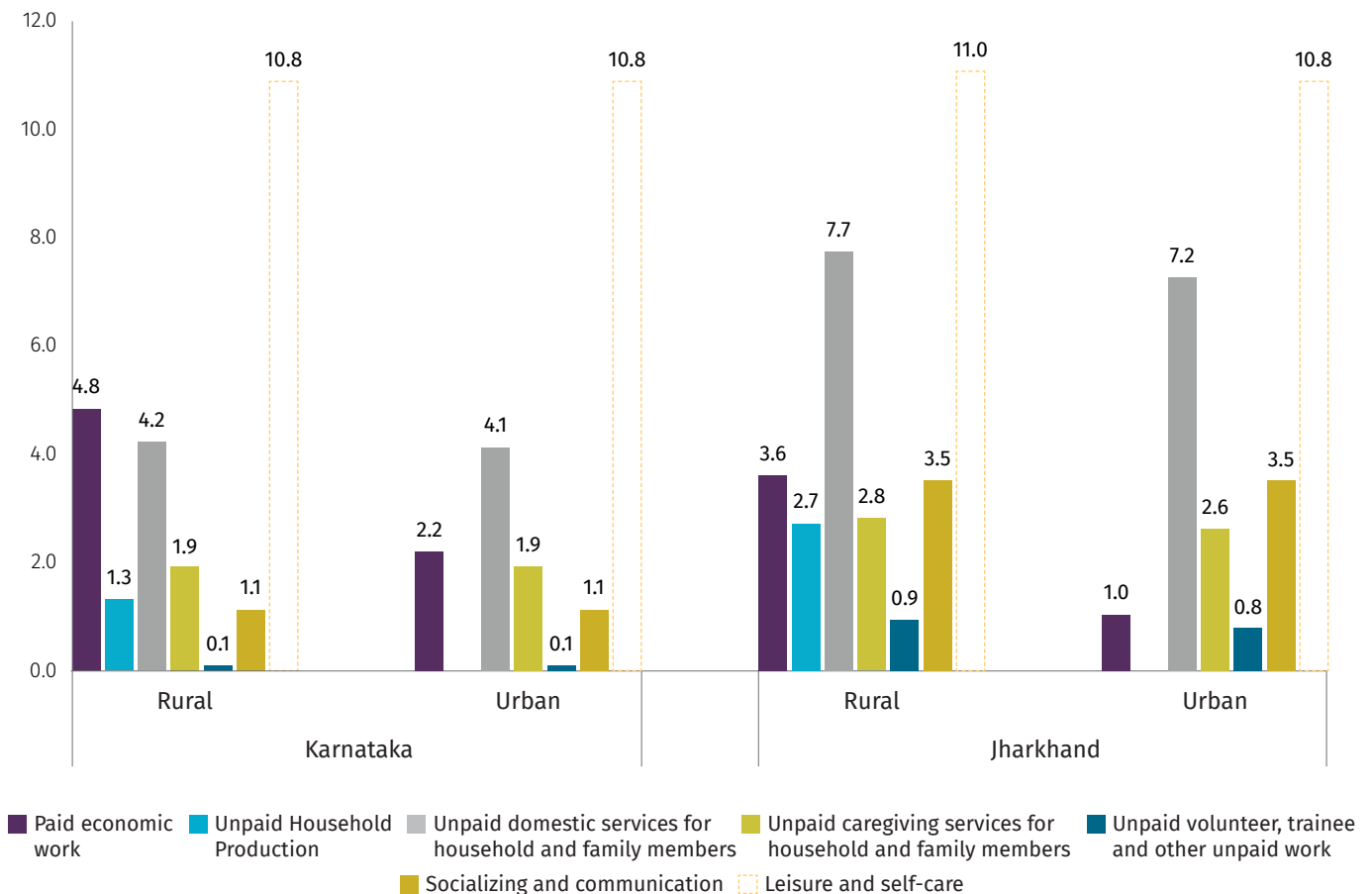
Care work and services for household members (such as children and the elderly) also occupy a substantial portion of women's time in both states. A key observation is that while women's time spent on unpaid domestic chores varies between Karnataka

and Jharkhand, potentially affecting their time available for paid work; within a given state – whether rural or urban – there is little difference in the time women dedicate to domestic and care services, despite differences in time spent on paid work.

3.3 Men's Time-Budget in Hours (on an average day)

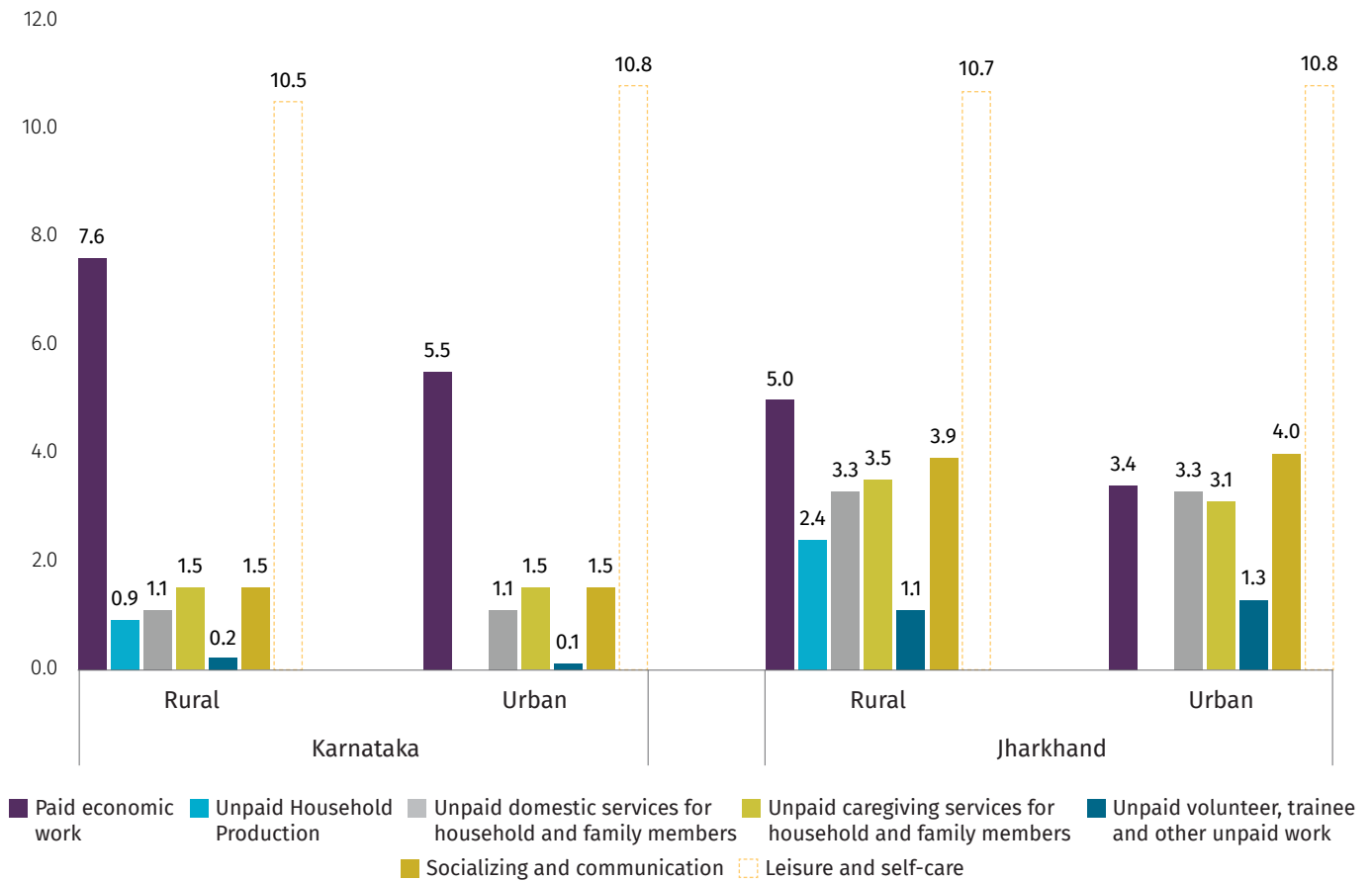
The average time spent by men on domestic services is significantly lower than that of women, with men in Karnataka dedicating just 1.1 hours and those in Jharkhand spending 3.3 hours on such activities. A majority of men's time is allocated to paid economic activities. Interestingly, men in Jharkhand report a lower time commitment to paid economic work compared to those in Karnataka. In contrast, men in Karnataka also devote more time to caregiving services, socialising, and communication activities than in Jharkhand.

Figure 21: Women's Average Time Budget (in Hours)



Source: CWW – IWWAGE survey

Figure 22: Men's Average Time Budget (in Hours)



Source: CWW – IWWAGE survey

3.4 Women's Time-Budget Across Type of Employment & Employment Status¹⁰

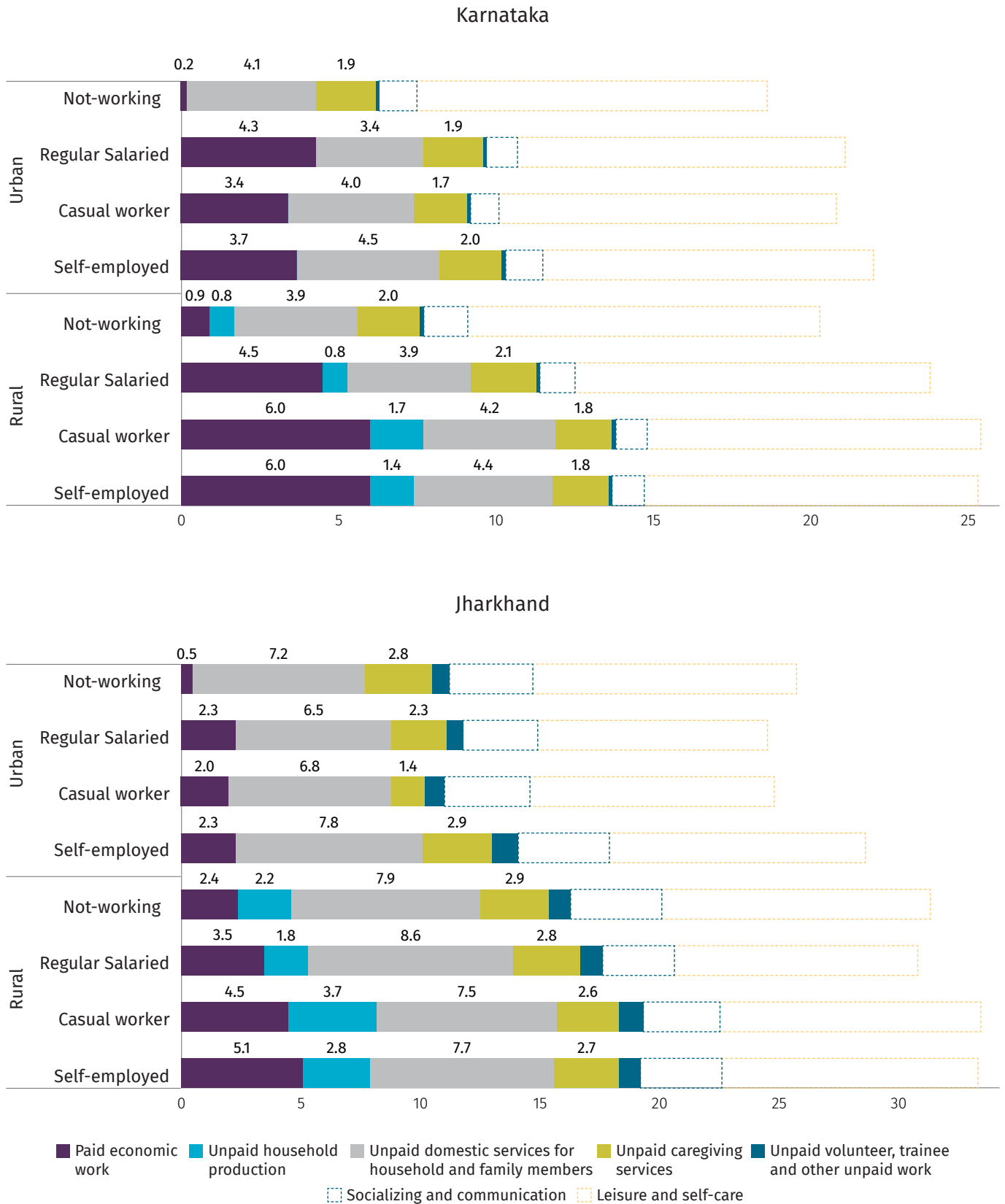
There are some interesting findings when comparing women's time-budgets by type of employment and employment status. In Karnataka, women who responded "Not working" to the question about their status of work in the past year, reported spending a few minutes a day on paid economic work. Similarly, women in rural Karnataka reported spending, on average, almost an hour a day on paid economic work. This is consistent with our findings that women under-report their work and time spent on livestock management and activities.

The time spent on paid economic work varies according to the type of employment in which

women are engaged. In urban Karnataka, women working as regular salaried workers spend the most time (4.3 hours on average) on economic activities as compared to self-employed (3.7 hours) and casual workers (3.4 hours). However, the situation is reversed in rural Karnataka, where women who are self-employed or casual workers report spending an average of 6 hours on paid work, compared to 4.5 hours for regular employees. This could also be due to the limited number of regular wage jobs and the lower percentage of regular salaried workers in rural areas. In addition, the overall average time spent on paid economic work by rural women in Karnataka is higher than that of women in urban Karnataka. Rural women working as self-employed workers and casual labourers also reported more time spent on unpaid household production.

¹⁰ Women's time use in self-care and leisure activities is found to be consistent across States and regions, with an average of 10.8 hours in Karnataka and 10.6 hours in Jharkhand. It is, however, not included in Figure no. 24 and 25

Figure 23: Women's Average Time Budget Across Type of Employment



Source: CWW – IWWAGE survey

Despite these differences, the average time spent on domestic services was found to be consistently high for both rural and urban women, regardless of their employment status or type of employment. A similar trend was found for caregiving services, where the time spent is less than for domestic services but still significant.

In Jharkhand, rural women's total time-budget for paid economic work was found to be higher than that of urban women in all types of employment—the highest being 5.1 hours for self-employed rural women. However, the time budget for paid economic work was significantly underreported-by women who reported no paid economic work in the past 365 days - 2.4 hours in rural Jharkhand and 0.5 hours in urban areas – providing strong evidence of under-reporting of women's own work when asked over a longer reference period.

The trends are consistent with those seen in Karnataka – women spend most of their time on domestic services, which takes up most of their time, which is significantly higher for women in Jharkhand (more than 7 hours on average for all women), excluding urban regular salaried and casual workers.

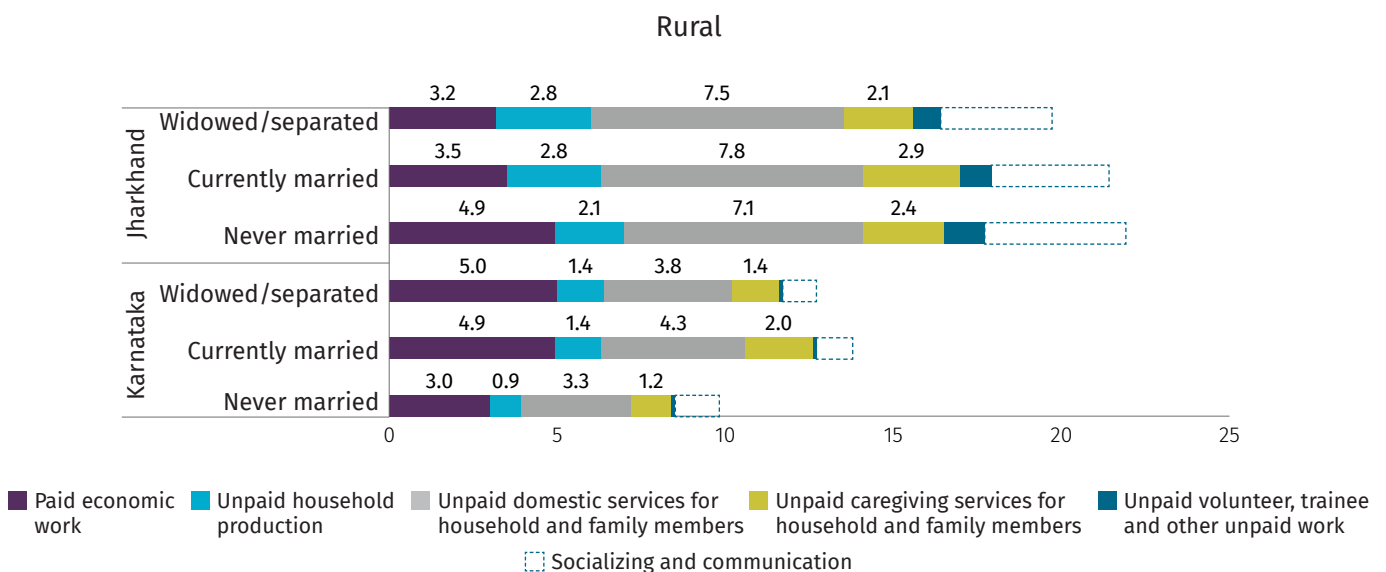
3.5 Women's Time-Budget across Marital Status

In both Karnataka and Jharkhand, married women report spending more time on caring and domestic services compared to other women in rural and urban areas. Another common finding across both states is that married women spend less time socialising and community interaction than unmarried women. In rural Jharkhand, the time spent by women on paid economic activities decreases from 4.9 hours to 3.5 hours, with a corresponding increase in domestic and care work.

However, in rural Karnataka, the time spent on paid work is higher among married women, along with an appreciable increase in time for domestic and care work, compared to unmarried, widowed, separated, and/or divorced women.

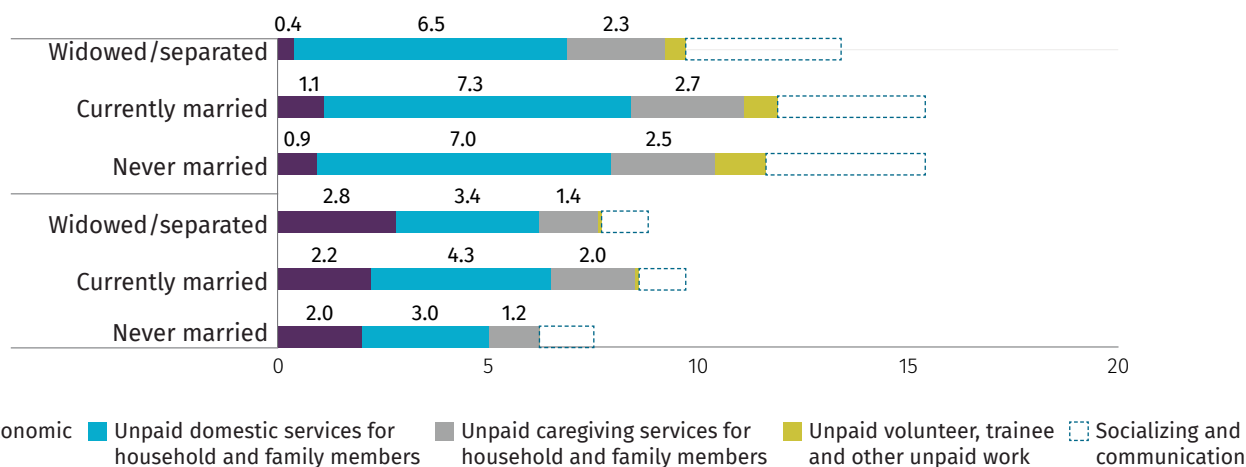
Similarly, in urban Karnataka, married women's time budget for domestic work is higher at 4.3 hours compared to other women, who spend around 3 hours in domestic work. In urban Jharkhand, married women's time budget for domestic work is 7.3 hours compared to women not currently married, who spend around 7 hours.

