

## **A Situational Analysis of Women's Care Work and Productive Work : A Survey of Kirtipur Municipality, Nepal**

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*This study aims at assessing the situational analysis of married women's care work and productive work with the bid of time consumption in Kirtipur Municipality of Kathmandu Nepal. Using primary and secondary data, the study embarks on quantitative data, while employing a descriptive cum cross sectional research design. Data for this study was gathered using scheduled questionnaire. 10 households from each ward were selected by proportionate purposive sampling techniques with a total sample of 100 married women. Mean age of respondent was 35.75(±7.38) years. 42 percent were Kshatris, 41 percent were Janajatis and 17 percent were Brahmins. 58 percent and 42 percent were*

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*living under a nuclear and a joint family with respectively. This study found that most of the women spent their time in care work like in daily cooking food, overall household management and children's sanitation. This was evidenced by the chi-square test of significance and the correlation test. Similarly, this study found most of the females (76%) were unemployed because of no qualification (30%) as the major factor. The main issue of desiring to involve in productive work was to enhance their economic status and professional training and employment as consider to minimizing the care work.*

[**Keywords :** Care work, Employment, Married women, Productive work, Professional training]

## **1. Introduction**

Women are at a particular disadvantage in terms of obtaining decent and productive work. Women make enormous contributions not only to the household economy but also global economies, whether in household unpaid work or management, caring, entrepreneurship, agriculture and allied businesses, decision making, and planning or employees. Work and occupation are both key elements of the economic system. A human being is not only a social animal; he/she is also an economic being. Both men and women frequently engaged in any work, either getting economic incentives or getting moral satisfaction. The economic activities are multifaceted, varied and complex (Rao, 2007). Generally, in economic literature the work force is divided into two types' i.e. productive work and care work. Care or unpaid work includes assistance done by one household member for others (child, elderly, disability etc). For instance, looking after the children, elderly and differently able, cooking food, washing clothes and utensils and other cleaning work as well as services such as providing education, health care, and counseling are domains of unpaid work. Unpaid care work refers to all unpaid services provided within a household for its members, including care of persons, housework and voluntary community work (Elson, 2000).

This paper emphasizes mainly care work and paid work for married women. Care work is indivisible for human dignity and a compulsory responsibility by any member of a family. Nonetheless, care work gives lots of satisfaction which is relatively higher than the satisfaction or profit given by the money. Women in the world basically allocate their time to paid work, care and leisure and the

gendered outcomes produced in different socio-economic and cultural settings. Work, care and leisure are often presented as mutually competitive segments of one's life. In order to make sense of the relationship between work, care and leisure, time needs to be partitioned in its segments, such as maintenance (e.g., sleep), leisure, home work (which includes care), search for market work (the state of unemployment) and finally market (paid) work (Blanchard, 2006). Unpaid care activities constitute a time and energy-consuming occupation that limits women's access to the labour market, relegating them to low-income and insecure employment.

Kabeer (2012) states that women involved in unpaid care work reproduce labor force on daily basis and help in capital formation of a country. Therefore, it is said that the nature of unpaid care work done by women determines how much time she has for paid works and the types of work.

Division of unpaid care work between men and women is done in an unequal manner and social segmentation. It is believed that particularly in patriarchal societies like Nepal and India, it is women's responsibility to accomplish all unpaid care work in all sectors (Ferrant et al., 2014).

Due to limited education, many women face many challenges regardless of paid work and employment generation. Having these challenges, they are involved in household work such as overall household management, cleaning, caring for children and elderly people, educating the children, sanitation as well as paying the bills of drinking water, electricity and telephone. All these works fall under the category of unpaid care work which saves expenditure and increases income in a family (Acharya, 2014). Likewise, many women have included work like collection of fuel and water and voluntary contribution in community work and social services that are categories under the unpaid care work (Ferrant et al., 2014).

