

GENDER DIMENSION OF HUMAN RIGHT: THE IMPORTANCE OF HOUSEHOLD PRODUCTION AND CARE ECONOMY

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ABSTRACT

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, the Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." Kerala, a southern state of India is having high human development Index and Gender Development Index need to be studied in the light of the human right of female. The present study analyzed the concept of gender justice with the use of time utilization pattern of male and female belongs to same educational and income status.

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INTRODUCTION

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. The Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." The Convention provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life -- including the right to vote and to stand for election -- as well as education, health and employment.

Aside from civil rights issues, the Convention also devotes major attention to a most vital concern of women, namely their reproductive rights. The preamble sets the tone by stating that "the role of women in procreation should not be a basis for discrimination". The link between discrimination and women's reproductive role is a matter of recurrent concern in the Convention. In article 5, it is mentioned that "a proper understanding of maternity as a social function", demanding fully shared responsibility for child-rearing by both sexes. Accordingly, provisions for maternity protection and child-care are proclaimed as essential rights and are incorporated into all areas of the Convention, whether dealing with employment, family law, health care or education. Society's obligation extends to offering social services, especially child-care facilities that allow individuals to combine family responsibilities with work and participation in public life. Special measures for maternity protection are recommended and "shall not be considered discriminatory". (Article 4).

The third general thrust of the Convention aims at enlarging our understanding of the concept of human rights, as it gives formal recognition to the influence of culture and tradition on restricting women's enjoyment of their fundamental rights. These forces take shape in stereotypes, customs and norms which give rise to the multitude of legal, political and economic constraints on the advancement of women. Noting this interrelationship, the preamble of the Convention stresses "that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality of men and

women". States parties are therefore obliged to work towards the modification of social and cultural patterns of individual conduct in order to eliminate "prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women" (article 5).

Kerala, a southern state of India is having high human development Index and Gender Development Index need to be studied in the light of the human right of female. Kerala has historically displayed egalitarian gender development indicators but shows noticeable gender difference in labour market outcomes brings out an important research question. It is given that during 1901, Kerala had a literacy rate of 11.14 percent in which 3.15 percent of women were literate, while in India it was only 5.39 for the whole population and only 0.6 percent for women. In 2001 the total literacy of Kerala was 90.92, while in India it was only 64.84 in which the gender gap was 21.59 in all India, for Kerala it was only 6.34. Moreover, the life expectancy in Kerala was 73.6 while in India it was only 62.2 in 2000-01. The infant mortality rate of Kerala was 10 in 2003, while the position of rest of India lagged behind the position where Kerala stood in the late 1960s(Rajan and Sreerupa (2007). UNDP(2001) underlined that while there has been improvements in the human development index and human poverty index during the 1980s, inter-State disparities have persisted. Within this national scenario, Kerala emerges as an exception because of its low disparity not only between rural-urban areas but also between different districts. Moreover, the head count index of poverty in Kerala was only 12.72 while that of India it was 26.3.

In this context the present study tries to analyse the level of gender justice with the use of time utilization pattern of male and female belongs to same educational and income status. The study collects time use data from college teachers (male and female), and school teachers. One day recall method is used in data collection. The average of holiday time use and normal day time use is used for the analysis. Due to the characteristic of the study, it uses certain case studies which are relevant in highlighting the importance of domestic work related time pressure as a challenge to achieve gender justice when a society could break the socially constructed challenges.

Gender differences in access to economic opportunities are frequently debated in relation to gender differences in labor market participation. This paper looks beyond such participation to focus on the right of equal justice in the sharing of responsibilities and spending time for personal and carrier development. A focus exclusively on labor force participation provides only a partial picture of women's and men's experience in the labor market. Far from being a

simple decision about whether or not to join the labor force, participation in market work involves reallocating time across a variety of activities—a process that can be difficult and costly, particularly for women. Mere participation masks gender differences in the nature and dynamics of work. This paper unveils the gender difference in utilization of time and tries to highlight the issue of violation of human right.

GENDER DIFFERENCE IN ECONOMIC PARTICIPATION

This part of the article discuss about the violation of human right to have equal right to be employed in a state like Kerala which is being highlighted as a state of social justice.

Women all over the world appear to be concentrated in low-productivity jobs. They work in small farms and run small firms. They are overrepresented among unpaid family workers and in the informal sector. And they rarely rise to positions of power in the labor market (INTWDR2012). The global rate of female labor force participation in 2009 is 51.8 percent, while the male rate was 77.7(ibid) which shows clear cut violation of human right which is highlighted in the convention.