Figure 24: Women's Time Budget Across Marital Status



Source: CWW – IWWAGE survey

Urban



Source: CWW – IWWAGE survey

Summary of Findings

1. Women's participation in paid economic activities was found to be higher when using a weekly recall method and calling out the list of activities, particularly in livestock rearing. In both states, women who initially reported 'not working' over the 365-day recall period, reported spending between a few minutes to almost an hour daily on paid economic work. In Jharkhand, 'not-working' women reported spending 2.4 hours in rural areas and 0.5 hours in urban areas on paid economic activities in the weekly recall period. This highlights the issue of under-reporting women's work over longer recall periods.
2. A majority of women in rural Karnataka and Jharkhand reported participating in unpaid household production such as collecting firewood, fetching water, grinding food grains, etc.
3. On an average day, women spent most of their time on unpaid domestic work for their household and family members in both Karnataka and Jharkhand. The proportion of women's time spent on unpaid domestic services is higher in urban areas than in rural areas, and higher in Jharkhand than in Karnataka.
4. Women in Jharkhand spend significantly more time on domestic work than women in Karnataka. This probably allows women in Karnataka to engage more in paid economic work. In addition, women in rural areas of Jharkhand spend more time on unpaid household production. Differences in household infrastructure, such as access to piped water and toilets, and asset ownership between the two states could be a possible explanation for the difference.
5. Care work and services for household members, such as children and the elderly, occupy a significant proportion of women's time in both states.
6. There is little difference in the amount of time spent on domestic and care work in rural and urban areas despite differences in time spent on paid economic activities.
7. The time spent on paid economic work by women in Karnataka varies according to the type of work done. However, irrespective of their employment status, both rural and urban women continue to spend significant amount of time on domestic and care services.
8. As in Karnataka, all working and non-working women in Jharkhand spend a significant amount of time on domestic services, averaging over 7 hours for most women, except for urban regular and casual workers.
9. Married women in Jharkhand and Karnataka in both rural and urban areas spend more time on domestic and care work. Married women spend 1.5 hours more than single women on domestic work in urban Karnataka. Similarly, married women spend 1.3 hours more on domestic work than single women in urban Jharkhand.

4. Perception Bias

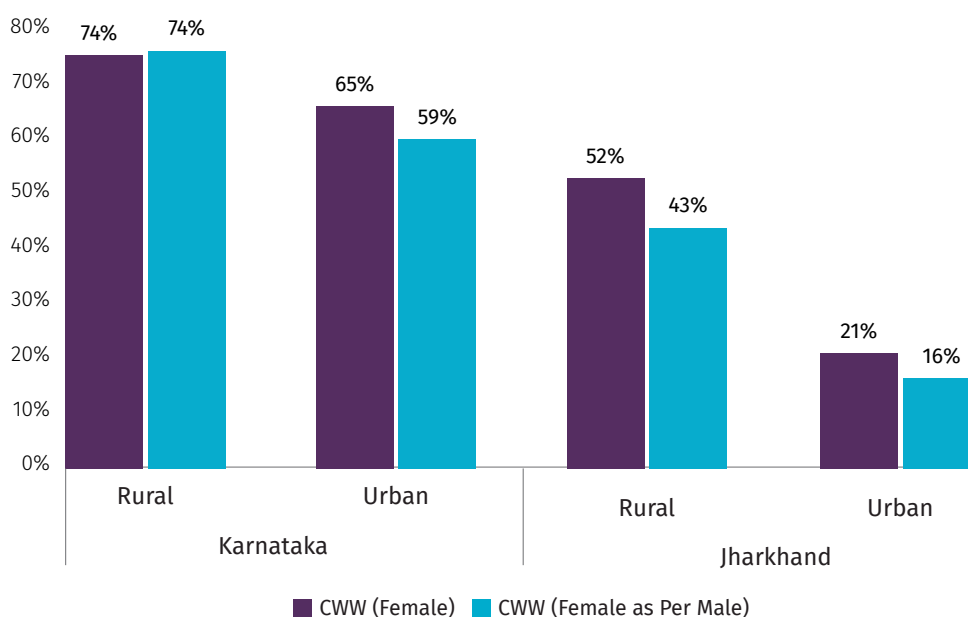
The measurement of women's work has gained attention in the mainstream discourse on gender inequalities given the widespread acknowledgement that the official statistics inadequately capture women's work, and that this inadequacy affects both the perceptions of and policies on women's economic and non-economic contributions. It is hoped that accurate measurement of women's work will ultimately enhance women's economic empowerment and agency by identifying and understanding the diverse, complex and simultaneous activities in which women engage. However, there are a number of challenges that affect the comprehensive coverage of women's work, and 'perception bias' is an important one amongst them. In standard labour force surveys, 'perception bias' is an identified non-sampling error that arises because of the reliance on respondents/informants to answer on behalf of those being surveyed.

In most national surveys – except those dealing with sensitive data such as reproductive health or violence - proxy reporting, where one member provides information for others, is a common practice. Often,

men in households respond on behalf of their female counterparts or other members. Research shows that women's self-reported participation rates exceed proxy estimates by six percentage points, whereas men's estimates differ only marginally (Abraham et. al., 2023). This reporting variance, referred to as 'perception bias,' reflects the potential distortion of information due to personal bias, prejudices, or misinterpretations. Although psychology and personality constructs suggest that observers who have casually observed an individual in their daily life can accurately assess their personality, there is a known limitation to such informant reports.

Regardless of the accuracy with which target individuals report on their perceived personalities, informants lack as much information about the actual respondent (McDonald, 2008). A number of studies globally have explored respondent identity in measuring labour market outcomes and have consistently found differences between self-reported and proxy measures. For instance, a study in Tanzania found that lower proxy-reported employment was lower for men that self-reported employment

Figure 25: FWPR - Self-Reporting by Women vs Proxy Reporting by Male



Source: CWW – IWWAGE survey

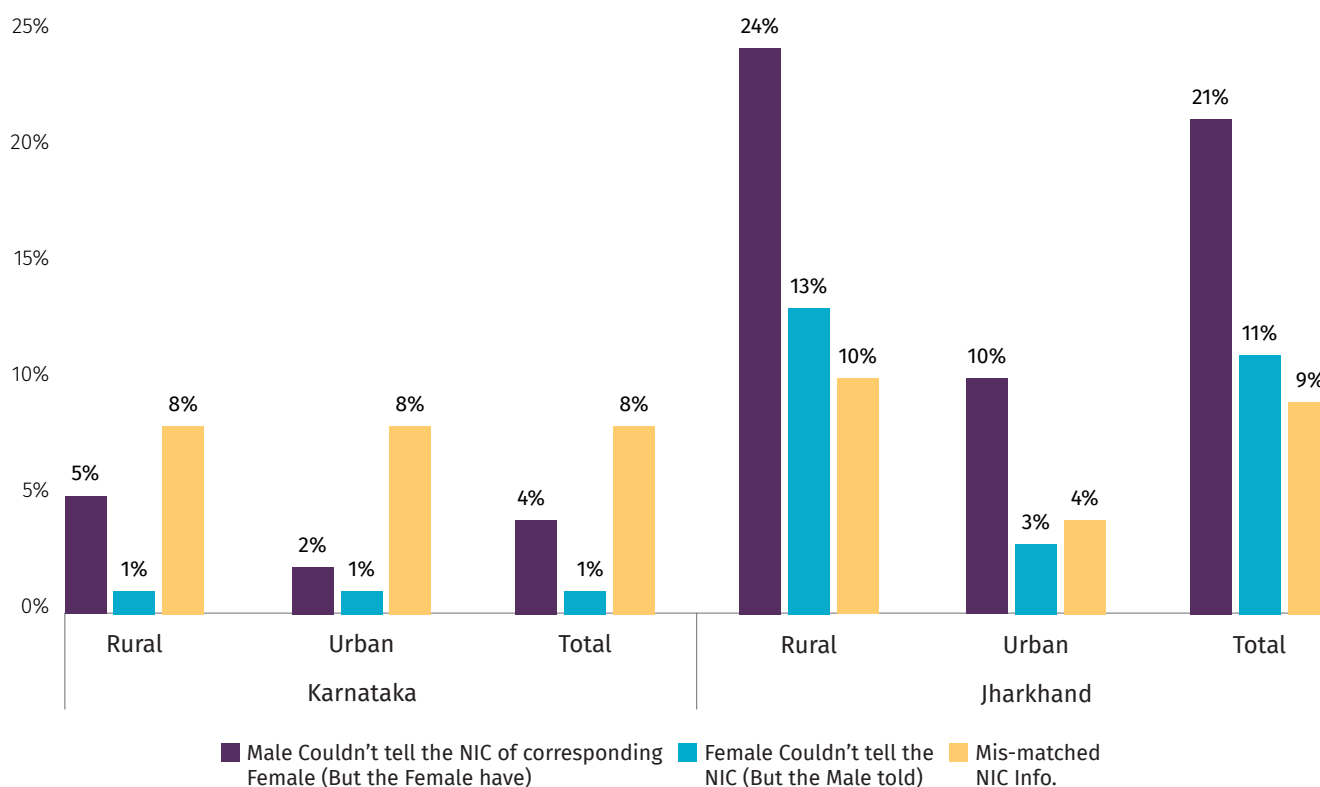
(Bardasi et. al., 2011). A similar pattern was found in a study in Malawi for both men and women (Kilic et. al., 2022). The work of Ambler et al (2021) and a recent Indian study by Abraham et. al. (2023), points to the crucial need to distinguish whether these differences are due to random measurement errors unrelated to individual or household demographics, asymmetric measurement errors related to the definitional understanding of employment and gender norms, or asymmetric information errors where men and women have different sets of information about each other's activities.

The workforce participation rate of women is underestimated by men in both the states in both rural and urban areas, except in the urban regions of Karnataka.

One way to understand informant bias in surveys is by looking at how male household measured the dimensions of capturing the informant bias in the survey is to capture how the male members of the household is deviate in reporting about their corresponding woman respondents' industry and occupation of employment. In Karnataka, 14 per cent of men in rural areas and 10 per cent in urban areas have misreported the National Industrial Classification (NIC) for the women in their households. In Jharkhand, this deviation was higher, with 47 per cent men in rural areas and 16 percent in urban areas incorrectly reporting the NIC for their female counterparts.

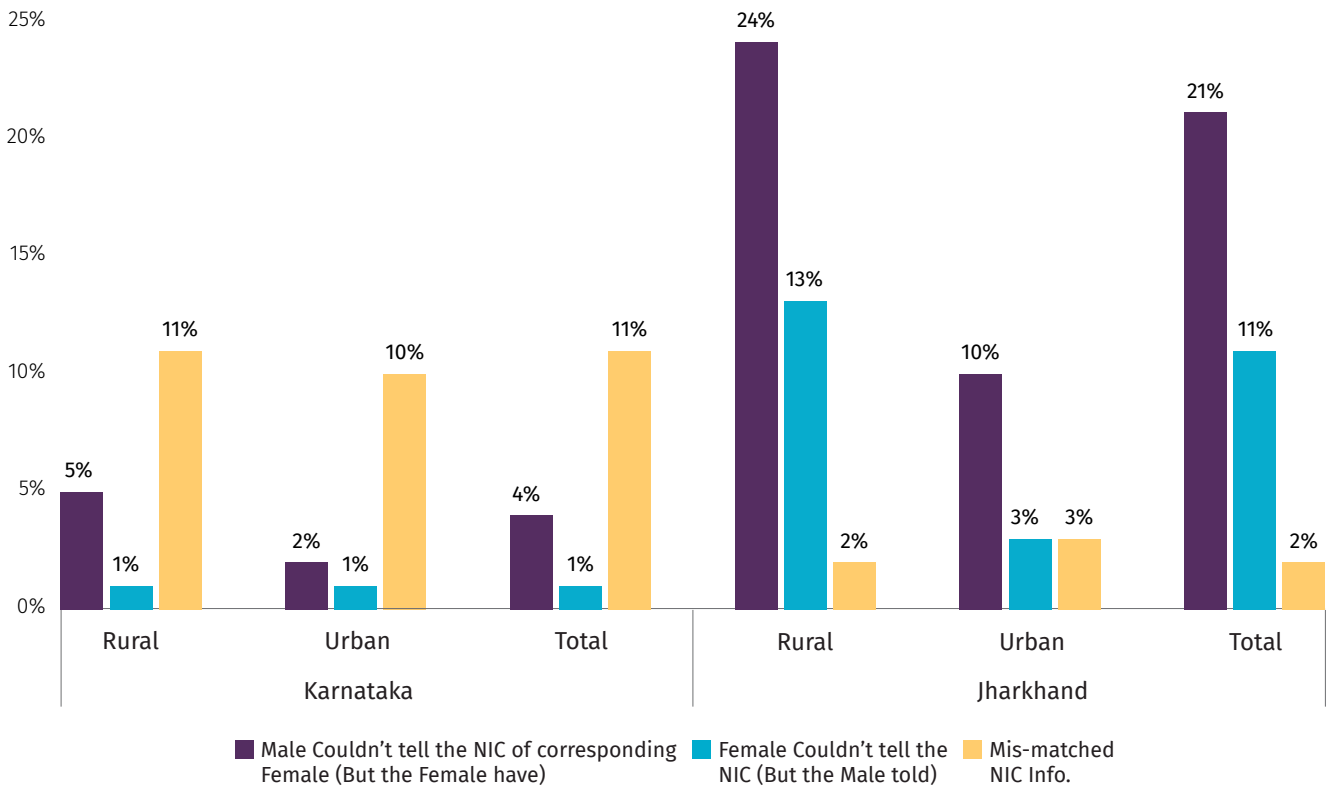
The generally low level of education in Jharkhand may have contributed to the higher level of deviation of female employment in the industry.

Figure 26: Anomalies in Industry during Proxy Reporting



Source: CWW – IWWAGE survey

Figure 27: Anomalies in Occupation during Proxy Reporting



Source: CWW – IWWAGE survey

Deviation in reporting the type of occupation is similar to the type of economic activity. The pattern of deviation is similar for both the industry and occupation of women's employment. In Karnataka, 18 per cent of men in rural areas and 13 per cent in urban areas have misreported the National Classification of Occupations (NOC) for women in their households. In Jharkhand, 38 per cent of men in rural areas and 15 per cent in urban areas misreported the NCO for their female counterparts.

4.1 Bias in Proxy-Reporting of Women's Time Use

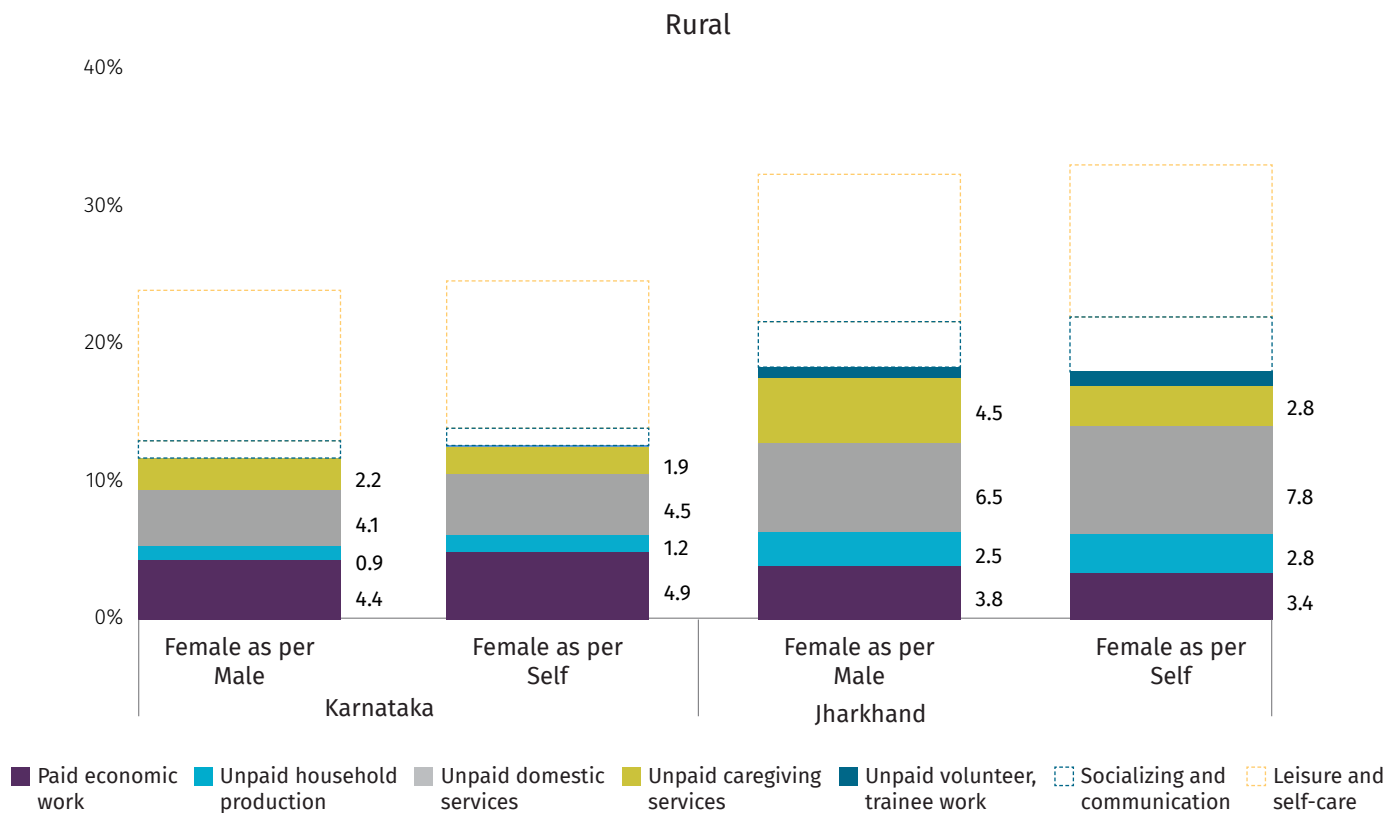
Women's self-reporting of time use differs from what men report on behalf of women. The degree of deviation between self-reporting and proxy-reporting is higher in Jharkhand than in Karnataka. Unpaid economic work and unpaid domestic services are the major areas where men underestimate women's time use. On the other hand, unpaid care work is overestimated by men in Jharkhand almost by 100

minutes in both rural and urban areas. Men also overestimate time spent by women in socializing, leisure and self-care.