Marxist feminists say that domestic work is an organ of feudal domestic production system which can be found in capitalist economy which allows men to have feudal powers to use women's work (Ferguson, 2016). Marxist Feminist argued that, both Capitalist and patriarchal system are tools of exploitation. Capitalists outside their house exploit the labors by giving low wage and they do not invest to form their humanitarian capital, similarly in a house that is driven by patriarchal ideology, women's labor is exploited inside a

house or in the reproduction sector for the benefit of oneself. Feminism has become a truly global movement, reflecting the interests of women in every society of the world. Cultural feminists have highlighted that females are more fostering, caring, loving, sharing and responsible to others than males (Bhandari, 1999). These are not weaknesses but women's strengths and capacities. According to cultural feminists, existing orthodox based unequal and exploitative cultural phenomena have challenged gender equality. Cultural feminism examines forms of socio-cultural inequalities that lead to the experiences of oppression for women in society (Ehrenreich, 1976). To achieve gender equality in terms of work such as overall household management and allied activities, cultural feminist argued that a transformative cultural revolution is unavoidable.

In Nepal, care work was a big problem affecting the economic empowerment of women and girls, mainly through constraining the time they had available to participate in social activities, leisure and rest and engagement with media. Indeed, gender disparities in the division of labour between paid and unpaid work also continue, with men spending more of their work time in remunerative and women performing most of the unpaid and care work (Budlender, 2008). Despite the huge contribution of women in the national economy, they are still overrepresented among the underpaid and unprotected workers in both developing and developed society. The data published by national and international agencies shows that the overall welfare of Nepalese women is substantially low as compared to males. The World Summit for Social Development held in Copenhagen, Denmark (1995) concluded for equal participation by women and men in socio-economic political and cultural aspects of life (Shrestha, 2002). Although, to date, Nepalese women are traditionally responsible for child rearing, cooking, cleaning, collection of water, fuel wood and fodder. Women have inadequate access to productive work, employment and income, education, health care, nutrition even if constitutional provision favoring their equal rights (Sen, 2013).

Labor Act (Government of Nepal, 1992) says that any individual working in formal sectors has to work for 8 hours and not more than 48 hours a week and if the individual is needed to work more than that (not more than 4 hours) such an individual needs to be paid one and half more than general pay and will be provided with

one day weekly leave (Government of Nepal, 2017). According to the Nepal Labour Force Survey (2008), 68.2 percent of employed Nepali persons worked 40 hours and more. Nepal's Civil Code (1963) recognizes that childcare should not be the sole responsibility of the mother. If a woman cannot and does not want to take care of her child, it is the legal duty of the father to take care of the child. However, this provision applies most to cases of divorce rather than to everyday life. In 2011 Central Bureau of Statistics (CBS) developed a questionnaire to collect data on 40, 000 citizens regarding unpaid care work. Additionally, the Disabled Persons Protection and Welfare Act (1983), the Children's Act (1992) and the Senior Citizen Act (2002) state that it is the family's legal obligation to provide the disabled, young and elderly with care.

Although various researches have been carried out on behalf of women development, these have not yet been analyzed in this perspective. So, this is a new inquiry. It is argued that in Nepal and most south Asian countries, women have a triple burden of work, family care, productive work and community work. They have over burdening of care work due to this they have less time for productive work. There should be time distribution and sharing of role and responsibility within men, women and family members to balance power relations in family and society and to provide enough time for capability enhancement and income for decent living. Based on literature review, it is clear that what has not been researched quite extensively is the status of care work and productive work of women. Although there exist some empirical studies regarding women's care work and productive work but the measures to minimize the unequal time allocation for care work and productive work that bring women in the mainstream of development have not been studied. However, there is no sufficient work made on this issue and a concrete research has not been conducted in Nepal as well. So, this study covers the situational analysis on workload of women for care work and productive work in Kirtipur municipality of Nepal. The paper will be significant mainly for the government, planners, policy makers and the concerned stakeholders who are concerned directly to the social policy domain with reference to welfare of women whose contribution still does not incorporate in Gross Domestic Product (GDP) and also provides the substantial base for choice, sufficiency, autonomy, independence, which in reality achieve little in terms of gender equality. Furthermore, it would be helpful for all

the researchers, non-governmental organization and other institutions to identify the measures that help women to spend their time in productive work.

## **2. Objective of the Study**

The objective of this paper is to examine the status of time consumption of married women for care work and productive work in Kirtipur municipality of Nepal.