Table.1

Gender difference in Labour market Participation India and Kerala (Percent)

2009-10

Category	India		Kerala	
	Male	Female	Male	Female
Worker Population Ratio (WPR)	53.8	18.0	54.5	17.5
Labour force participation rate	55	19.6	56.6	22.1

Computed from NSSO 66th level unit level data.

Table.1 provides the gender difference in labour market involvement in India and Kerala. Female economic participation is very low even in Kerala where high GDI and high literacy among female. But it is useful to have a look at the gender difference in the quality of employment in India and Kerala.

Table:2
Gender difference in Type of work

	Kerala		India	
	Male	Female	Male	Female
Self employed worker	27.9	19.0	37.2	15.1
Self employed owner	6.5	4.2	1.4	.5
Unpaid family worker	2.4	9.0	11.0	32.1
Regular salaried	20.9	34.9	17.9	12.4
Casual labour	42.2	32.8	32.4	40.8

Computed from NSSO 66th level unit level data.

It is evident from table:2 that in Kerala, the quality of jobs done by females are comparatively better than male job. Within male only 20.9 percent are doing regular salaried job but at the same time 34.9 percent of female employed are regular salaried persons. Moreover, it is worth to mention that in all India only 12.4 percent of female are regular salaried employees while that percent is 17.9 among male. In all India level 32.1 percent of female members are doing unpaid family work, while that percent is merely 9 in Kerala. These facts highlight the comparatively better position of female in Kerala compared to India. Then there is a genuine question emerges about the lower economic participation of female. It is not due to lack of education, but due to the increased care work burden within the shoulders of female which restrict their entry in labour market(Mallika,2012). Let us have a look at the time use survey result which will be useful to have an understanding about the actual details about the gender based division of labour.

GENDER DIFFERENCE IN TIME USE PATTERN

Globally it is seen that major time of female is used for doing Non-SNA(non economic) activities thus the economic accessibility is very low for female community compared to male. Female use most of their time for provisioning of unpaid work (house hold production) when men devote the same for paid work (Mallika, 2012). Table: 4 gives the time use pattern of male and female which is collected through a sample of 30 households in Kozhikode district in Kerala. Table:4 shows that on an average female spend 31 percent of their total

time for domestic work while that of male is only 6.8 percent. Those females who are doing economic work, there is not much reduction in domestic work responsibilities. This shows a violation of human right for females on the basis of gender stereotypes. Moreover, a working woman is having small amount of leisure time compared to their male counter part. Moreover, the entire time use pattern shows a complete violation of human right to become equal right in the society. In this context it is relevant to have an analysis of the gender difference in time utilization pattern of the employees in teaching profession.

Table: 4

Time used by male and female for different activities per week (Percent).Kerala

Activity status	Total		Engaged in market work		Not in market work		Married		Unmarried	
	Fem	M	Fem	M	Fem	M	Fem	M.	Fem	M.
Household work (extended SNA) Activity code IV.	31.0	6.8	26.3	7.9	34.7	0.4	36.8	8.2	10.2	0.9
Care(extended SNA) (code V)	7.3	1.6	4.7	1.9	9.6	0	9.6	2.0	0	0
Community service (leisure)(code VI)	1.2	1.8	1.3	2.0	1.2	0	1.2	2.3	1.7	0
learning time (leisure) (code:VII)	4.9	5.3	1.8	0.6	7.3	35.7	0.1	0.8	22.5	23.8
Socialization (leisure) (codeVIII)	10.0	12.9	8.1	12.8	11.4	13.8	8.4	12.1	14.9	16.3
Personal care (leisure) (code IX.)	33.9	46.5	32.6	45.9	35.8	50.1	31.0	46.6	44.8	46.5

Market work (SNA) (code 1-III)	11.4	25.1	25.2	28.9	0	0	12.9	28.0	5.9	12.5
Total	100	100	100.0	100	100	100	100	100.0	100	100

Source: Primary data cited in Mallika: 2012.

Table: 5

Gender difference in teaching profession

Category	Kerala		India	
	Male	Female	Male	Female
College/university teachers	39.3	60.7	47.9	52.1
Senior secondary and secondary school teaching professionals	43.7	56.3	50.9	49.1
Other teaching professionals	36.8	63.2	50.8	49.2

Source: Calculated from NSSO 66th round unit level data.