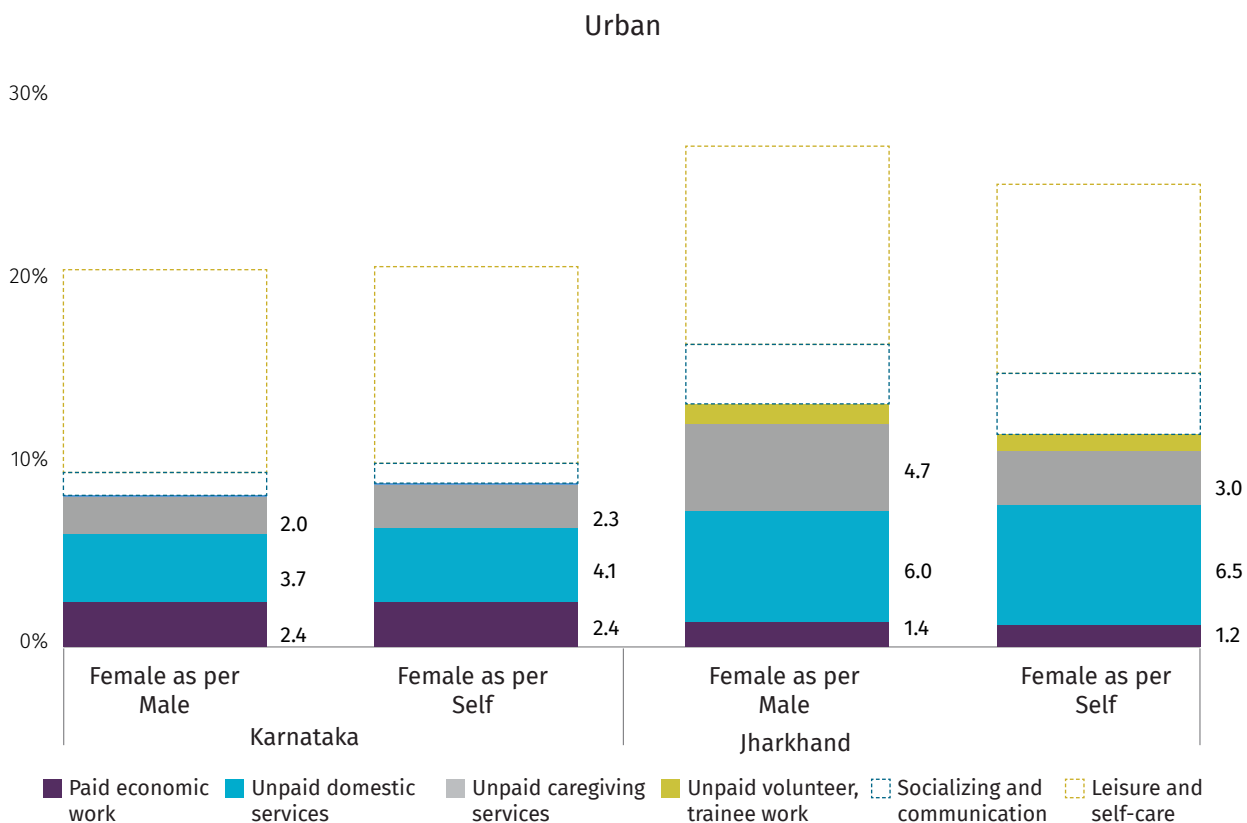
In the case of unpaid household production, women's self-reported time exceeds men's proxy time by an average of 18 minutes in Karnataka and 19 minutes in Jharkhand. Compared to self-reported time, men tend to underestimate women's time spent on unpaid domestic services by 20 minutes in both rural and urban Karnataka, and by 78 minutes in rural Jharkhand and 30 minutes in urban Jharkhand.

In Jharkhand, men tend to overreport women's time spent on unpaid care by more than 100 minutes in both rural and urban areas. In rural Karnataka, women's time spent on unpaid care is higher when men report on behalf of women than when they report themselves. In urban Karnataka, however, the reverse is true: the time spent by women on unpaid care is higher in self-reporting than in proxy reporting by men.

Figure 28: Comparison of Time Budget in different activities - Women as Per Self and Women as Per Men

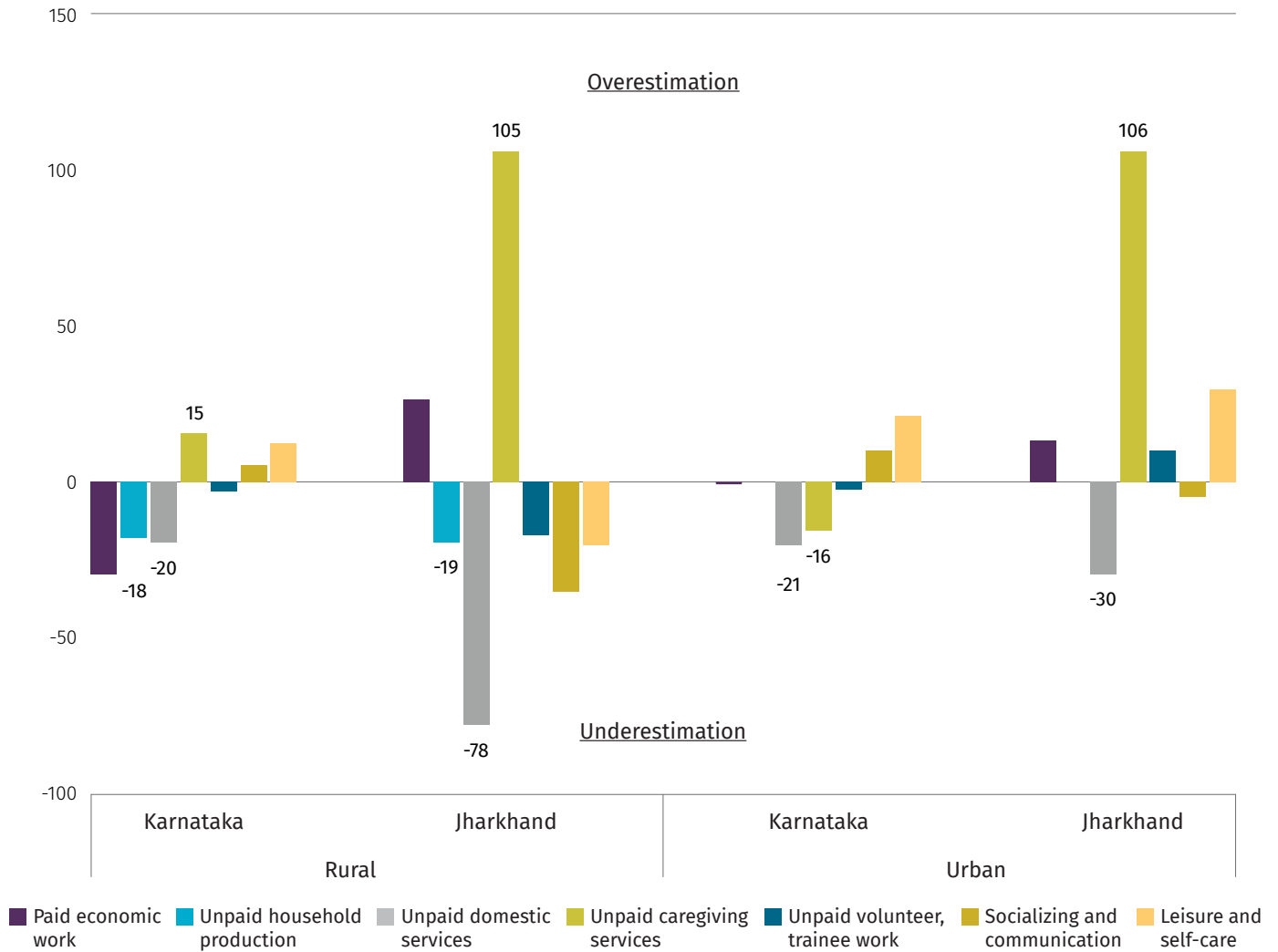


Source: CWW – IWWAGE survey



Source: CWW – IWWAGE survey

Figure 29: Extent of Deviation in Time Budget in Self vs Proxy Reporting



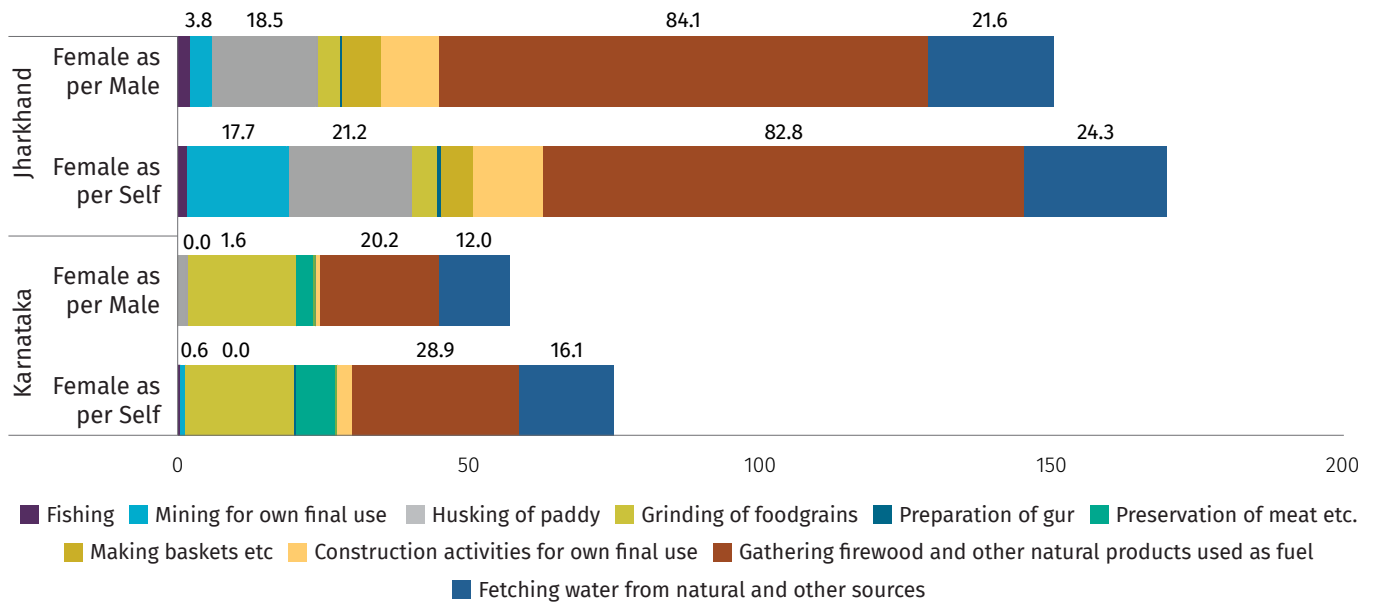
Source: CWW – IWWAGE survey

4.2 Bias in Proxy Reporting of Women's Time Use in Unpaid Economic Work

Men tend to under-report the time spent by women on various activities that are categorized as unpaid economic work when compared to the self-reported

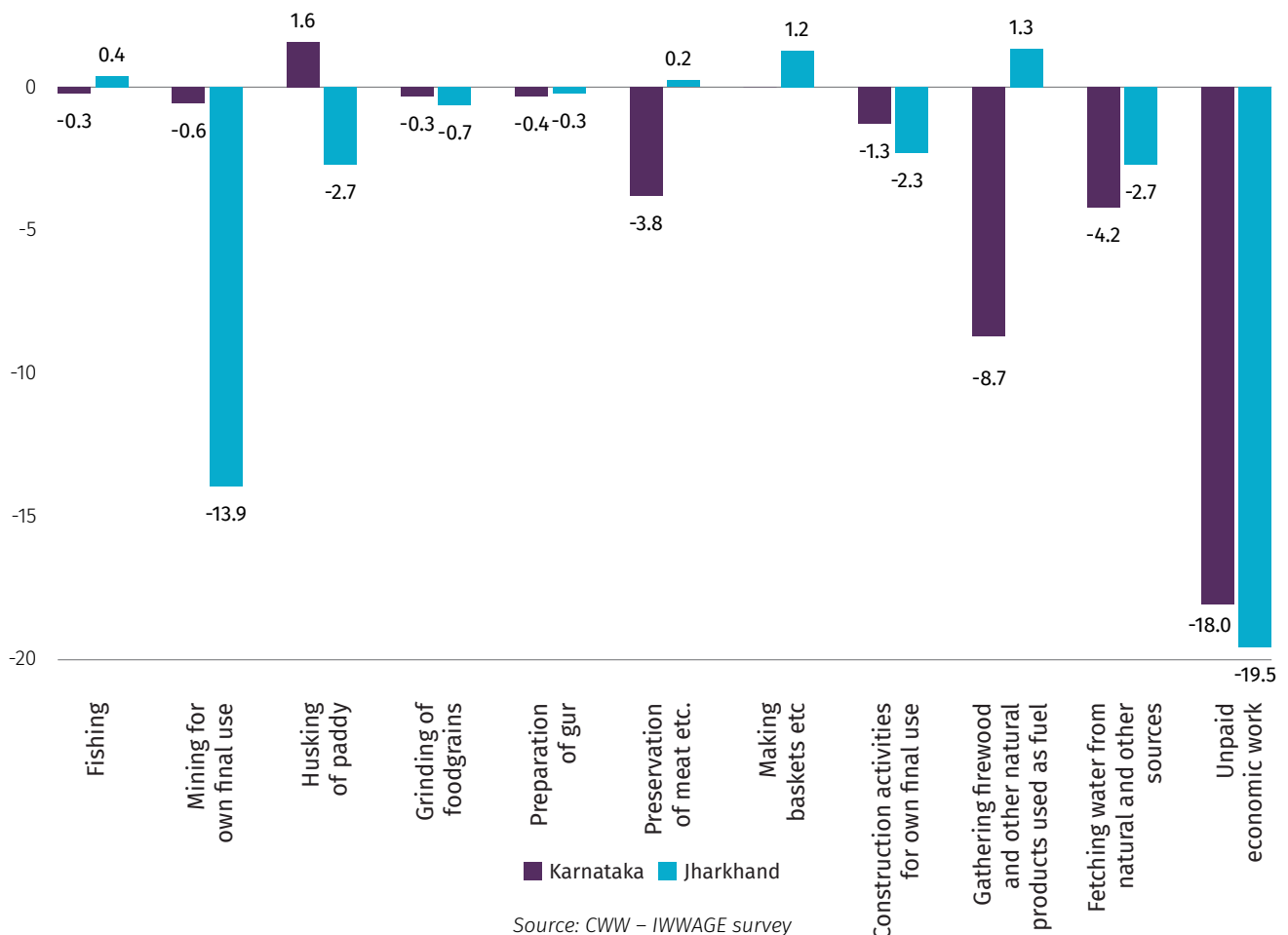
time spent. Among the various unpaid economic activities undertaken by women, fetching water, collecting firewood and grinding food grains are the main activities where women's time use remains underreported in proxy as compared to self-reported in the rural areas in both Karnataka and Jharkhand.

Figure 30: Comparison of Time Budget in Unpaid Household Production - Women as Per Self and Women as Per Men



Source: CWW – IWWAGE survey

Figure 31: Extent of Deviation in Time Budget (Unpaid Household Production) in Self vs Proxy Reporting



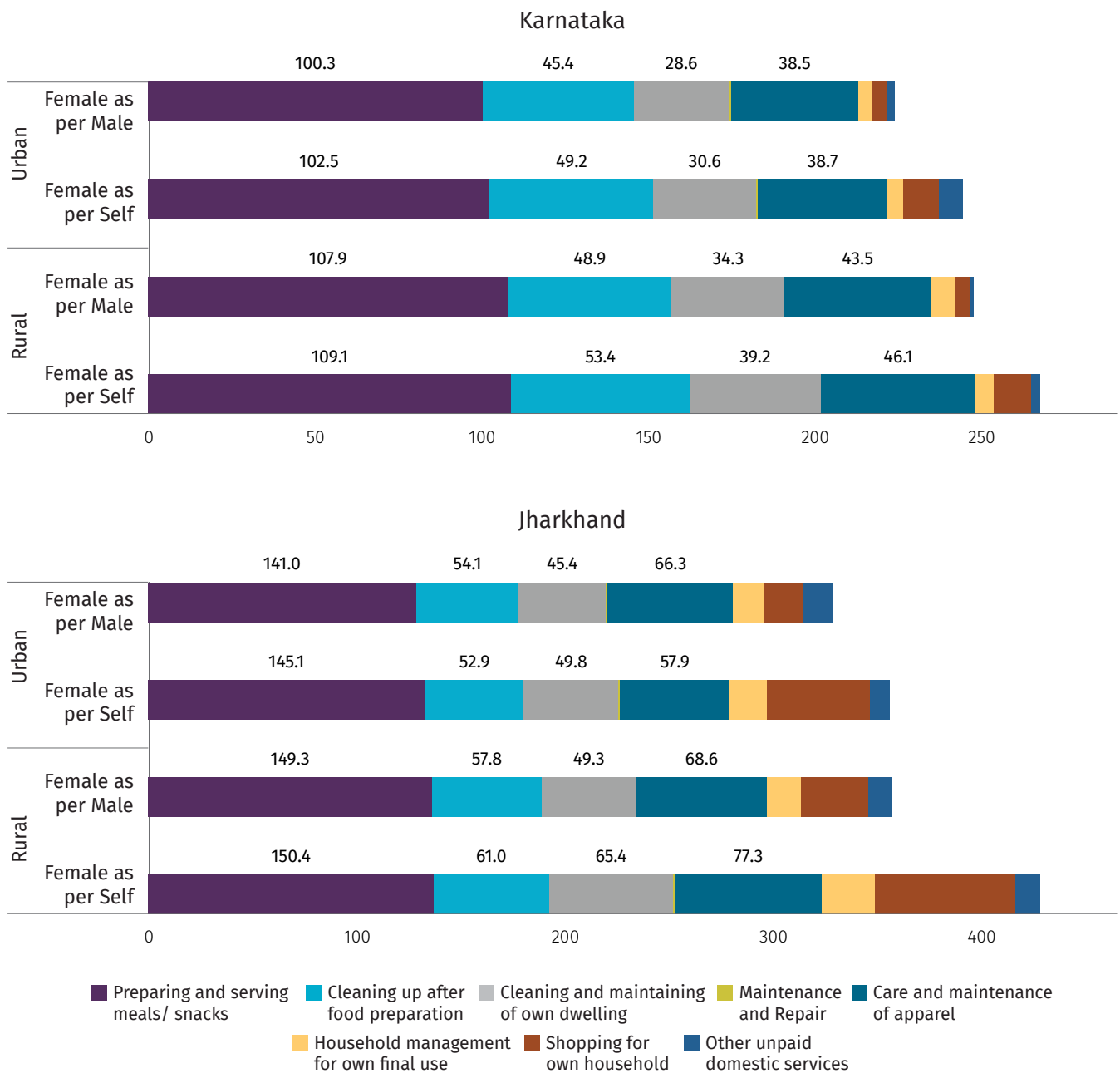
Source: CWW – IWWAGE survey

4.3 Bias in proxy-reporting of women's time-use in domestic services

Women self-reporting time spent in domestic services differs from men's proxy-reported time in both states, but the magnitude of the difference