## **3. Method and Data Sources**

This study had adopted descriptive and cross-sectional research design. Both the primary and secondary sources of data had been used in the study. Secondary data had been collected from different related secondary sources through document study. A community based cross sectional study was carried out among married women of age group (18 years and above) of Kirtipur Municipality. The study focused on the entire households of the Municipality including 10 wards each. The total households of the study area are 19441 (CBS, 2011). Hence, the total households of the Kirtipur Municipality were considered the universe of this study. From the total universe, 10 households from each ward were selected by proportionate purposive sampling technique and sample size was 100 households. If any household was found without married women that household was left and another household was chosen. At the 90 percent confidence level, required sample size could be 100 that can well represent the universe (Cohen et al., 2007) and selected sample size in the study area well represented the total household. Semi-structure scheduled questionnaire and in-depth interviews had been carried to meet the objective of the study. Chi-square and correlation test was carried out for data analysis.

## **4. Results and Discussion**

In this study, care work was considered as overall household management (washing clothes, respecting guest and taking care of sick family members), daily cooking in house, managing overall children sanitation, daily time spent for cooking in house, daily time spent for children overall sanitation (bathing, caring, feeding etc) and daily time spent for overall sanitation of house. These variables were considered as dependent variables. Caste, family structure and



employment status were considered as independent variables. Within these variables, a Chi-square and a correlation test were performed. If the P-value was less than 0.05 then the test was considered significant or there was association between the variables selected otherwise non-significant or no association between the variables selected. The correlation test was also performed in the study to check the relationship (or inverse or direct) between the variables.

**Table-1 : Distribution of Respondents by Socio-demographic Characteristics**

Characteristics	Frequency (N=100)	%
<b>Caste</b>		
Brahmin	17	17
Kshatri	42	42
Janajati	41	41
<b>Structure of Family</b>		
Nuclear	58	58
Joint	42	42

**Source :** Field Survey, 2020

The above table reveals background information of the respondents. By caste Kshatri (42%) occupied the highest proportion followed by Janajati (41%) and Brahmin (14%). Moreover, by family structure, the nuclear family occupied more than half (58%) with joint family (42%) respectively.

**Table-2 : Distribution of Respondents by Care Work**

Background Characteristics		Respondents by Overall Household Management			Total
		Female Self (%)	Husband and Wife (%)	Father and Mother-in-law (%)	
Caste	Brahmin	0.0	64.7	35.3	17
	Kshatri	59.5	40.5	0.0	42
	Janajati	41.5	58.5	0.0	41

The chi-square value is 41.495 and P-value is 0.000.

<b>Family Structure</b>	Nuclear	41.4	58.6	0.0	58
	Joint	42.9	42.9	14.3	42
The chi-square value is 9.462 and P-value is 0.009.					
<b>Background Characteristics</b>		<b>Respondents by Daily Cooking in House</b>			<b>Total</b>
		<b>Female Self (%)</b>	<b>Husband and Wife (%)</b>	<b>Father and Mother-in-law (%)</b>	
<b>Caste</b>	Brahmin	100.0	0.0	0.0	17
	Kshatri	88.1	0.0	11.9	42
	Janajati	82.9	14.6	2.4	41
The chi-square value is 13.359 and P-value is 0.010.					
<b>Family Structure</b>	Nuclear	79.4	10.3	10.3	58
	Joint	100.0	0.0	0.0	42
The chi-square value is 9.875 and P-value is 0.007.					
<b>Background Characteristics</b>		<b>Respondents by Managing Overall Children Sanitation</b>			<b>Total</b>
		<b>Female Self (%)</b>	<b>Husband and Wife (%)</b>	<b>Others (helper) (%)</b>	
<b>Caste</b>	Brahmin	64.7	35.3	0.0	17
	Kshatri	76.2	11.9	11.9	42
	Janajati	80.5	17.1	2.4	41
The chi-square value is 8.432 and P-value is 0.077.					
<b>Family Structure</b>	Nuclear	79.4	10.3	10.3	58
	Joint	71.4	28.6	0.0	42
The chi-square value is 9.040 and P-value is 0.011.					

**Source :** Field Survey, 2020.

The above table reveals that by caste “respondents by overall household management” was seen ‘husband and wife’ with the highest proportion of Brahmin (64.7%) and the least of ‘female self’ with nil proportion and the highest proportion of ‘husband and wife’ (58.5%) and the least ‘father and mother-in-law’ of Janajati. Also, it was ‘female self’ of Kshatri (59.5%) sharing the highest proportion and the least of ‘father and mother-in-law’ with nil percent



respectively. Similarly, “respondents by daily cooking in house by self” were ‘female self’ occupying the highest proportion of Brahmin (100%), Kshatri (88.1%) and Janajati (82.9%) respectively. Furthermore, “respondents by managing overall children’s sanitation” were seen ‘female self’ sharing the highest proportion of Brahmin (64.7%), Kshatri (76.2%) and Janajati (80.5%) respectively.