Table: 5 shows that in Kerala among University college teaching professionals 60 percent are females and only 39.3 percent are male. In all India it was 52.1 percent and 47.9 percent. In the case of senior secondary and secondary teachers also the same pattern is visible in Kerala, while in India in these professions male dominates.

TIME USE PATTERN OF COLLEGE/ UNIVERSITY TEACHING PROFESSIONALS

Data collected from 30 college teachers located within the ambit of Kozhikode district is used for the analysis. Out of 30 members 15 are male and the rest female.

The time utilization pattern shows that the society is not able to create equal opportunity to female against the discrimination related with the responsibilities as a female.

All the female respondents spend on an average 4 hours per day for purely domestic work while that of male member is only 40 minutes, in which a clear gendered division is visible. Cooking washing and cleaning activities of the houses are performed by the female members while the male members are doing very rarely caring children, ironing and domestic purchases etc. There is not much gender difference is visible in average time used for

sleeping(7 hours) while the time used for personal care(leisure) shows significant gender difference. The average time spend on leisure (except sleep) is 3 hours for female while that of male is 5 hours. In holidays and evenings of working days majority of male members are engaged with socialization outside home, while females are not reported to have time for socialization or community service. Those females have small children (below the age of 5), the time utilized for domestic work is very high. Moreover, they are not spending much time for personal and academic improvement like preparation and reading which is a must for the efficiency in teaching profession.

The above result shows those who could be able to reach in the high ladders of economic life also have to address the gendered role which is deep rooted in the social network.

Time use pattern of senior secondary/secondary teaching professionals

Out of 30 samples consist of 15 male and 15 female, the sleeping time is almost same. It is one hour higher than college teachers. All female teachers reported that they are doing domestic work such as cooking washing cleaning etc., while their male counter part this type of duty has not received much importance. Their major duty is to purchase articles from shops, provide transporting facilities for children and wife to reach school from home and to home from school.

A case study of educated female, struggling with household responsibilities due to non-availability of care substitutes.

A story narrated by a secondary school teacher is relevant in this context. Her school located 30 kilometers away from her residence. Her husband is working in police and they have two kids. Her son is studying in 2nd standard and daughter is in LKG. She was very efficient and energetic. She would like to work efficiently for the school but fails to do due to domestic work burden. She had to take care of her daughter who reaches home at 3 pm. She was unsuccessful in finding a house maid.

In this context it is relevant to have a look at the reasons for doing full time domestic work by females (which is a major reason for lower economic participation of women).

Table:6

Classification of the reasons for full time domestic work within educational categories (Percent)

Level of education	Total

	Absence of other member	Can't afford	Religious reason	Other
All educational category	53.1	11.7	11.6	23.6
Primary below	54.2	10.2	11.9	23.8
Middle school	58.5	9.5	9.9	22.1
Secondary	57.4	7.2	8.5	27
Higher secondary	60.5	12.5	9.7	17.3
Diploma certificate holders	68.9	6.8	8.3	16.1
Graduates	74.7	0	6.1	19.2

Source:NSSO,61st unit level data,2004-05.

Table 6 shows that, 54.9 percent housewives in Kerala reported that they resort to full time domestic work as they do not have other member in the family to share household burden and 10.6 percent were unable to afford any hired help. Both together, 65.5 percent of full time non-economic workers reported that it is because of lack of substitute for non-economic work burden that they are tied up with domestic work

Higher educated groups and less educated groups do not seem to have difference with regards to the reasons for domestication. From table:6, it is clear that those who are having higher educational level suffer due to lack of domestic support. Majority of post graduate non-economic workers reported that they are compelled to do domestic work as there are no other persons to substitute.

From all these evidences, it is seen that though gender difference is low in Kerala, female economic participation is very low. Irrespective of female's economic position, gender division of labour still exists. The human right which is extended by the Convention on the Elimination of All Forms of Discrimination against Women failed to create social

infrastructure which is a must for providing care substitutes by its state parties. Moreover, a state of high female dignity, Kerala shows very high gender division of labour seems to be an interesting issue which should be addressed seriously and collectively.

CONCLUSION

This study highlighted the importance of domestic work responsibility in achieving gender justice. It uses time use survey details along with NSSO details. The study found that those females could reach in the high economic status failed to create an atmosphere suitable for imparting gender justice. This is really relevant in Kerala, a state which shows favorable gender condition shows gender division of labour in household responsibilities needs to be addressed in the light of human right.

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