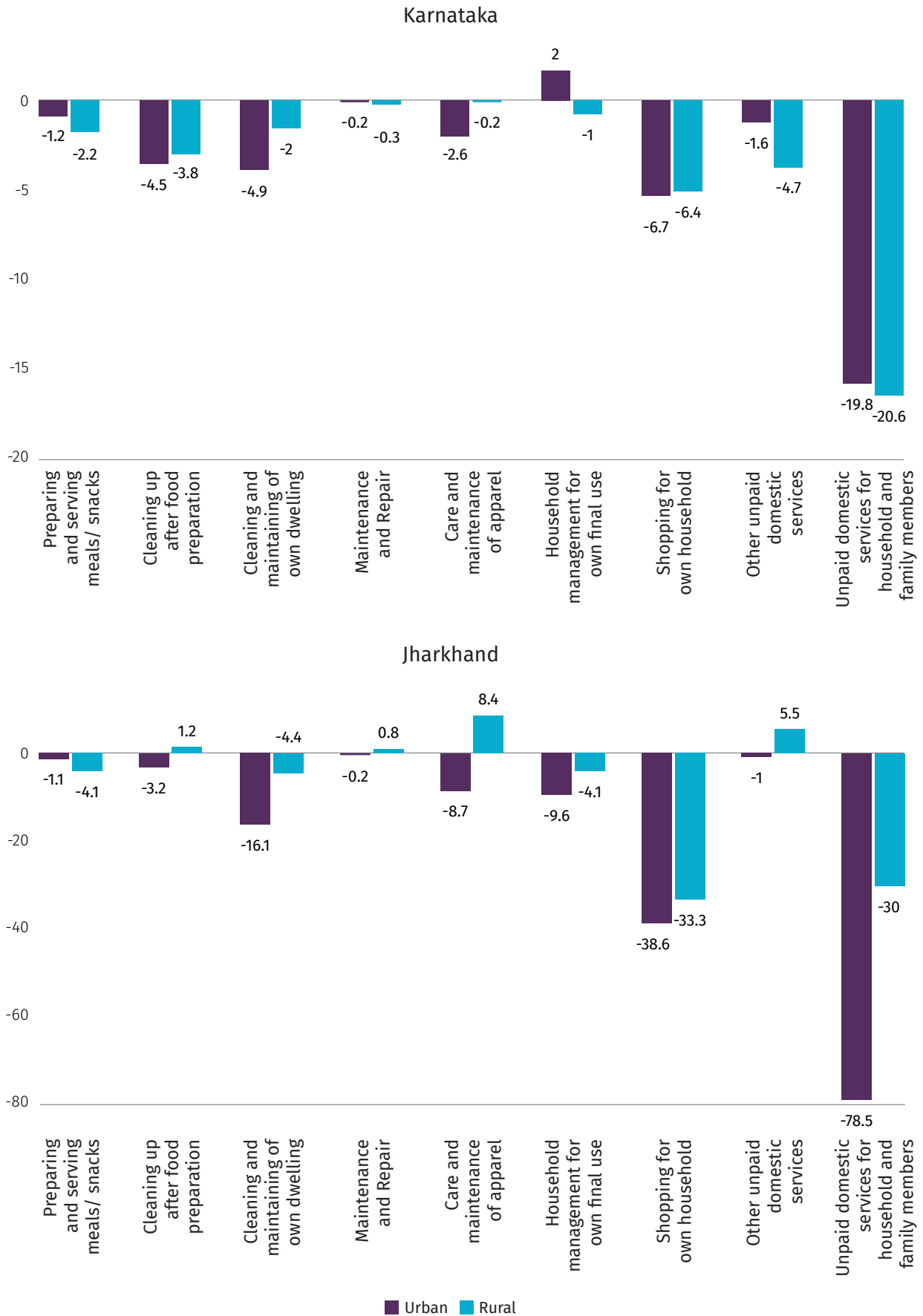
is much greater in Jharkhand than in Karnataka. On average, women's self-reported time spent on domestic services exceeds men's proxy-reported time by 20 minutes in both rural and urban areas of Karnataka, and by 79 and 30 minutes, respectively, in rural and urban Jharkhand.

Figure 32: Comparison of Time Budget in Unpaid Domestic Services - Women as Per Self and Women as Per Men



Source: CWW – IWWAGE survey

Figure 33: Extent of Deviation in Time Budget (Unpaid Domestic Services) in Self vs Proxy Reporting



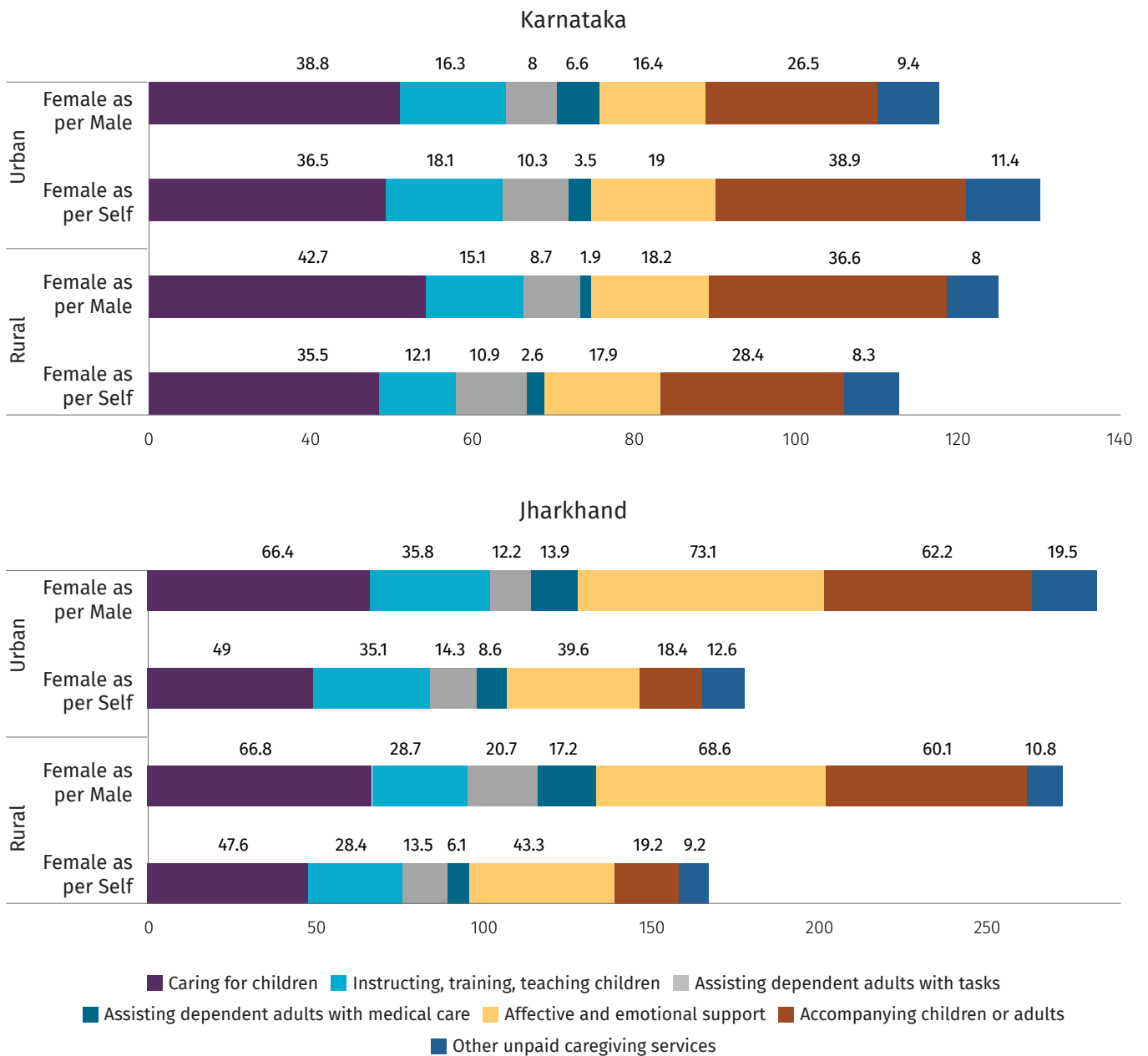
Source: CWW – IWWAGE survey

4.4 Bias in Proxy-Reporting of Women's Time Use in Caregiving Services

For most activities categorized as caregiving services, women's reported time use exceeds their self-reported time use in both states, except for some

care-giving services in urban areas of Karnataka. On average, women's time spent in care-giving services as reported by men is 15 minutes higher than women's self-reported time spent in these services in rural Karnataka, and 15 minutes lower than self-reported time spent in urban Karnataka.

Figure 34: Comparison of Time Budget in Unpaid Caregiving Services - Women as Per Self and Women as Per Men



Source: CWW – IWWAGE survey

This trend is similar in Jharkhand in both rural and urban areas as women's reported time spent on caregiving activities exceeds men's self-reported

time spent by about 105 minutes in both rural and urban areas of Jharkhand.

Figure 35: Extent of Deviation in Time Budget (Unpaid Caregiving Services) in Self vs Proxy Reporting



Source: CWW – IWWAGE survey

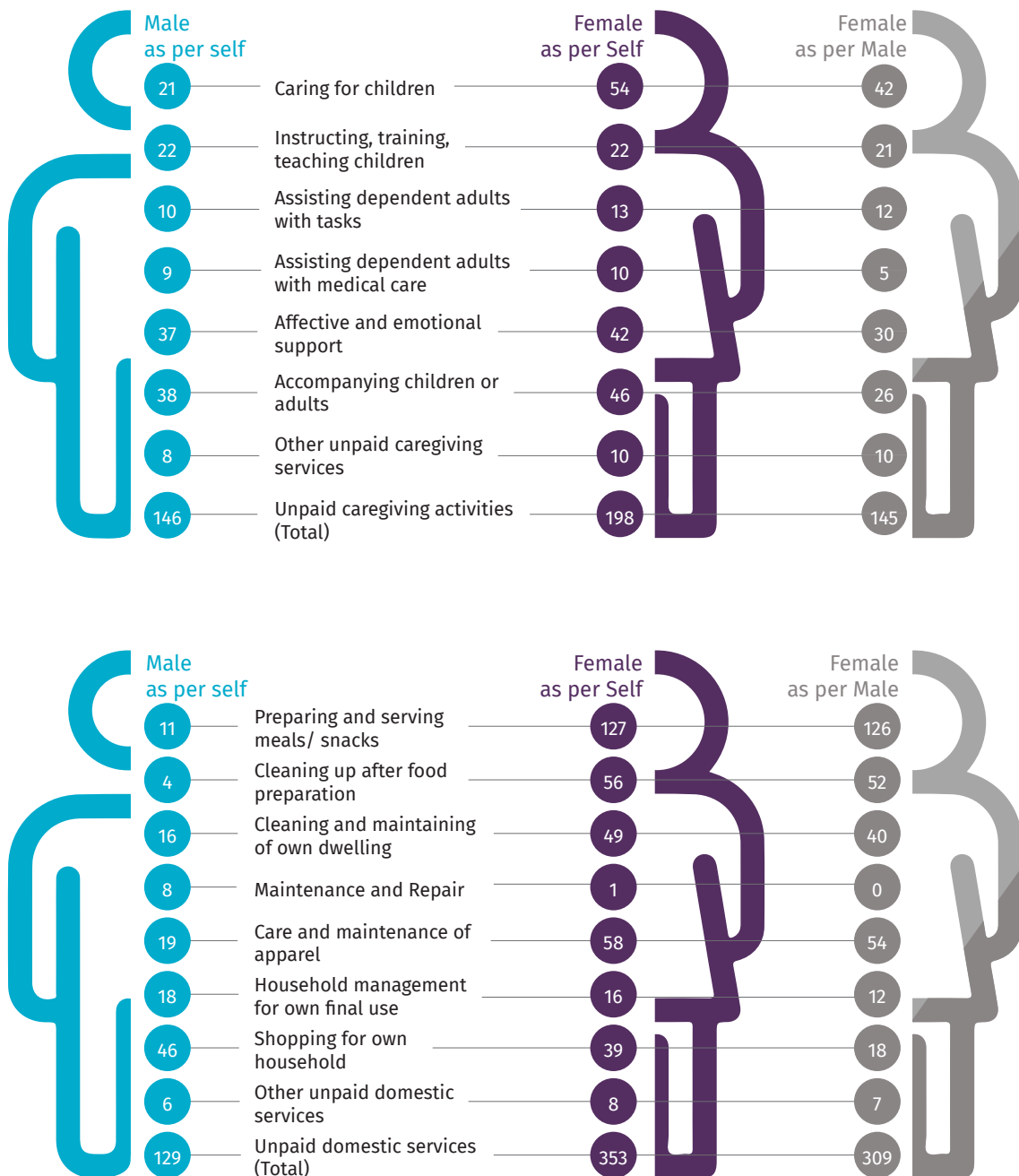
4.5 Men's Participation in Domestic and Caregiving Services

Approximately 90 per cent of the male respondents' report spending time on providing care. For men who have been a caregiver, their proxy mean time use on caregiving services is higher than the self-reported time use of their female counterparts. Among men who have participated in caregiving activities, their perception of women's time spent on caregiving activities is higher than women's self-reported time

spent on care-giving, while the opposite is true for domestic services. Men participating in domestic services tend to underestimate women's time spent on unpaid household services.

In caregiving services, men spend more time caring for the elderly, while women spend most of their time caring for children. Conversely, domestic services are mainly done by women while men spend some time on shopping and buying household items from the market.

Figure 36: Comparison in Time Budget in Domestic and Caregiving Activities of Men, Women and Women as per Men - Unpaid Caregiving Services Activities (Above) & Unpaid Domestic Services Activities (Below)



Summary of Findings

1. Except for urban Karnataka, the Female Work Force Participation Rate (FWPR) is higher when women report their employment status compared to when men report it for them. The difference is 2% in rural Karnataka, and 10% and 3% in rural and urban Jharkhand respectively.
2. A significant number of male respondents inaccurately reported the industry and occupation of their female counterparts when compared to the women's self-reporting. This misreporting is much higher in rural areas of Jharkhand compared to urban Jharkhand, and both rural and urban Karnataka. Misreporting is also relatively higher in rural Karnataka than in urban Karnataka.
3. Women report spending more time on unpaid economic work and unpaid domestic services than men do when reporting on women's behalf. Conversely, men report that women spend more time on caregiving, socializing and leisure activities than the women report themselves. The difference between proxy-reporting by men and self-reporting by women is greater in Jharkhand than in Karnataka.



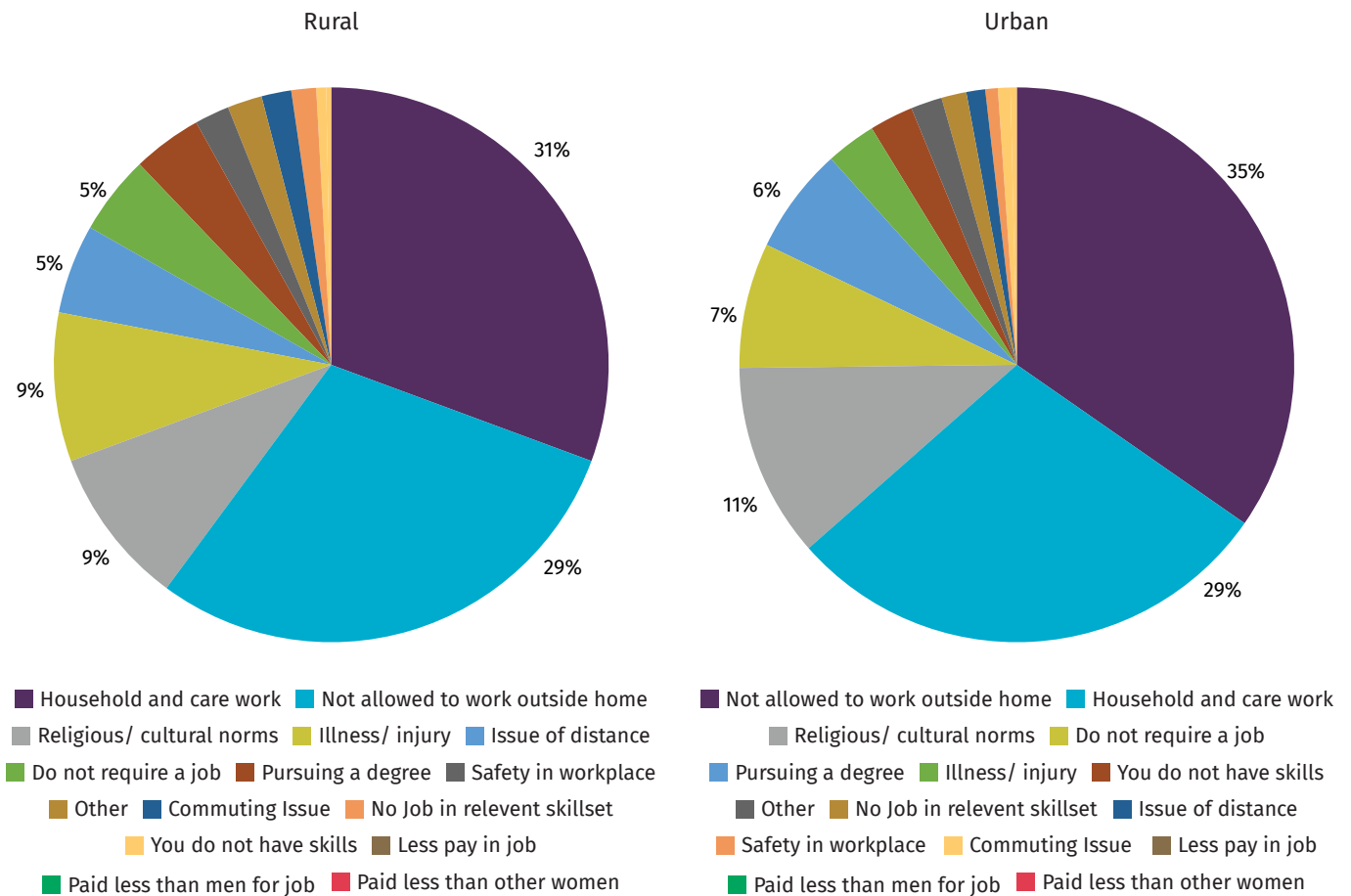
5. Supply & Demand-side Barriers Explaining Women's Lack of Willingness to Work

When women were asked about the reasons for lack of willingness to work, household and care work emerged as major constraints. Approximately 31 per cent women in rural Karnataka, 29 per cent in urban Karnataka, 47 per cent in rural Jharkhand, and 43 per cent in urban Jharkhand cited this as a barrier to their participation in the labour force. The next important constraint to women's participation in the labour force is lack of permission to work outside the home. Approximately 29 per cent rural women in Karnataka, 35 per cent women in urban Karnataka, 22 per cent in rural Jharkhand, and 26 per cent in urban

Jharkhand mentioned that they were not allowed to work outside their home. Although women mostly cited regressive social norms as barriers to their participation in the labour market, about 12 per cent of rural women and 10 per cent of urban women in Jharkhand cited lack of opportunities commensurate with their skills as well as lack of skills as barriers to their participation in the labour market. In the case of Karnataka, religious and cultural norms are the third largest factor, with around 9 per cent rural women and 11 per cent urban women mentioning them as a barrier to their labour force participation.