In the same way, by family structure, “respondents by overall household management” were seen the highest of ‘husband and wife’ (58.6%) sharing the highest proportion followed by ‘female self’ (41.5%) and nil of ‘father and mother-in-law’ of nuclear family. This was equal of ‘female self’ (42.9%) and the least of ‘father and mother-in-law’ (14.3%) respectively of joint family. Respondents by daily cooking in house by self was seen the highest of ‘female self’ (79.4%) followed by ‘husband and wife’ (10.3%) with equal proportion respectively. Respondents by managing overall children’s sanitation were seen ‘female self’ (79.4%) with the highest proportion followed by ‘husband and wife’ and others (helper) (10.3%) with an equal proportion of nuclear family. Similarly, in joint family this was also the highest of ‘female self’ (71.4%) followed by ‘husband and wife’ (28.6%) and nil of others respectively.

Moreover, a chi-square test was performed for the test of significance. From table (2), Pearson’s Chi-square indicates that there is highly significant relation between caste with respondents by overall household management (as P-value is 0.000), significant relation with respondents by daily cooking in house (by self) (as P-value is 0.010) and close significant relation with respondents by managing overall children sanitation (as P-value is 0.077). Furthermore, there is significant relation between family structure and respondents by overall household management (as P-value is 0.009), respondents by daily cooking in house (by self) (as P-value is 0.007) and respondents by managing overall children sanitation (as P-value is 0.011).

Table-3 on next page reveals that “daily time spent for cooking” was ‘3 hours’ (64.7%) sharing the highest proportion and the least ‘1 hour’ with nil percent of Brahmin caste. This was the highest of ‘2 hours’ (50.0%) and the least of ‘1 hour’ (23.8%) of Kshatri caste and this was the highest of ‘2 hours’ (58.5%) and the least of ‘1 hour’ (4.9%) of Janajit caste respectively. “Daily time spent for children

overall sanitation (bathing, caring, feeding etc)” was ‘1 hour’ (64.7%) sharing the highest proportion and the least ‘3 hours’ with nil percent of Brahmin caste. This was the highest of ‘1 hour’ (76.2%) and the least with nil percent of Kshatri caste and the highest of ‘1 hour’ (53.7%) and the least ‘3 hours’ with nil percent of Janajati caste respectively. “Daily time spent for overall sanitation of the house” was the highest of ‘1 hour’ (64.7%) and the least ‘3 hours’ of Brahmin caste.

**Table-3 : Distribution of Respondents by Time Spent on Care Work**

Background Characteristics		Daily time spent for cooking			Total No.
		1 hour (%)	2 hours (%)	3 hours (%)	
Caste	Brahmin	0.0	35.3	64.7	17
	Kshatri	23.8	50.0	26.2	42
	Janajati	4.9	58.5	36.6	41
The chi-square value is 14.797 and P-value is 0.005.					
Family Structure	Nuclear	0.0	46.6	53.4	58
	Joint	28.6	57.1	54.3	42
The chi-square value is 27.205 and P-value is 0.000.					
Background Characteristics		Daily time spent for children overall sanitation (bathing, caring, feeding etc.)			Total No.
		1 hour (%)	2 hours (%)	3 hours (%)	
Caste	Brahmin	64.7	35.3	0.0	17
	Kshatri	76.2	23.8	0.0	42
	Janajati	53.7	46.3	0.0	41
The chi-square value is 4.631 and P-value is 0.099.					
Family Structure	Nuclear	70.7	29.3	0.0	58
	Joint	57.1	42.9	0.0	42
The chi-square value is 1.965 and P-value is 0.161.					

Background Characteristics		Daily time spent for overall sanitation of house			Total No.
		1 hour (%)	2 hours (%)	3 hours (%)	
Caste	Brahmin	64.7	35.3	0.0	17
	Kshatri	73.8	26.2	0.0	42
	Janajati	56.1	43.9	0.0	41
The chi-square value is 2.862 and P- value is 0.239.					
Family Structure	Nuclear	60.3	39.7	0.0	58
	Joint	71.4	28.6	0.0	42
The chi-square value is 1.315 and P-value is 0.251.					

**Source :** Field Survey, 2020

Again by family structure “daily time spent for cooking” was ‘3 hours’ (53.4%) and ‘2 hours’ of the nuclear families. This was ‘2 hours’ (57.1%) sharing the highest proportion and least (28.6 %) of joint families respectively. “Daily time spent for children overall sanitation” was ‘1 hour’ (70.7%) sharing highest proportion and least nil percent of ‘3 hours’ of nuclear family where as it was ‘3 hours’ (57.1%) and nil of ‘3 hours’ with least proportion of joint family. Again, by “daily time spent for overall sanitation of house, ‘1 hour’ (60.3%) and ‘2 hour’ (39.7%) of nuclear family and ‘1 hour’ (71.4%) and ‘2 hour’ (28.6%) of joint family respectively shared the proportion.

From table-3, Pearson’s chi-square indicates that there is significant relation between caste and daily time spent for cooking (as P-value is 0.005), non-significant relation with daily spent for children overall sanitation (as P-value is 0.099) and daily time spent for overall sanitation of house (as P-value is 0.239). Furthermore, there is significant relation between family structure and daily time spent for cooking (as P-value is 0.000), non-significant relation with daily time spent for children overall sanitation (as P-value is 0.161) and also non-significant relation with daily time spent for overall sanitation of house (as P-value is 0.251) respectively.

The distribution of respondents by characteristics of productive work has been depicted in Table-4 on next page.

**Table-4 : Distribution of Respondents by Characteristics  
of Productive Work**

Characteristics	Frequency (N=100)	Percentage
<b>Status of Employment</b>		
Yes	24	24.00
No	76	76.00
<b>Factors behind Unemployment (N=76)</b>		
Because of Care Work	22	22.00
No Permission for Working Outside	12	12.00
No Qualification	30	30.00
Have to Look After Children	12	12.00
<b>Nature of Employment(N=24)</b>		
Wage labour	6	25.00
Internal Work**	2	8.33
Official Work	9	37.50
Business	7	29.17
<b>Time Spent for Wage labour(N=6)</b>		
3-5 hours	2	33.33
5-8 hours	4	66.67
<b>Daily Average Earning by Wage Labour</b>		
Rs.200-600	6	100.00
<b>Time Spent For Internal Work</b>		
4-6 hours	2	100.00
<b>Daily Average Earning by Internal Work</b>		
Rs. 200-600	2	100.00
<b>Nature of Official Work (N=9)</b>		
Semi-Government	4	44.44
I/NGos	5	55.56
<b>Monthly Average Income by Official Work</b>		
Rs. 15000-30000	9	100.00
<b>Nature of Business (N=7)</b>		
Capital Goods based Business	4	57.14
Consumer Goods Based Business	3	42.86

<b>Daily Time Spend for Business (N=7)</b>		
3-6 hours	4	57.14
6-9 hours	3	42.86
<b>Daily Average Earning per-day by Business</b>		
Rs.1000-3000	7	100.00
<b>Desire to Involved in Productive Work (N=76)</b>		
Desire	76	100.0
<b>Factors to be involved in Productive Work(N=76)</b>		
Enhance Strong Economic Status	18	23.68
To be Self-reliance and Independent	14	18.42
Official Job is comparatively easier than agriculture work and Wage labour	9	11.84
Helpful to Household Expenditure	9	11.84
To Achieve Quality Life	4	5.27
To Reduce Economic Burden of Husband	13	17.11
To Achieve Self-esteem and Social Prestige	9	11.84

**Source :** Field Survey, 2020

\*\*Periodic and seasonal paid work especially, cleaning house, marriage ceremony and other festivals.

Table-4 reveals that, in the study area out of total (100) respondents most of them (76%) were found unemployed. Similarly, those who were unemployed explained the reasons for unemployment were "no qualification" (30%), care work (22%), no permission for working outside (22%), and having to look after children (12%). Out of the total 24 respondents who were employed, they explained the natures of employment were wage labour (25%) internal work (8.33%), official work (37.5%) and business (29.17%). Those who were employed as wage labour were asked further how long they spent working. Around 34 percent respondents responded '3 to 5 hours' and about 45 percent respondents responded '5 to 8 hours' and their daily earnings were around Rs.200 to Rs.600 per day. Similarly, those who were employed as 'internal work' responded that their time duration was '4 to 6 hours' and their earnings were Rs. 200 to Rs.600 per day. In the same way, those who were employed in 'official work', about 45 percent were employed in 'semi government' and 56 percent were employed in non-governmental organization earning Rs.15000 to Rs. 3000 per month. Those who had business, nearly 58 percent had capital-based business and 43 percent had consumer

goods-based business and their daily time spent was '3 to 6 hours' (57.14%) and '6 to 9 hours' (42.86%) respectively and their daily earning was Rs. 1000 to Rs. 3000.