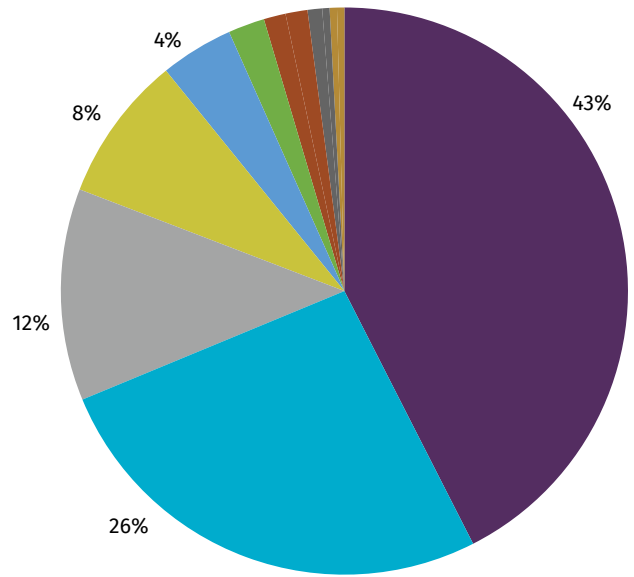
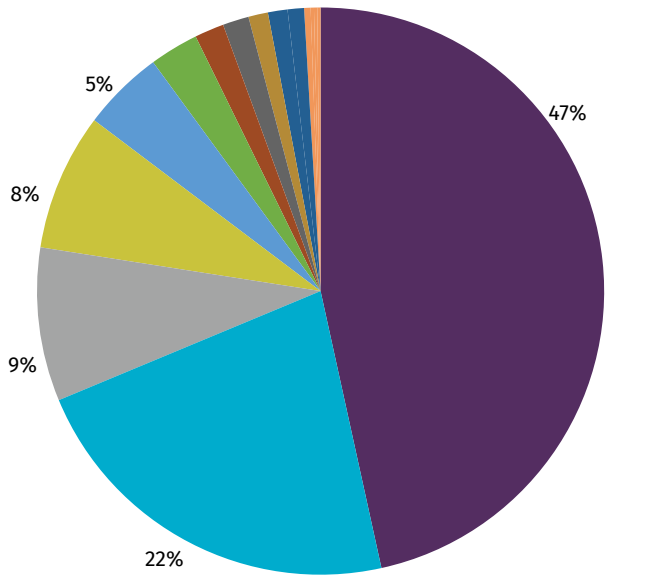
Figure 37: Barriers for Willingness

Karnataka



Source: CWW – IWWAGE survey

Jharkhand



- Household and care work
 Not allowed to work outside home
 Household and care work
 Not allowed to work outside home
- You do not have skills
 Do not require a job
 You do not have skills
- No Job in relevant skillset
 Issue of distance
 Other
 Pursuing a degree
 No Job in relevant skillset
 Illness/ injury
- Safety in workplace
 Commuting Issue
 Other
 Commuting Issue
 Issue of distance
 Safety in workplace
- Paid less than men for job
 Religious/ cultural norms
 Paid less than men for job
 Religious/ cultural norms
- Less pay in job
 Paid less than other women
 Less pay in job
 Paid less than other women

Source: CWW – IWWAGE survey



6. Regression Analysis

6.1 Model 1: Logit Regression Model to Understand the Determinants of Female Workforce Participation

6.1.1. Logit Regression Model

We used multivariate regression analysis to confirm the direction of causality between female labour force participation and the factors influencing it. The descriptive statistics have guided us in the selection of the explanatory variables of the model. To capture women's participation in the workforce participation, a simple question is asked: whether or not the woman has participated in any income-generating activity, and responses are coded 1 if the woman says "Yes" and 0 if it is otherwise.

As the dependent variable is a binary categorical variable, a logistic regression model is run. It is assumed that labour market skills and women's burden of domestic and care responsibilities are the main factors influencing women's workforce participation. Labour market skills are explained by the respondent's level of education and vocational training. The proxies for domestic and care responsibility variables are the presence of another adult woman and the presence of children in the household. While having another adult woman would reduce the burden of domestic and caring work by sharing it with other adult women, having a child is expected to increase the burden of care responsibilities.

State and sector dummies are used as control variables for the geographical location. The other control variables include demographic and socio-economic characteristics like educational attainment of the household head, vocational training, marital status, age-cohort, religion, social category, and asset class. Educational attainment is classified into seven categories: illiterate, those below 5th standard; completed 5th standard; completed 8th standard; completed 10th standard; completed 12th standard, and graduation, post-graduation and above.

There are three categories of vocational training: formal vocational training; informal vocational training; and no vocational training at all. Similarly, the marital status is classified into three categories: never married; currently married; and widowed/divorced/separated. The respondents are grouped into three age-cohorts: those between 18-24 years, 25-34 years and 35-60 years. There are four social categories of respondents: general category, other backward castes, scheduled castes, and scheduled tribes. Religious status is grouped into three categories: Hindus, Muslim, and others. Households are divided into five asset classes (refer to Annexure 2 for asset class determination).

6.1.2 Logit regression results

Women with some level of education were less likely to participate in the workforce compared to those without any education. The likelihood of participating in the workforce decreases as education levels increase, until reaching graduation and post-graduation levels, where it rises slightly, thus forming a very flat U-shape pattern. Those who did not receive any vocational training – whether formal or informal – are less likely to participate in the workforce compared to those who did receive vocational training. The presence of an adult woman in a household increases the likelihood of workforce participation, while the presence of a child decreases it.

Among the control variables, women from rural areas, lower asset classes, marginalized social categories, Hindus, and older age groups are more likely to participate in the workforce compared to urban women, women in upper asset classes, general categories, minority religious categories, younger age groups. Additionally, women in Jharkhand are less likely to participate in the workforce than women in Karnataka.

Table 3: Logistic Regression of Women's Work Participation

Variables	Odds Ratio
Age Cohort (18-24)	
25 - 34	1.86***
35 - 60	1.8***
Social Group (OBC)	
ST	2.48***
SC	1.62***
General	0.75***
Religion (Hindu)	
Islam	0.51***
Christianity	0.49***
Others	0.57***
Asset Index (Poorest)	
Poorer	0.76**
Middle	0.59***
Richer	0.53***
Richest	0.31***
Education (Illiterate)	
Went to school but did not complete 5th standard	0.91
Completed 5th standard	0.8
Completed 8th standard	0.64***
Completed 10th standard	0.58***
Completed 12th standard	0.32***
Graduate; post-graduate and above	0.42***
State (Karnataka)	
Jharkhand	0.14***
Region (Rural)	
Urban	0.55***
Adult Woman HH (No)	
Yes	1.26**
Children (No)	
Yes	0.69***
Vocational Training (Yes)	
No	0.53***
Constant	11.78***

6.2 Model 2: Ordered Logit Regression Model to Understand Women's Engagement in Subsidiary Activities

In this model we attempted to unravel the factors that influence women's participation in subsidiary activities and their engagement in a higher number of subsidiary activities. The dependent variable in this model is an ordered categorical variable that measures women's engagement in subsidiary activities. It takes the value of 0 if a woman has no subsidiary activities, 1 if she has one subsidiary engagement, and 2 if she has more than one subsidiary engagement. Like in the previous model, descriptive statistics helped us build the framework of the model.

We used an ordered logit regression since the dependent variable is ordered and categorical. The main independent variables include domestic and care responsibilities and the type of women's engagement in the labour market. We wanted to understand, along with supply-side variables like the burden of unpaid family work, whether the type of employment influences a woman's decision to take on more than one income-earning activity to supplement her earnings from her principal employment. The descriptive statistics indicate that subsidiary engagement is higher for those engaged as regular and casual workers compared to the self-employed. As in the previous model, proxy variables

for domestic and care responsibilities include the presence of other adult women and children in the household.

The control variables, as in the previous model, include geographical factors like state and sector dummies, demographic variables which include education, vocational training, age-cohort, and marital status, as well as socio-economic variables like asset classes, social category, and religion.

6.2.1 Ordered Logit Results

The results from the ordered logit regression show that the presence of an adult woman in the household increases the likelihood of women engaging in more subsidiary activities. The multivariate analysis also reveals that women who are engaged in regular/casual work as their principal employment are more likely to take on subsidiary activities compared to self-employed women. Specifically, women employed as casual workers are nearly four times more likely to engage in subsidiary activities while women employed as regular workers are 1.7 times likely to do so compared to self-employed women.

The findings also indicate that women in older age groups, those living in rural areas, and those who have received vocational training are more likely to engage in subsidiary activities compared to younger women, urban women, and women without vocational training.



Table 4: Ordered Logistic Regression of Subsidiary Activities

Variables	Odds Ratio
Age Cohort (18-24)	
25 - 34	1.27
35 - 60	1.55**
Social Group (OBC)	
ST	1.46***
SC	0.77**
General	1
Religion (Hindu)	
Islam	0.44***
Christianity	1.2
Others	0.83
Marital Status (Married)	
Not married	0.6**
Widowed/divorced	0.89
State (Karnataka)	
Jharkhand	0.34***
Region (Rural)	
Urban	0.33***
Adult Woman HH (No)	
Yes	1.27**
Children (No)	
Yes	0.89
Vocational Training (Yes)	
No	0.66***
Employment (Self Employed)	
Casual Worker	3.8***
Regular Salaried	1.65**

ANNEXURES



Annexure 1:

1. Sampling Methodology for Study on 'Capturing Women's Work to Measure Better'

The study will use a multi-stage stratified random sample. We plan to interview approximately 4000 women and 800 men in two states of India- Karnataka and Jharkhand.

Sampling Design for Household Survey

i. Selection of States

The selection of states was guided by the findings from the Female Labour Force Participation Survey (FLFP). The FLFP study, conducted between November 2021 and January 2022, shows that the FLFPR is highest in Karnataka (37 per cent in rural and urban areas) and lowest in Jharkhand (15 per cent in rural Jharkhand and 20 per cent in urban Jharkhand). In Jharkhand, when women were asked why they were not willing to work, 74 per cent cited unpaid household and care work as the main reason. This percentage is higher compared to other states surveyed under FLFS. In Karnataka, around 22 per cent of working women said they stayed in their current jobs because it allowed them to manage household responsibilities, a proportion higher than in other states. These trends from the FLFS study led us to select these two states to explore the unpaid work activities of women in more detail.

ii. Selection of Districts

Four districts each will be selected from Karnataka and Jharkhand. The urban population ratio i.e. the ratio of urban to total population, is calculated for all the districts. Based on the ratio, the districts will be divided into quartiles, with one district randomly selected from each quartile

iii. Selection of Polling Booths

We will assign the sample size to each district using proportionate sampling based on population data from the Census. Each district will be divided into rural and urban strata, and the sample size for each district will be further divided into

these strata again using proportionate sampling based on Census data to ensure proportionate representation of rural and urban areas in each district.

Since we plan to select 50 women from each polling booth, the number of polling booths allocated to the rural/urban stratum in each district will depend on the assigned sample size. Once we determine the number of polling booths needed for the rural and urban strata in each district, we will randomly select polling booths from the sampling frame, which includes all polling booths in the rural and urban strata.

iv. Selection of Households for Interviewing Women Respondents

After selecting the polling booths, we will prepare a list of all households with women aged 18-60 years. Since the main objective of the survey is to capture the paid/unpaid work among females across the working-age spectrum, we plan to use an electoral roll-based, proportionate stratified random sampling method. This approach also saves time and costs associated with household listing.

If there are multiple working- age women in the same household, we will select the woman whose name appears first on the electoral roll for that household. The sampling frame will be further stratified into three age cohorts: 18-24 years, 25-34 years, and 35 -60 years. The sample size from each age-cohort will be proportionate to the population size of that cohort within the polling booth based on electoral data. Once the sample sizes are determined the selection will be using a random sampling method.

v. Selection of Male Respondents

To address informant bias, which often occurs in national surveys where male respondents answer questions related to women, we will also survey a male member in one-fifth of the selected households. To ensure randomness, we

will also select a male respondent from every fifth household. The male respondent should be the spouse/other adult member of the family in case of unmarried women. The women and men surveyed are the final units of analysis for the study. Conceptually, the experimental component of this survey is similar to our previous one where we applied a subset/specific module of the survey instrument to the male respondents. However, based on feedback from previous fieldwork, the survey implementation will differ this time: we will ensure that men and women answer the questions separately to avoid influencing each other's responses.

A. Allocation of Sample Size

- i. The total sample size will consist of 4000 female and 800 male respondents
- ii. The sample size will be divided equally between two states. As such, 2000 female and 400 male respondents will be surveyed from each state
- iii. In each state, the sample size of 2000 female and 400 male respondents will be allocated across four districts based on population size of each district as per Census data
- iv. After determining the district-wise distribution, the sample size in each district would be further divided into rural and urban strata according to the proportion of

rural and urban population in each district, as per Census data

- v. The number of polling booths selected from the rural/urban strata of each district will depend on the sample size allocated to that strata. Once the number of polling booths to be selected from the rural/urban strata of the districts is determined, the polling booths will be randomly selected using the random sampling technique, which includes sampling all polling booths in the rural/urban stratum of a district
- vi. The sampling frame will include all the households within the selected polling booths in a particular rural/urban stratum of a district. The sample size will be distributed among the households with women in the three age-cohorts - 18-24 years, 25-34 years, and 35 - 60 years, in proportion to the population size of each age-cohort within the total female population of that polling booth. If there are multiple working-age women in the same household, only women whose name appears first on the electoral rolls for that household will be selected.

B. In case of data quality concerns:

We plan to revisit around 15 per cent of our sample size in the event of data quality concerns.

Annexure 2:

1. Logit Regression Results

Dependent Variable: Workforce participation takes the value of 1 when a woman participates in the workforce, otherwise it is considered 0.

Independent Variables	Odds Ratio
Age Cohort (18-24)	
25 - 34	1.86***
35 - 60	1.8***
Social Group (OBC)	
ST	2.48***
SC	1.62***
General	0.75***
Religion (Hindu)	
Islam	0.51***
Christianity	0.49***
Others	0.57***
Marital Status (Married)	
Not married	0.98
Widowed/divorced	1.14
Asset Index (Poorest)	
Poorer	0.76**
Middle	0.59***
Richer	0.53***
Richest	0.31***
Education (Illiterate)	
Went to school but did not complete 5th standard	0.91
Completed 5th standard	0.8
Completed 8th standard	0.64***
Completed 10th standard	0.58***
Completed 12th standard	0.32***
Graduate; post-graduate, and above	0.42***

Education of the Head HH (Illiterate)	
Went to school but did not complete 5th standard	0.91
Completed 5th standard	0.91
Completed 8th standard	0.68
Completed 10th std	0.91
completed 12th std	1.08
Graduate; post-graduate, and above	1.16
State (Karnataka)	
Jharkhand	0.14***
Region (Rural)	
Urban	0.55***
Adult Woman HH (No)	
Yes	1.26**
Children (No)	
Yes	0.69***
Vocational Training (Yes)	
No	0.53***
Constant	11.78***

Significant at * - 10%; ** - 5%; *** - 1%

Logistic model for WFP, Hosmer–Lemeshow goodness-of-fit test

number of observations = 4068

number of covariate patterns = 3178

Pearson $\chi^2(3146) = 3246.83$

Prob > $\chi^2 = 0.1027$

2. Ordered Logit Regression Results

The ordered dependent variable takes the value depending on activity counts, as mentioned below.

Activity Count = 0 if only principal

= 1 if principal plus one subsidiary

= 2 if principal plus more than one subsidiary

Variables	Odds Ratio
Age Cohort (18-24)	
25 - 34	1.27
35 - 60	1.55**
Social Group (OBC)	
ST	1.46***
SC	0.77**
General	1
Religion (Hindu)	
Islam	0.44***
Christianity	1.2
Others	0.83
Marital Status (Married)	
Not married	0.6**
Widowed/divorced	0.89
Asset Index (Poorest)	
Poorer	0.89
Middle	0.97
Richer	1
Richest	1.04
Education (Illiterate)	
Went to school but did not complete 5th standard	0.75*
Completed 5th standard	0.99
Completed 8th standard	0.86
Completed 10th standard	0.95
completed 12th standard	1.29
Graduate; post-graduate, and above	0.75

State (Karnataka)		
	Jharkhand	0.34***
Region (Rural)		
	Urban	0.33***
Adult Woman HH (No)		
	Yes	1.27**
Children (No)		
	Yes	0.89
Vocational Training (Yes)		
	No	0.66***
Employment (Self Employed)		
	Casual Worker	3.8***
	Regular Salaried	1.65**

Significant at * - 10%; ** - 5%; *** - 1%

Annexure 3:

1. Calculation of Weight

The sample weight is calculated for state level estimates of LFPR and WFPR by applying linear probability weight.

$$\text{Weight} = \frac{1}{P \left(\frac{\text{Selected Number of Women in Age Cohort}_i}{\text{Total Number of Women in Age Cohort}_i} \times \frac{\text{Selected Number of Polling Booth}_j}{\text{Total Number of Polling Booth}_j} \times \frac{\text{Selected Number of District}_k}{\text{Total Number of District}_k} \right)}$$

Where $i = 18-24, 25-34, 35-60$; $j = \text{rural, urban}$; $k = \text{Karnataka, Jharkhand}$;

The formula can be viewed as the inverse of the product of three probabilities:

- The likelihood of selecting respondents from a specific age cohort within a polling booth
- The probability of selecting a polling booth location within the district (whether rural or urban), and
- The probability of selecting the district within the state.

2. Components of Asset Index

Asset index has been constructed using principal component analysis of the given information and the ownership of land size.