Again, those who were not employed were further asked about their desire to be involved in productive work. Almost all respondents who were not employed desired to be involved in productive work. Furthermore, factors to be involved in productive works were 'to enhance strong economic status' (23.68%) sharing the highest proportion followed by 'self-reliance and independent' (18.42%), 'to reduce economic burden of husband' (17.11%), 'official job is comparatively easier than agriculture work and wage labour' (11.84%), 'helpful to household expenditure' (11.84%), 'to achieve self-esteem' and 'social prestige' (11.84%) respectively.

**Table-5 : Distribution of Respondents by Employment Status with respective to Care Work**

Background Characteristics		Daily time spent for Cooking			Total
		1 hour (%)	2 hours (%)	3 hours (%)	
Employment status	Employed	0.0	62.5	37.5	24
	Unemployed	15.8	47.4	36.8	76
The Spearman correlation is -.086.					
Background Characteristics		Daily time spent for children overall sanitation (bathing, caring, feeding etc.)			Total
		1 hour (%)	2 hours (%)	3 hours (%)	
Employment status	Employed	50.0	50.0	0.0	24
	Unemployed	69.7	30.3	0.0	76
The Spearman correlation is -.177.					
Background Characteristics		Daily time spent for overall sanitation of house			Total
		1 hour (%)	2 hours (%)	3 hours (%)	
Employment status	Employed	75.0	25.6	0.0	24
	Unemployed	61.8	38.2	0.0	76
The spearman correlation is .118.					

Source : Field Survey, 2020



Table-5 reveals that 'daily time spent for cooking' was '2 hours' (62.5%) sharing the highest proportion and the least '1 hour' of employment with nil percent. It was the highest of '2 hours' and least '1 hour' (15.8%) of the unemployed respectively. Similarly, 'daily time spent for children overall sanitation (bathing, caring, feeding etc.)' was '1 hour' and '2 hours with equal percent' (50.0%) sharing the highest proportion of the employed. It was the highest of '1 hour' (69.7%) of the unemployed. Furthermore, "daily time spent for overall sanitation of house" was '1 hour' of employed and also '1 hour' (61.8%) the unemployed with highest proportion.

Moreover, the correlation test was also performed to check the association between the variables. It was found that there was highly negatively correlation (-.086) between employment status and daily time spent for cooking, negatively weak correlation with daily time spent for children overall sanitation (bathing, caring, feeding etc.), however, positive correlation (.118) but weak positive correlation was seen with daily time spent for overall sanitation of house. All these values of correlation indicate that when employment status is increased the time spent for care work is decreased or vice versa.

## **5. Conclusion**

In this study, most of the respondents were engaged in care work rather than productive work. This was verified by the chi-square test showing the significant association between caste and family structure with care work like overall household management, daily cooking food in house and managing overall children's sanitation. They spent an average 1.5 hours for overall household management, 2 hours for cooking, 1.5 hours for children's sanitation. Also, the study showed the inverse relationship between the employment status and the time spent for care work. Furthermore, almost all female respondents have a desire to be involved in productive work. The researchers found that professional training, support by family members; uses of modern equipment were the essential measures in the study area to reduce care work. The planners, policy makers and concerned stakeholders should incorporate such measures in development practice in detail through planning interventions.

## **Recommendations**

All the respondents have logically recommended some alternative measures to reduce the care work and increase

productive work on behalf of women development and self-reliance. The key suggested recommendations are: professional training and employment, empowerment, support by family members, socio-cultural transformation and uses of modern equipments like vacuum cleaner, washing machine, freeze and so forth. The concern stakeholders, therefore, should focus their policy measures for taking women care work to productive work in market. This paper did not address the women's household decision with regard to care work and productive work, so this can be the issue of further study.

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