Karnataka	Rural		Urban		Total	
	No	Yes	No	Yes	No	Yes
CONSUMER DURABLES						
Electric fan	6.8%	93.2%	1.5%	98.5%	5.1%	94.9%
Electric cooler	98.5%	1.5%	96.2%	3.8%	97.8%	2.2%
AC	98.5%	1.5%	96.6%	3.4%	97.9%	2.1%
Computer/ laptop	96.3%	3.7%	91.2%	8.9%	94.6%	5.4%
Microwave/oven	99.3%	0.7%	98.3%	1.7%	99.0%	1.0%
TV	16.4%	83.6%	7.6%	92.4%	13.6%	86.5%
Fridge	66.4%	33.7%	38.8%	61.2%	57.4%	42.6%
Washing machine	88.2%	11.9%	69.6%	30.4%	82.2%	17.9%
Mobile without internet	40.3%	59.7%	44.3%	55.7%	41.6%	58.4%
Smartphone	17.6%	82.4%	10.7%	89.3%	15.4%	84.6%
Grinder/mixer	12.8%	87.2%	4.9%	95.1%	10.2%	89.8%
Pressure cooker	19.0%	81.0%	6.4%	93.6%	14.9%	85.1%
Geysers	93.9%	6.1%	80.6%	19.4%	89.6%	10.4%
LPG connection	6.8%	93.2%	2.9%	97.1%	5.5%	94.5%
Bed	11.5%	88.5%	11.5%	88.6%	11.5%	88.5%
Almirah	31.7%	68.3%	30.7%	69.3%	31.4%	68.6%

VEHICLES						
Bicycle	85.2%	14.9%	85.2%	14.8%	85.2%	14.8%
Scooter or motorcycle	29.8%	70.2%	28.1%	71.9%	29.2%	70.8%
Car	93.9%	6.1%	88.6%	11.5%	92.2%	7.8%
3 Wheeler	98.5%	1.5%	97.0%	3.1%	98.0%	2.0%
Cart	93.7%	6.3%	93.7%	6.3%	93.7%	6.3%
Animal-drawn cart	94.0%	6.0%	99.7%	0.3%	95.9%	4.2%
Tempo	98.5%	1.5%	99.5%	0.5%	98.9%	1.1%
Tractor	94.1%	5.9%	99.9%	0.2%	95.9%	4.1%
AGRICULTURE EQUIPMENT						
Thresher	99.5%	0.5%	100.0%	0.0%	99.7%	0.4%
Other Agriculture equipment	80.5%	19.5%	97.7%	2.3%	86.1%	14.0%
FINANCIAL ASSETS						
Bank Account	1.5%	98.5%	2.4%	97.6%	1.8%	98.2%
OTHER ITEMS						
Valuable jewellery	22.8%	77.3%	20.9%	79.1%	22.2%	77.8%
None of these	99.9%	0.1%	100.0%	0.0%	100.0%	0.1%

Jharkhand	Rural		Urban		Total	
	No	Yes	No	Yes	No	Yes
CONSUMER DURABLES						
Electric fan	27.1%	72.9%	3.8%	96.2%	22.6%	77.4%
Electric cooler	95.9%	4.1%	73.9%	26.1%	91.7%	8.4%
AC	99.6%	0.4%	92.5%	7.5%	98.2%	1.8%
Computer/laptop	98.9%	1.1%	92.0%	8.0%	97.5%	2.5%
Microwave/oven	99.9%	0.1%	99.0%	1.0%	99.7%	0.3%
TV	73.7%	26.4%	32.2%	67.8%	65.6%	34.4%
Fridge	91.0%	9.0%	58.8%	41.2%	84.8%	15.2%
Washing machine	98.4%	1.6%	82.9%	17.1%	95.4%	4.6%
Mobile without internet	38.2%	61.8%	53.8%	46.2%	41.2%	58.8%
Smartphone	31.4%	68.6%	15.8%	84.2%	28.4%	71.6%
Grinder/mixer	78.9%	21.1%	49.8%	50.3%	73.3%	26.8%
Pressure cooker	64.3%	35.7%	31.7%	68.3%	58.0%	42.0%
Geyser	99.6%	0.4%	94.0%	6.0%	98.5%	1.5%
LPG connection	51.6%	48.4%	39.5%	60.6%	49.3%	50.7%
Bed	32.8%	67.2%	14.1%	85.9%	29.2%	70.8%
Almirah	75.7%	24.3%	41.2%	58.8%	69.0%	31.0%

VEHICLES						
Bicycle	41.3%	58.7%	59.8%	40.2%	44.9%	55.1%
Scooter or motorcycle	63.4%	36.6%	49.0%	51.0%	60.6%	39.4%
Car	99.3%	0.7%	94.7%	5.3%	98.5%	1.6%
3 Wheeler	99.6%	0.4%	99.3%	0.8%	99.5%	0.5%
Cart	99.8%	0.2%	99.8%	0.3%	99.8%	0.2%
Animal-drawn cart	98.8%	1.2%	98.7%	1.3%	98.8%	1.2%
Tempo	98.5%	1.5%	98.2%	1.8%	98.5%	1.6%
Tractor	99.0%	1.0%	99.5%	0.5%	99.1%	0.9%
AGRICULTURE EQUIPMENT						
Thresher	97.7%	2.3%	100.0%	0.0%	98.2%	1.8%
Other Agriculture equipment	95.1%	4.9%	98.7%	1.3%	95.8%	4.2%
FINANCIAL ASSETS						
Bank Account	4.8%	95.3%	6.5%	93.5%	5.1%	94.9%
OTHER ITEMS						
Valuable jewellery	67.8%	32.2%	46.5%	53.5%	63.7%	36.3%
None of these	99.9%	0.1%	100.0%	0.0%	99.9%	0.1%

Annexure 4:

1. Classification of Industries followed in IWWAGE Survey & 2008 NIC Codes

CWW - IWWAGE 2023				NIC 2008
Codes	Sector	Sub-Sector 1	Sub-Sector 2	2- Digit Codes
1	Primary Activities			
1.1		Agriculture, forestry and fishing		01 - Crop and animal production, hunting and related service activities 02 - Forestry and logging 03 - Fishing and aquaculture
1.2		Mining and quarrying		05 - Mining of coal and lignite 06 - Extraction of crude petroleum and natural gas 07 - Mining of metal ores 08 - Other mining and quarrying 09 - Mining support service activities
2	Secondary Activities			
2.1		Manufacturing of Household Items		
2.1.1			Food products and beverages	10 - Manufacture of food products 11 - Manufacture of beverages
2.1.2			Tobacco products	12 - Manufacture of tobacco products
2.1.3			Textiles and wearing apparel	13 - Manufacture of textiles 14 - Manufacture of wearing apparel
2.1.4			Leather, wood, paper, rubber, and related products	15 - Manufacture of leather and related products 16 - Manufacture of wood and products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials 17 - Manufacture of paper and paper products
2.1.5			Pharmaceuticals, medicinal chemicals, and botanical products (all medicines, including ayurvedic)	21 - Manufacture of pharmaceuticals, medicinal chemical and botanical products
2.1.6			Computer, electric/ electronic and optical products	26 - Manufacture of computer, electronic and optical products
2.1.7			Furniture	31 - Manufacture of furniture
2.1.8			Other household products	32 - Other manufacturing

2.2		Manufacturing of Non-Household Items		
2.2.1			Refined petroleum, chemical and other non-metallic products	19 - Manufacture of coke and refined petroleum products 20 - Manufacture of chemicals and chemical products 22 - Manufacture of rubber and plastics products 23 - Manufacture of other non-metallic mineral products
2.2.2			Metal products	24 - Manufacture of basic metals 25 - Manufacture of fabricated metal products, except machinery and equipment
2.2.3			Other non-household manufacturing	27 - Manufacture of electrical equipment 28 - Manufacture of machinery and equipment n.e.c. 29 - Manufacture of motor vehicles, trailers and semi-trailer 30 - Manufacture of other transport equipment 33 - Repair and installation of machinery and equipment
3	Tertiary Activities			
3.1		Electricity, gas, air conditioning and water supply and treatment		35 - Electricity, gas, steam and air conditioning supply 36 - Water collection, treatment and supply 37 - Sewerage
3.2		Managing waste collection and treatment		38 - Waste collection, treatment and disposal activities; materials recovery 39 - Remediation activities and other waste management services
3.3		Construction and related		41 to 43 - Construction
3.4		Wholesale and retail trade; repair of motor vehicles and motorcycles		45 to 47 - Wholesale and retail trade; repair of motor vehicles and motorcycles
3.5		Transportation and storage		49 to 53 - Transportation and storage
3.6		Accommodation and Food service activities		55 & 56 - Accommodation and Food service activities
3.7		Information and communication		58 to 63 - Information and communication
3.8		Financial, insurance and real estate activities		64 to 66 - Financial and insurance activities

3.9		Professional, scientific and technical activities		69 to 75 - Professional, scientific and technical activities
3.10		Private Administrative and support service activities		77 to 82 - Administrative and support service activities
3.11		Public administration and defence		84 - Public administration and defence; compulsory social security
3.12		Education		85 - Education
3.12.1			School Teacher (institution-based)	
3.12.2			Private Tuition	
3.13		Human health and social work activities		86 to 88 - Human health and social work activities
3.13.1			Health workers in institutions	
3.13.2			Community health workers/ frontline workers	
3.14		Beauty parlour services		
3.15		Other personal service activities		96 - Other personal service activities
3.16		Activities of households as employers of domestic personnel		97 - Activities of households as employers of domestic personnel
3.17		Other services		90 to 93 - Arts, entertainment and recreation 94 - Activities of membership organizations 95 - Repair of computers and personal and household goods 99 - Activities of extraterritorial organizations and bodies

Annexure 5:

1. Quantitative Survey Tool: Female

Section/ Q-NO	QUESTION	ANSWER CHOICES	PROG NOTES	NOTE
PRE-REQUISITE	INFORMED CONSENT	1 - Yes; 2 - No	If 2, End the Survey	
A	IDENTIFICATION AND PERSONAL DETAILS			
A1	Survey-Level [PRE-FILLED BY THE SURVEYOR]			
A1.1	State (of current residence)	<List of states> options: Karnataka = 1; Jharkhand = 2		
A1.2	District	For Karnataka: Tumkur, Chitradurga, Bagalkot, Dakshina Kannada For Jharkhand: Deoghar, Dumka, Palamu, Ramgarh		
A1.3	Surveyor Name		PREFILLED	
A1.4	Type of area	1 - Rural; 2- Urban	Prefill according to the ID/ record observation	
A1.5	Unique ID		5 digits only	
A1.5A	Prefill Verification	Listed out details		
A1.6	Mobile Number	Numeric blank; do not know; refused		
B	HOUSEHOLD CHARACTERISTICS			
B1.1	No. of members in the household EXCLUDING YOU (who share a common kitchen) "Ask about the people living in the household. Consider someone a household member if they typically sleep under the same roof at least four nights a week and share cooking facilities. Include those who are temporarily away but expected to return within 3 months. If someone joined the household in the past four weeks, count them as a member only if they plan to stay regularly. Domestic workers who eat or sleep on the premises are included. For a child living in a hostel but regularly returning home on weekends, count them as a household member."	Number	1 and 2 digits	

B1.2	Main source of household income	For rural areas: self-employed in agriculture-1 self-employed in non-agriculture-2; regular wage/ salaried earning-3 casual labour in: agriculture-4, non-agriculture-5; others-9. For urban areas: self-employed-1; regular wage/ salaried earning-2; casual labour-3; others-9	Single Select	
B1.3	Religion	Hinduism -1 Islam -2 Christianity -3 Sikhism -4 Sarna - 5 Others - 6	Single Select	NC
B1.4	Social Group	scheduled tribe-1 scheduled caste-2 other backward class-3 General-4 Don't know-5	Single Select	NC
B2	Household infrastructure: Housing Tenure and condition [Section Note]: Now we would like to ask you some questions about your house and facilities available in your house			
B2.1	Type of house	Kuchha = 1 Pucca = 2 Semi-pucca = 3	Single Select	
B2.2	Is this house self/ family owned or rented?	Owned =1 Rented = 2 Other = 3	Single Select	
B2.4	Is there a toilet in the house?	Yes =1 No = 2	Single Select If <Ans>=="2", skip to B2.6	
B2.5	Does the toilet have a piped water supply?	Yes = 1 No = 2	Single Select	
B2.6	Is there a separate kitchen?	Yes =1 No =2	Single Select	
B2.7	How do you cook food? [Surveyor prompt]: Read the options	LPG Cylinder LPG = 1 LPG Pipeline LPG = 2 Wood/Firewood = 3 Dung = 4 Charcoal = 5 Kerosene = 6 Biogas = 7 Solar Cooker = 8 Electric heater = 9 Others =10	Multiple Select	
B2.8	How does your house get drinking water?	Piped = 1; Water tanker = 2 Hand-pump / borewell/ groundwater = 3 Community Tap = 4 Bottled water = 5 Rain water harvesting = 6 River/Pond/Waterfall=7 Don't know = 8	Single Select	

B2.9	Do you have electricity connection?	Yes =1 No = 2	Single Select	
B3	Assets [Section Note]: Now we would like to ask you some questions about your household assets			
B3.1	Do you have any of the following assets in your household?	<p>CONSUMER DURABLES</p> <p>Electric fan =1 Electric cooler = 2 AC = 3 Computer/ laptop = 4 Microwave/oven = 5 TV = 6 Fridge =7 Washing machine = 8 Mobile without internet =9 Smartphone =10 Grinder/mixer=11, Pressure cooker=12, Geyser=13, LPG connection-14 Bed =15 Almirah=16</p> <p>VEHICLES</p> <p>Bicycle =17 Scooter or motorcycle =18 Car = 19 3 Wheeler = 20 Cart =21 Animal-drawn cart =22 Tempo=23 Tractor =24</p> <p>AGRICULTURE EQUIPMENT</p> <p>Thresher = 25 Other Agriculture equipment = 26</p> <p>FINANCIAL ASSETS</p> <p>Bank Account = 27</p> <p>OTHER ITEMS</p> <p>Valuable jewellery =28 None of these = 99</p>	Multiple Select; Can't select any other option if "99" is selected; Skip to B3.2 if NOT SELECTED 8, 11,12, 13, 14; Repeat B3.1 For 8, 11, 12, 13, 14	TBD
B3.1.1	How often do you use the appliance? Ask for few appliances which are supposed to reduce the domestic workload, for example washing machine, fridge, LPG oven, mixer/grinder etc	Never – 1 Rarely – 2 Sometimes – 3 Always – 4	Single Select	
B3.2	Animal assets	Poultry =1 Cattle/ livestock =2 Fishery =3 None of the above =4 Other (Specify) =5	Multiple Select	
B3.3	How much land do you own? [Surveyor Note]: Note the units of land (Hectare, Acre, Bhigha, Gunta, Cents, Gaj, Other)	<Integer input> Units <dropdown> <Hectare, Acre, Bhigha, Gunta, Cents, Gaj, Other > Do not own any land = 99	[Surveyor Note]: Note the units of land (Hectare, Acre, Decimal, Bhigha, Gunta, Cents, Gaj, Other)	Additional option added

B3.4	How much of that land is cultivable?	<Integer input> Units <dropdown> <Hectare, Acre, Bhigha, Gunta, Cents, Gaj, Other > Do not own any land = 99	[Surveyor Note]: Note the units of land (Hectare, Acre, Decimal, Bhigha, Gunta, Cents, Gaj, Other)	
C HOUSEHOLD ROSTER				
C1	HOUSEHOLD MEMBERS ENUMERATOR PROMPT: Now I would like to ask a few questions about each person in this household Repeated for each household member (based on B1.1-1)			
C1.1	S. No.	Pre-filled		
C1.2	Relation to the respondent	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-In-Law/ other male relative-12, Sister/Sister-in-law/ Other female relative - 13 Servants/Employees/Other non-relatives-14 Don't know-99	Single Select	
C1.4	Sex	Male-1, Female -2, Transgender-3	Single Select	
C1.5	Age	In number	2 digits only	
C1.6	Marital Status	Never Married-1, Currently Married/ Unmarried But Living Together-2, Widowed-3, Divorced/separated-4	Single Select	
C1.7	Level of Education	1: Not literate, 2: Went to school but did not complete 5th standard, 3: Completed 5th standard, 4: Completed 8th standard, 5: Completed 10th standard, 6: Completed 12th standard., 7: Graduate; post-graduate, and above	Single Select	
C2	Is any member suffering from any disability	1 – Yes; 2- No	Outside of the roster; Single Select	

D		RESPONDENT'S DETAILS		
D1	Respondent's Demographic Details			
D1.1	Age	In number	2 digits only	
D1.2	Are you the household head?	1=Yes; 2=No	Skip to B2.5 if "2"	
D1.2A	Who is the household head?	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-In-Law/ Other male relative-12, Sister/Sister-in-law/ Other female relative - 13 Servants/Employees/Other non-relatives-14 No one-15 Don't know-99	Single Select	
D1.3	Marital Status	Never married-1, Currently married/ Unmarried but living together-2, Widowed-3, Divorced/separated-4	Single Select	
D1.4	Level of Education	1: Not literate, 2: Went to school but did not complete 5th standard, 3: Completed 5th standard, 4: Completed 8th standard, 5: Completed 10th standard, 6: Completed 12th standard 7: Graduate; post-graduate, and above	Single Select	
D1.5	whether received any vocational/ technical training:	Yes: received formal vocational/technical training-1; Received informal vocational/technical training: hereditary; self- learning; learning on the job; others-2, Did not receive any vocational/technical training -3	Single Select	
D1.6	Whether suffering from any disability	1 – Yes; 2- No	Single Select	

D2	RESPONDENT'S DESCRIPTIVE EMPLOYMENT DETAILS I would like to ask you some questions about the work you did during the last 365 days. Consider 365 days preceding the date of survey as the reference period.			
D2.1	Have you worked in any income generating activity in the last 365 days?	1 – Yes; 2- No	Single Select; if "2", skip to E1	
D2.1A1	NIC (Industry)	BLANK SPACE		
D2.1A	NIC (Industry)	Drop down: 1-Primary, 2-Secondary, 3 - Tertiary	Deductive selections	
D2.1B1	NCO (Occupation)	BLANK SPACE		
D2.1B	NCO (Occupation)	Write code number next to names		
D2.2	What was your principal activity?	1=self-employed 2=wage employment	Single Select; if "2", skip to D2.4	
	SELF EMPLOYMENT			
D2.3	Did you work as an own account worker, employer, or helper in h.h. enterprise (unpaid family worker)	own account worker -11, employer-12, worked as a helper in h.h. enterprise (unpaid family worker) -21;	Single Select	
D2.3.1	How many days did you work on the activity during last year?	Blank	Numeric <1-365>	
D2.3.2	Do you have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to D3	
D2.3.3	How much time does it take you to reach your workplace (one way)	No. of minutes (MENTION IN SURVEY)	Numeric	
D2.3.4	What is the major mode of transport to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others - 12	Single Select; If chosen "9" ask 2.3.4.1. or else Skip to D3	
D2.3.4.1	Why do you use the bus?	1. It is the most direct means of transport for me 2. I changed to bus after the Shakti scheme even though it is not the most direct 3. Other	Single Select; skip to D3	ONLY FOR KARNATAKA
	WAGE EMPLOYMENT			
D2.4	Did you work as a casual or a regular salaried worker?	1 = Casual Worker 2 = Regular Salaried	Single Select; if "2" skip to D2.6A	
D2.4.1	How many days did you work on the activity during last year?	Blank	Numeric <1-365>	

CASUAL WAGE EMPLOYMENT				
D2.4.2	What kind of work were you employed in?	1=Casual Piece Work 2=Daily wage earner 3=MGNREGA / other government programmes	If chosen '3', skip to D2.5.1	
D2.5	What kind of work were you employed in?	1=Agriculture and allied wage labour 2=Non-agricultural wage labour		
D2.5.1	Do you have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to D3	
D2.5.2	How much time does it take you to reach your workplace (one way)	No. of minutes (MENTION IN SURVEY)		
D2.5.3	How do you travel to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others - 12	Single Select; If chosen "9" ask 2.5.3.1. or else Skip to D3	
D2.5.3.1	Why do you use the bus?	1. It is the most direct means of transport for me 2. I changed to bus after the Shakti scheme even though it is not the most direct 3. Other	Single Select; skip to D3	ONLY FOR KARNATAKA
REGULAR WAGE EMPLOYMENT				
D2.6A	How many days did you work on the activity during last year?	Blank	Numeric <1-365>	Added
D2.6	What kind of work were you employed in?	1=Salaried work for Govt. / Public sector 2=Salaried work for private company/ firm	Single Select	
D2.6.1	Type of job contract	No written job contract -1; Written job contract: for 1 year or less -2, More than 1 year to 3 years -3, More than 3 years -4 Permanent - 5	Single Select	

D2.6.2	availability of social security benefits:	Eligible for: PF/ pension -1, Gratuity -2, Health care & maternity benefits -3, ; Not eligible for any of above social security benefits -4, Not known-9.	Multi Select	
D2.6.3	Do you have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to D3	
D2.6.4	How much time does it take you to reach your workplace (one way)	No. of minutes (MENTION IN SURVEY)		
D2.6.5	How do you travel to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others - 12	Single Select; If chosen “9” ask 2.6.5.1 or else Skip to D3	
D2.6.5.1	Why do you use the bus?	1. It is the most direct means of transport for me 2. I changed to bus after the Shakti scheme even though it is not the most direct 3. Other	Single Select	ONLY FOR KARNATAKA
D3	In the last 365 days, was there any other activity that you were employed in	1-Yes; 2-No	Single Select If answered 1, REPEAT SECTION D2 FOR MAX 5 ACTIVITIES If answered 2, skip to section F	
E	SEEKING WORK			
E1	If not working, were you looking for work in the past month?	Yes -1, No - 2	Single Select; if '2' skip to E5	

E2	While searching for work, what were the challenges you faced?	<p>There was no work available – 1, Available work interfered with your household chores and responsibilities -2, Available work interfered with child-care/ elderly care – 3, Available work was not suitable for your education/ training/ skills; you were overqualified -4, You did not have the necessary skills/ training for the work available; you are underqualified – 5, Available work was far from home – 6, Available work did not pay well – 7, Was getting offered less pay than men for the same job – 8, Was getting offered less pay than other women for the same job – 9, Available work did not have flexible working hours – 10, Available work did not have creche/ childcare facilities – 11, Worried about safety – 12, Illness/ injury – 13, Other (Specify) - 14</p>	Multiple Select	
E3	Are you willing to work if work is available?	<p>Yes, Full time work - 1, Yes, Part time work - 2, No -3</p>	Single Select if chosen '1', skip to F1 if chosen '3', skip to E5	
E4	What is the reason for you to choose this type of work?	<p>Pursuing a degree/ getting education presently- 1, Household and care work take up too much time- 2, Are not allowed to take up any work outside home – 3, Jobs relevant to your skillset are not available – 4, You do not have skills/ training required for available jobs – 5</p>		

E5	If not willing to work, why is it so?	Pursuing a degree/ getting education presently- 1, Household and care work take up too much time- 2, Are not allowed to take up any work outside home – 3, Jobs relevant to your skillset are not available – 4, You do not have skills/ training required for available jobs – 5, Jobs available do not pay as expected – 6, Do not require a job/ No need for extra income - 7, I will get paid less than men for the same job – 8, I will get paid less than other women for the same job – 9, Do not want to work outside of home due to distance of workplace – 10, Do not want to work outside of home due to safety while commuting – 11, Do not want to work outside of home due to safety at the workplace – 12, Illness/ injury -13 Religious/ cultural norms – 14, Other (Specify) – 15	Multiple Select (upto 3) ASKED if chosen "3" in E3	
F	Economic Work: TIME BUDGET			
F1	Last 7 Days – Farming During the last 7 days, did you work on farming and related activities on your own farm? Include work on leased in/ sharecropped in land. • Include supervision work • Exclude animal care	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to F2	
F1.1	For how many days did you work on the activity in the past week?		Numeric <1-7>	
F1.2	On a usual day, how many hours did you work on farming and related activities? • Include work on leased in/ sharecropped in land. • Record [1], if worked less than 1 hour.		Numeric <0-24>	

	Now I would like to ask about people in your household who USUALLY worked/helped on the farm. Please remember to include women and children (including supervision). First , thinking about the crops you grew, in all the work for those crops – including planting, weeding, harvesting, or any other kind of work – who are the people who did any of the work			
F1.3	Roster code	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/brother-in-law/ other male relative-12, Sister/sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99		
F1.4	What percentage of the product did you sell?	For own consumption only and did not intend to sell any part of it- 1, For own consumption and intended to sell some part of it – 2, The entire produce is for selling - 3	Single Select	
F2	During the last 7 days, did you work on animal care for livestock in your household?	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to F3	
F2.1	For how many days did you work on the activity in the past week?		Numeric <1-7>	
F2.2	How many hours did you work on animal care on a usual day? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
	Now I would like to ask about people in your household who USUALLY worked/helped with animals. Please remember to include women and children (including supervision).			

F2.3	Who else in the household helped take care of animals? PLEASE INCLUDE WOMEN AND CHILDREN	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/ other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other Non-relatives-14 No one-15 Don't know-99		
F2.4	What percentage of the product did you sell?	For own consumption only and did not intend to sell any part of it- 1, For own consumption and intended to sell some part of it - 2, The entire produce is for selling - 3	Single Select	
F3	During the last 7 days, did you work on your own/household business work? Include supervision work. • Non-farm business can include any small (e.g., selling cloth or pickles, tea shop) or big business (owning a grocery store or restaurant) or providing service independently to others for a price (doctor, lawyer, accountant, plumber, electrician, barber etc.) • Include internet/app based sales.	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to F4	
F3.1	For how many days did you work on the activity in the past week?		Numeric <1-7>	
F3.2	How many hours did you work on your own/household business on a usual day? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
	Now I would like to ask about people in your household who USUALLY worked/helped with your non-farm business. Please remember to include women and children (including supervision).			

F3.3	Who in the household worked in this business? PLEASE INCLUDE WOMEN AND CHILDREN	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/ other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99		
F4	Worked for Payment: During the last 7 days, did you work for payment in cash or in kind? • Include both regular salaried work and casual wage work • Do not include the work already recorded in family farm and non-farm businesses. • Select all that apply	1=Salaried work for Govt. / Public sector 2=Salaried work for private company/ firm 3=Agriculture and allied wage labour / piece work 4=Non-agricultural wage labour / piece work 5=MGNREGA / other government programmes 6=Any other work 7= Did not work for payment in cash or in kind 8=DontKnow	Multiple Select If selected 1, skip to F4.1, selected 2, skip to F4.2 selected 3, skip to F4.3, selected 4, skip to F4.4 selected 5, skip to F4.5, selected 6/7/8, skip to section G	Follow-up only for those selected; 7/8 cannot be chosen If any other option is selected
F4.1	For how many days did you work on the activity in the past week?		Numeric <1-7>	
F4.1A	On a usual day, how many hours did you work for salaried work for Govt. / public sector? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4.2	For how many days did you work on the activity in the past week?		Numeric <1-7>	
F4.A	On a usual day, how many hours did you work for salaried work for a private company/ firm? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4.3	For how many days did you work on the activity in the past week?		Numeric <1-7>	
F4.3A	On a usual day, how many hours did you work as agriculture wage labour? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4.4	For how many days did you work on the activity in the past week?		Numeric <1-7>	

F4.4A	On a usual day, how many hours did you work for payment as non-agricultural wage labour? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4.5	For how many days did you work on the activity in the past week?		Numeric <1-7>	
F4.A	On a usual day, how many hours did you work for payment from MGNREGA or other types of work? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
G	OTHER ACTIVITIES AND TIME-USE			
G1	Unpaid [ECONOMIC] work on collection/ production of goods			
	Which of the following activities did you participate in the last 7 days? [Read options out loud]	SECTION ONLY TO BE ASKED TO RESPONDENTS ANSWERED "1" IN A1.4, OTHERWISE SKIPPED TO G2	For chosen options, follow up with G1.XA	
G1.1	Fishing			
G1.2	Mining for own final use PROMPTS: Mining/extraction of salt/coal; Quarrying of stone slabs; Mining of coal for own use; Crushing and breaking of stones for own use; Digging out clay, gravel and sand for own use			
G1.3	Husking of paddy			
G1.4	Grinding of foodgrains			
G1.5	Preparation of gur			
G1.6	Preservation of meat etc.			
G1.7	Making baskets etc			
G1.8	Construction activities for own final use			
G1.9	Gathering firewood and other natural products used as fuel			
G1.10	Fetching water from natural and other sources			
G1.XA	For how many days did you work on the activity in the past week?		Numeric <1-7>	
G1.XB	On a usual day, how much time did you do this activity for?		Numeric <0-24>	

G1.XC	Does anyone in the household USUALLY help you in this activity?	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/ other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99		
G1.XD	What percentage of the product did you sell?	For own consumption only and did not intend to sell any part of it- 1, For own consumption and intended to sell some part of it - 2, The entire produce is for selling - 3	Single select	

	Now we'll ask you questions on other activities you may do around in your household. Did you participate in the following in the past 24 hours [Read options out loud]			
G2	Unpaid domestic services for household and family members (LAST 24 hours)			
G2.1	Preparing and serving meals/ snacks [PROMPT: Cooking, making beverages, preparing lunch box]		For chosen options, follow up with G2.XA	
G2.2	Cleaning up after food preparation [PROMPT: Washing dishes, cleaning table, preserving food stock]			
G2.3	Cleaning and maintaining of own dwelling and surroundings [PROMPT: Sweeping, moping, upkeep of garden, disposal of garbage]			
G2.4	Maintenance and Repair [PROMPT: Changing and repairing electric equipments]			
G2.5	Care and maintenance of apparel and footwear [PROMPT: Washing, folding and ironing clothes; Polishing and mending shoes]			
G2.6	Household management for own final use [PROMPT: Paying household bills; Planning monthly budget, holidays, chores (like food to prepare for the next meal or day)]			
G2.7	Shopping for own household and family members [PROMPTS: Goods: Food products, groceries; Services: Using Banks, ATMs other public services]			
G2.8	Other unpaid domestic services for household and family members			
G2.XA	On a usual day, how much time did you do this activity for?			Hours () Minutes ()

G2.XB	Does anyone in the household USUALLY help you in this activity?	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/ other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99		
G3	Unpaid caregiving services for household and family members (LAST 24 hours)			
G3.1	Caring for children like feeding, cleaning and providing physical care		For chosen options, follow up with G3.XA	
G3.2	Instructing, training, teaching children			
G3.3	Assisting dependent adults with tasks of daily living			
G3.4	Assisting dependent adults with medical care			
G3.5	Affective and emotional support to family members			
G3.6	Accompanying children or dependent adults			
G3.7	Other unpaid caregiving services for household and family members			
G3.XA	On a usual day, how much time did you do this activity for?			Hours () Minutes ()
G3.XB	Does anyone in the household USUALLY help you in this activity?	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/ other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99		

G4	Unpaid volunteer, trainee and other unpaid work (LAST 24 hours)			
G4.1	Unpaid direct volunteering for other households [PROMPT: Helping your friends or relatives with their unpaid domestic chores and caregiving activities]		For chosen options, follow up with G4.XA	
G4.2	Unpaid community- and organization-based volunteering			
G4.XA	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	
G5	Socializing and communication, community participation and religious practice (LAST 24 hours)			
G5.1	Communication with family or relatives in oral or written form, generally in the form of gossip, talking etc		For chosen options, follow up with G5.XA	
G5.2	Participation in festivals, events and religious prayers [PROMPTS: Community celebration of historical and cultural events; Weddings, funerals, births; Collective or private religious practice]			
G5.3	Attending sports events			
G5.4	Other activities relating to socializing and communication, community participation and religious practice			
G5.XA	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	
G6	Leisure and self-care (LAST 24 hours)			
G6.1	Going to parks, movies, reading, watching TV, using phone/ other mass		For chosen options, follow up with G6.XA	
G6.2	Sleep and related activities			
G6.3	Eating and drinking			
G6.4	Personal hygiene and care			
G6.5	Receiving personal and health/ medical care from others			
G6.6	Other self-care and maintenance activities			
	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	
END OF SURVEY				

2. Quantitative Survey Tool: Men

Section/ Q-NO	QUESTION	ANSWER CHOICES	PROG NOTES	NOTE
PRE-REQUISITE	INFORMED CONSENT	1 - Yes; 2 - No	If 2, End the Survey	
A	IDENTIFICATION AND PERSONAL DETAILS			
A1	Survey-Level [PRE-FILLED BY THE SURVEYOR]			
A1.1	State (of current residence)	<List of states> options: Karnataka = 1; Jharkhand = 2		
A1.2	District	For Karnataka: Tumkur, Chitradurga, Bagalkot, Dakshina Kannada For Jharkhand: Deoghar, Dumka, Palamu, Ramgarh	Prefill according to the ID	
A1.3	Surveyor Name		PREFILLED	
A1.4	Type of area	1 – Rural; 2- Urban	Prefill according to the ID/ record observation	
A1.5	Unique ID		5 digit only	
A1.5A	Prefill Verification	Listed out details		
A1.6	Mobile Number	Numeric blank; do not know; refused		
B	RESPONDENT DETAILS			
B2.1	Name of the Respondent		Name of respondent to automatically show up as S. No. 1 (From A1.3)	
B2.2	Sex	Male	FIXED	
B2.3	Age	In number	2 digits only	0.1-99
B2.4	Are you the household head?	1=Yes; 2=No	Skip to B2.5 if "2"	

B2.4A	Who is the household head?	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99	Single Select	
B2.5	Marital Status	Never married-1, Currently married/ unmarried but living together-2, Widowed-3, Divorced/separated-4	Single Select	
B2.6	Level of Education	1: Not literate, 2: Went to school but did not complete 5th standard, 3: Completed 5th standard, 4: Completed 8th standard, 5: Completed 10th std, 6: Completed 12th std., 7: Graduate; post-graduate and above	Single Select	
B2.7	whether received any vocational/technical training:	Yes: received formal vocational/technical training-1; Received informal vocational/technical training: hereditary; self-learning; learning on the job; others-2, Did not receive any vocational/technical training -3	Single Select	
B2.8	Whether suffering from any disability	1 – Yes; 2- No	Single Select	
B3	RESPONDENT'S DESCRIPTIVE EMPLOYMENT DETAILS I would like to ask you some questions about the work you did during the last 365 days. Consider 365 days preceding the date of survey as the reference period.			
B3.1	Have you worked in any income generating activity in the last 365 days?	1 – Yes; 2- No	Single Select; if "2", skip to B5	
B3.1A1	NIC (Industry)	BLANK SPACE		
B3.1A	NIC (Industry)	Drop down: 1-Primary, 2-Secondary, 3 – Tertiary	Deductive selections	

B3.1B1	NCO (Occupation)	BLANK SPACE		
B3.1B	NCO (Occupation)	Write code number next to names		
B3.2	What was your principal activity?	1=self-employed 2=wage employment	Single Select; if "2", skip to B3.4	
SELF EMPLOYMENT				
B3.3	Did you work as an own account worker, employer, or helper in h.h. enterprise (unpaid family worker)	own account worker -11, employer-12, worked as a helper in h.h. enterprise (unpaid family worker) -21;	Single Select	
B3.3.1	How many days did you work on the activity during last year?	Blank	Numeric <1-365>	
B3.3.2	Do you have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to B4	
B3.3.3	How much time does it take you to reach your workplace (one way)	No. of minutes (MENTION IN SURVEY)	Numeric	
B3.3.4	How do you travel to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others – 12	Single Select; Skip to B4	
WAGE EMPLOYMENT				
B3.4	Did you work as a casual or a regular salaried worker?	1 = Casual Worker 2 = Regular Salaried	Single Select; if "2" skip to B3.6A	
B3.4.1	How many days did you work on the activity during last year?	Blank	Numeric <1-365>	
CASUAL WAGE EMPLOYMENT				
B3.4.2	What kind of work were you employed in?	1=Casual Piece Work 2=Daily wage earner 3=MGNREGA / other government programmes	If chosen '3', skip to B3.5.1	
B3.5	What kind of work were you employed in?	1=Agriculture and allied wage labour 2=Non-agricultural wage labour		

B3.5.1	Do you have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to B4	
B3.5.2	How much time does it take you to reach your workplace (one way)	No. of minutes (MENTION IN SURVEY)		
B3.5.3	How do you travel to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others – 12	Single Select; Skip to B4	
REGULAR WAGE EMPLOYMENT				
B3.6A	How many days did you work on the activity during last year?	Blank	Numeric <1-365>	Added
B3.6	What kind of work were you employed in?	1=Salaried work for Govt. / Public sector 2=Salaried work for private company/ firm	Single Select	
B3.6.1	Type of job contract	No written job contract -1; Written job contract: for 1 year or less -2, More than 1 year to 3 years -3, More than 3 years -4 Permanent – 5	Single Select	
B3.6.2	availability of social security benefits:	Eligible for: PF/ pension -1, Gratuity -2, health care & maternity benefits -3, ; Not eligible for any of above social security benefits -4, Not known-9.	Multi Select	
B3.6.3	Do you have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to B4	
B3.6.4	How much time does it take you to reach your workplace (one way)	No. of minutes (MENTION IN SURVEY)		

B3.6.5	How do you travel to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others – 12	Single Select	
B4	In the last 365 days, was there any other activity that you were employed in	1-Yes; 2-No	Single Select If answered 1, REPEAT SECTION B3 FOR MAX 5 ACTIVITIES If answered 2, skip to section B5	
B5	SEEKING WORK			
B5.1	If not working, were you looking for work in the past month?	Yes -1, No – 2	Single Select	
C	ECONOMIC WORK - TIME USE			
C1	Last 7 Days – Farming During the last 7 days, did you work on farming and related activities on your own farm? Include work on leased in/ sharecropped in land. • Include supervision work • Exclude animal care	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to C2	
C1.1	For how many days did you work on the activity in the past week?		Numeric <1-7>	
C1.2	On a usual day, how many hours did you work on farming and related activities? • Include work on leased in/sharecropped in land. • Record [1], if worked less than 1 hour.		Numeric <0-24>	
	Now I would like to ask about people in your household who USUALLY worked/helped on the farm during . Please remember to include women and children (including supervision). First , thinking about the crops you grew, in all the work for those crops – including planting, weeding, harvesting, or any other kind of work – who are the people who did any of the work			
C1.3	Roster code	Drop down; [0] for no one		

C1.4	What percentage of the product did you sell?	For own consumption only and did not intend to sell any part of it- 1, For own consumption and intended to sell some part of it - 2, The entire produce is for selling - 3	Single Select	
C2	During the last 7 days, did you work on animal care for livestock in your household?	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to C3	
C2.1	For how many days did you work on the activity in the past week?		Numeric <1-7>	
C2.2	How many hours did you work on animal care on a usual day? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
	Now I would like to ask about people in your household who USUALLY worked/helped with animals. Please remember to include women and children (including supervision).			
C2.3	Who else in the household helped take care of animals? PLEASE INCLUDE WOMEN AND CHILDREN	Drop down - roster; [0] for no one		
C2.4	What percentage of the product did you sell?	For own consumption only and did not intend to sell any part of it- 1, For own consumption and intended to sell some part of it - 2, The entire produce is for selling - 3	Single Select	
C3	During the last 7 days, did you work on your own/ household business work? Include supervision work. · Non-farm business can include any small (e.g., selling cloth or pickles, tea shop) or big business (owning a grocery store or restaurant) or providing service independently to others for a price (doctor, lawyer, accountant, plumber, electrician, barber etc.) · Include internet/app based sales.	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to C4	

C3.1	For how many days did you work on the activity in the past week?		Numeric <1-7>	
C3.2	How many hours did you work on your own/ household business on a usual day? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
	Now I would like to ask about people in your household who USUALLY worked/helped with your non-farm business. Please remember to include women and children as well (including supervision).			
C3.3	Who in the household worked in this business? PLEASE INCLUDE WOMEN AND CHILDREN	Drop down; [0] for no one		
C4	Worked for Payment: During the last 7 days, did you work for payment in cash or in kind? • Include both regular salaried work and casual wage work • Do not include the work already recorded in family farm and non-farm businesses. • Select all that apply	1=Salaried work for Govt. / Public sector 2=Salaried work for private company/ firm 3=Agriculture and allied wage labour / piece work 4=Non-agricultural wage labour / piece work 5=MGNREGA / other government programmes 6=Any other work 7= Did not work for payment in cash or in kind 8=DontKnow	Multiple Select If selected 1, skip to C4.1, selected 2, skip to C4.2 selected 3, skip to C4.3, selected 4, skip to C4.4 selected 5, skip to C4.5, selected 6/7/8, skip to section G	Follow-up only for those selected; 7/8 cannot be chosen if any other option is selected
C4.1	For how many days did you work on the activity in the past week?		Numeric <1-7>	
C4.1A	On a usual day, how many hours did you work for salaried work for Govt. / public sector? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
C4.2	For how many days did you work on the activity in the past week?		Numeric <1-7>	
C4.2A	On a usual day, how many hours did you work for salaried work for a private company/ firm? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
C4.3	For how many days did you work on the activity in the past week?		Numeric <1-7>	

C4.3A	On a usual day, how many hours did you work as agriculture wage labour? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
C4.4	For how many days did you work on the activity in the past week?		Numeric <1-7>	
C4.4A	On a usual day, how many hours did you work for payment as non-agricultural wage labour? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
C4.5	For how many days did you work on the activity in the past week?		Numeric <1-7>	
C4.5A	On a usual day, how many hours did you work for payment from MGNREGA or other types of work? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
D	OTHER ACTIVITIES AND TIME-USE			
D1	Unpaid [ECONOMIC] work on collection of goods (LAST 7 DAYS)			
	Which of the following activities did you participate in the past week? [Read options out loud]	SECTION ONLY TO BE ASKED TO RESPONDENTS ANSWERED "1" IN A1.4, OTHERWISE SKIPPED TO D2	For chosen options, follow up with D1.XA	
D1.1	Fishing			
D1.2	Mining for own final use PROMPTS: Mining/ extraction of salt/coal; Quarrying of stone slabs; Mining of coal for own use; Crushing and breaking of stones for own use; Digging out clay, gravel and sand for own use			
D1.3	Husking of paddy			
D1.4	Grinding of foodgrains			
D1.5	Preparation of gur			
D1.6	Preservation of meat etc.			
D1.7	Making baskets etc			
D1.8	Construction activities for own final use			
D1.9	Gathering firewood and other natural products used as fuel			
D1.10	Fetching water from natural and other sources			

D1.XA	For how many days did you work on the activity in the past week?		Numeric <1-7>	
D1.XB	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	
D1.XC	Does anyone in the household USUALLY help you in this activity?	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99		
D1.XD	What percentage of the product did you sell?	For own consumption only and did not intend to sell any part of it- 1, For own consumption and intended to sell some part of it - 2, The entire produce is for selling - 3	Single select	

	Now we'll ask you questions on other activities you may do around in your household. Do you participate in the following in the last 24 hours [Read options out loud]			
D2	Unpaid domestic services for household and family members (LAST 24 hours)			
D2.1	Preparing and serving meals/ snacks [PROMPT: Cooking, making beverages, preparing lunch box]		For chosen options, follow up with D2.XA	
D2.2	Cleaning up after food preparation [PROMPT: Washing dishes, cleaning table, preserving food stock]			
D2.3	Cleaning and maintaining of own dwelling and surroundings [PROMPT: Sweeping, moping, upkeep of garden, disposal of garbage]			
D2.4	Maintenance and Repair [PROMPT: Changing and repairing electric equipments]			
D2.5	Care and maintenance of apparel and footwear [PROMPT: Washing, folding and ironing clothes; Polishing and mending shoes]			
D2.6	Household management for own final use [PROMPT: Paying household bills; Planning monthly budget, holidays, chores (like food to prepare for the next meal or day)]			
D2.7	Shopping for own household and family members [PROMPTS: Goods: Food products, groceries; Services: Using Banks, ATMs other public services]			
D2.8	Other unpaid domestic services for household and family members			
D2.XA	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	

D2.XB	Does anyone in the household USUALLY help you in this activity?	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99		
D3	Unpaid caregiving services for household and family members (LAST 24 hours)			
D3.1	Caring for children like feeding, cleaning and providing physical care		For chosen options, follow up with D3.XA	
D3.2	Instructing, training, teaching children			
D3.3	Assisting dependent adults with tasks of daily living			
D3.4	Assisting dependent adults with medical care			
D3.5	Affective and emotional support to family members			
D3.6	Accompanying children or dependent adults			
D3.7	Other unpaid caregiving services for household and family members			
D3.XA	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	

D3.XB	Does anyone in the household USUALLY help you in this activity?	Spouse-1, Son-2, Daughter-3, Son-in-law-4, Daughter-in-law-5, Grandson-6, Granddaughter-7, Father-8, Mother-9, Father-in-law-10, Mother-in-law-11 Brother/Brother-in-law/other male relative-12, Sister/Sister-in-law/ other female relative - 13 Servants/employees/other non-relatives-14 No one-15 Don't know-99		
D4	Unpaid volunteer, trainee and other unpaid work (LAST 24 hours)			
D4.1	Unpaid direct volunteering for other households [PROMPT: Helping your friends or relatives with their unpaid domestic chores and caregiving activities]		For chosen options, follow up with D4.XA	
D4.2	Unpaid community- and organization-based volunteering			
D4.XB	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	
D5	Socializing and communication, community participation and religious practice (LAST 24 hours)			
D5.1	Communication with family or relatives in oral or written form, generally in the form of gossip, talking etc		For chosen options, follow up with D5.XA	
D5.2	Participation in festivals, events and religious prayers [PROMPTS: Community celebration of historical and cultural events; Weddings, funerals, births; Collective or private religious practice]			
D5.3	Attending sports events			
D5.4	Other activities relating to socializing and communication, community participation and religious practice			

D5.XA	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	
D6	Leisure and self-care (LAST 24 hours)			
D6.1	Going to parks, movies, reading, watching TV, using phone/ other mass		For chosen options, follow up with d6.XA	
D6.2	Sleep and related activities			
D6.3	Eating and drinking			
D6.4	Personal hygiene and care			
D6.5	Receiving personal and health/medical care from others			
D6.6	Other self-care and maintenance activities			
D6.XA	On a usual day, how much time did you do this activity for?		Hours () Minutes ()	
	NOW, we would like to ask you questions about your spouse/OTHER female member's employment and time-use as well			
E	SPOUSE/OTHER FEMALE MEMBER'S ACTIVITY AND TIME-USE			
E1.1	Has the [INTERVIEWED FEMALE] worked for an economic activity in the last 365 days?	1 – Yes; 2- No	Single Select; if "2", skip to F1	
E1.1A1	NIC (Industry)	BLANK SPACE		
E1.1A	NIC (Industry)	Drop down: 1-Primary, 2-Secondary, 3 - Tertiary	Deductive selections	
E1.1B1	NCO (Occupation)	BLANK SPACE		
E1.1B	NCO (Occupation)	Write code number next to names		
E1.2	What was their principal activity?	1=self-employed 2=wage employment	Single Select; if "2", skip to E1.4	
	SELF EMPLOYMENT			
E1.3	Did she work as an own account worker, employer, or helper in h.h. enterprise (unpaid family worker)	Own account worker -11, Employer-12, Worked as a helper in h.h. enterprise (unpaid family worker) -21;	Single Select	
E1.3.1	How many days did she work on the activity during last year?	Blank	Numeric <1-365>	
E1.3.2	Does she have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to E2	

E1.3.3	How much time does it take her to reach her workplace (one way)	No. of minutes (MENTION IN SURVEY)	Numeric	
E1.3.4	How did she travel to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others - 12	Single Select; Skip to E2	
WAGE EMPLOYMENT				
E1.4	Did she work as a casual or a regular salaried worker?	1 = Casual Worker 2 = Regular Salaried	Single Select; if “2” skip to E1.6A	
E1.4.1	How many days did she work on the activity during last year?	Blank	Numeric <1-365>	
CASUAL WAGE EMPLOYMENT				
E1.4.2	What kind of work was she employed in?	1=Casual Piece Work 2=Daily wage earner 3=MGNREGA / other government programmes	If chosen ‘3’, skip to E1.5.1	
E1.5	What kind of work was she employed in?	1=Agriculture and allied wage labour 2=Non-agricultural wage labour		
E1.5.1	Does she have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to E2	
E1.5.2	How much time does it take her to reach her workplace (one way)	No. of minutes (MENTION IN SURVEY)		
E1.5.3	How did she travel to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others - 12	Single Select; Skip to E2	

REGULAR WAGE EMPLOYMENT				
E1.6A	How many days did she work on the activity during last year?	Blank	Numeric <1-365>	Added
E1.6	What kind of work was she employed in?	1=Salaried work for Govt. / Public sector 2=Salaried work for private company/ firm	Single Select	
E1.6.1	Type of job contract	No written job contract -1; Written job contract: for 1 year or less -2, More than 1 year to 3 years -3, More than 3 years -4 Permanent - 5	Single Select	
E1.6.2	availability of social security benefits:	Eligible for: PF/ pension -1, Gratuity -2, Health care & maternity benefits -3, ; Not eligible for any of above social security benefits -4, Not known-9.	Multi Select	
E1.6.3	Does she have to travel away from dwelling to work?	1=Yes; 2=No;	Single Select If answered 2, skip to E2	
E1.6.4	How much time does it take her to reach her workplace (one way)	No. of minutes (MENTION IN SURVEY)		
E1.6.5	How does she travel to the workplace	On foot - 1 Animal driven cart – 2; Manual rickshaw – 3; E-rickshaw – 4; Auto rickshaw – 5; Motorcycle/ bike – 6; Cab (ola/uber/private service) – 7; Self driven cars (Zoom Cars, Rapido etc) – 8; Bus – 9; Metro – 10; None of the above – 11; Others - 12	Single Select	
E2	In the last 365 days, was there any other activity that she was employed in	1-Yes; 2-No	Single Select If answered 1, REPEAT SECTION E1 FOR MAX 5 ACTIVITIES If answered 2, skip to section F	

F	ECONOMIC WORK - TIME USE I would like to ask you some questions about the work your spouse did during the last 7 days. Consider 7 days preceding the date of survey as the reference period.			
F1	Last 7 Days – Farming During the last 7 days, did the [INTERVIEWED FEMALE] work on farming and related activities in your own farm? Include work on leased in/ sharecropped in land. • Include supervision work • Exclude animal care	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to F2	
F1.1	For how many days did she work on the activity in the past week?		Numeric <1-7>	
F1.2	On a usual day, how many hours did she work on farming and related activities? • Include work on leased in/sharecropped in land. • Record [1], if worked less than 1 hour.		Numeric <0-24>	
F2	During the last 7 days, did she work on animal care for livestock in your household?	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to F3	
F2.1	For how many days did she work on the activity in the past week?		Numeric <1-7>	
F2.2	How many hours did she work on animal care on a usual day? • Record [1], if worked less than 1 hour.		Numeric <0-24>	
F3	During the last 7 days, did she work on own/ household business work? Include supervision work. • Non-farm business can include any small (e.g., selling cloth or pickles, tea shop) or big business (owning a grocery store or restaurant) or providing service independently to others for a price (doctor, lawyer, accountant, plumber, electrician, barber etc.) • Include internet/app based sales.	1=Yes; 2=No; 3 = Don't know	Single Select If answered 2 or 3, skip to F4	

F3.1	For how many days did she work on the activity in the past week?		Numeric <1-7>	
F3.2	How many hours did she work on own/household business on a usual day? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4	Worked for Payment: During the last 7 days, did she work for payment in cash or in kind? · Include both regular salaried work and casual wage work · Do not include the work already recorded in family farm and non-farm businesses. · Select all that apply	1=Salaried work for Govt. / Public sector 2=Salaried work for private company/ firm 3=Agriculture and allied wage labour / piece work 4=Non-agricultural wage labour / piece work 5=MGNREGA / other government programmes 6=Any other work 7= Did not work for payment in cash or in kind 8=DontKnow	Multiple Select If selected 1, skip to F4.1, selected 2, skip to F4.2 selected 3, skip to F4.3, selected 4, skip to F4.4 selected 5, skip to F4.5, selected 6/7/8, skip to section G	Follow-up only for those selected; 7/8 cannot be chosen if any other option is selected
F4.1	For how many days did she work on the activity in the past week?		Numeric <1-7>	
F4.1A	On a usual day, how many hours did she work for salaried work for Govt. / public sector? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4.2	For how many days did she work on the activity in the past week?		Numeric <1-7>	
F4.2A	On a usual day, how many hours did she work for salaried work for a private company/ firm? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4.3	For how many days did she work on the activity in the past week?		Numeric <1-7>	
F4.3A	On a usual day, how many hours did she work as agriculture wage labour? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4.4	For how many days did she work on the activity in the past week?		Numeric <1-7>	

F4.4A	On a usual day, how many hours did you work for payment as non-agricultural wage labour? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
F4.5	For how many days did she work on the activity in the past week?		Numeric <1-7>	
F4.5A	On a usual day, how many hours did she work for payment from MGNREGA or other types of work? · Record [1], if worked less than 1 hour.		Numeric <0-24>	
G1	Unpaid [ECONOMIC] work on collection of goods			
	Which of the following activities does she participate in the LAST 7 DAYS? [Read options out loud]	SECTION ONLY TO BE ASKED TO RESPONDENTS ANSWERED "1" IN A1.4, OTHERWISE SKIPPED TO G2	For chosen options, follow up with G1.XA	
G1.1	Fishing			
G1.2	Mining for own final use PROMPTS: Mining/ extraction of salt/coal; Quarrying of stone slabs; Mining of coal for own use; Crushing and breaking of stones for own use; Digging out clay, gravel and sand for own use			
G1.3	Husking of paddy			
G1.4	Grinding of foodgrains			
G1.5	Preparation of gur			
G1.6	Preservation of meat etc.			
G1.7	Making baskets etc			
G1.8	Construction activities for own final use			
G1.9	Gathering firewood and other natural products used as fuel			
G1.10	Fetching water from natural and other sources			
G1.XA	For how many days did she work on the activity in the past week?		Numeric <1-7>	
G1.XB	On a usual day, for how much time does she do this work?		Hours () Minutes ()	

G1.XC	What percentage of the product did she sell?	For own consumption only and did not intend to sell any part of it- 1, For own consumption and intended to sell some part of it - 2, The entire produce is for selling - 3	Single select	
Now we'll ask you questions on other activities you may do around in your household. Do you participate in the following [Read options out loud]				
G2	Unpaid domestic services for household and family members (LAST 24 hours)			
G2.1	Preparing and serving meals/ snacks [PROMPT: Cooking, making beverages, preparing lunch box]		For chosen options, follow up with G2.XA	
G2.2	Cleaning up after food preparation [PROMPT: Washing dishes, cleaning table, preserving food stock]			
G2.3	Cleaning and maintaining of own dwelling and surroundings [PROMPT: Sweeping, moping, upkeep of garden, disposal of garbage]			
G2.4	Maintenance and Repair [PROMPT: Changing and repairing electric equipments[
G2.5	Care and maintenance of apparel and footwear [PROMPT: Washing, folding and ironing clothes; Polishing and mending shoes]			
G2.6	Household management for own final use [PROMPT: Paying household bills; Planning monthly budget, holidays, chores (like food to prepare for the next meal or day)]			
G2.7	Shopping for own household and family members [PROMPTS: Goods: Food products, groceries; Services: Using Banks, ATMs other public services]			
G2.8	Other unpaid domestic services for household and family members			

G2.XA	On a usual day, for how much time does she do this work?		Hours () Minutes ()	
G3	Unpaid caregiving services for household and family members (LAST 24 hours)			
G3.1	Caring for children like feeding, cleaning and providing physical care		For chosen options, follow up with G3.XA	
G3.2	Instructing, training, teaching children			
G3.3	Assisting dependent adults with tasks of daily living			
G3.4	Assisting dependent adults with medical care			
G3.5	Affective and emotional support to family members			
G3.6	Accompanying children or dependent adults			
G3.7	Other unpaid caregiving services for household and family members			
G3.XA	On a usual day, for how much time does she do this work?		Hours () Minutes ()	
G4	Unpaid volunteer, trainee and other unpaid work (LAST 24 hours)			
G4.1	Unpaid direct volunteering for other households [PROMPT: Helping your friends or relatives with their unpaid domestic chores and caregiving activities]		For chosen options, follow up with G4.XA	
G4.2	Unpaid community- and organization-based volunteering			
G4.XA	On a usual day, for how much time does she do this work?		Hours () Minutes ()	
G5	Socializing and communication, community participation and religious practice (LAST 24 hours)			

G5.1	Communication with family or relatives in oral or written form, generally in the form of gossip, talking etc		For chosen options, follow up with G5.XA	
G5.2	Participation in festivals, events and religious prayers [PROMPTS: Community celebration of historical and cultural events; Weddings, funerals, births; Collective or private religious practice]			
G5.3	Attending sports events			
G5.4	Other activities relating to socializing and communication, community participation and religious practice			
G5.XA	On a usual day, for how much time does she do this work?		Hours () Minutes ()	
G6	Leisure and self-care (LAST 24 hours)			
G6.1	Going to parks, movies, reading, watching TV, using phone/ other mass		For chosen options, follow up with G6.XA	
G6.2	Sleep and related activities			
G6.3	Eating and drinking			
G6.4	Personal hygiene and care			
G6.5	Receiving personal and health/medical care from others			
G6.6	Other self-care and maintenance activities			
G6.XA	On a usual day, for how much time does she do this work?		Hours () Minutes ()	
END OF SURVEY				







IWWAGE

M-6, 2nd Floor, Hauz Khas, New Delhi – 110 016

Phone: +91 11 4909 6529



This document is not a priced publication.

Copyright @ 2024

Institute for What Works to Advance Gender Equality (IWWAGE), an initiative of LEAD at Krea University. Reproduction of this publication for educational or other non-commercial purposes is authorised without prior written permission, provided the source is fully acknowledged.

For further information, please write to communications@iwwage.org.