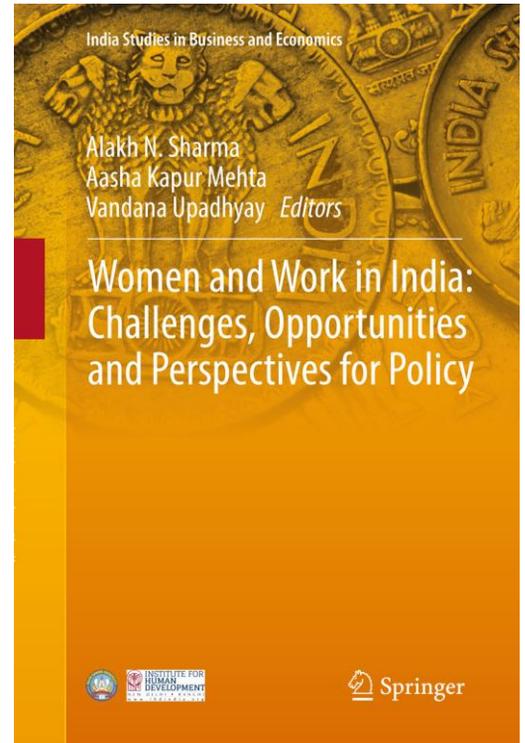


Women and Work in India: Challenges, Opportunities and Perspectives for Policy

Volume Editors

- **Alakh N. Sharma**, Professor & Director, Institute for Human Development (IHD), New Delhi, India
 - **Aasha Kapur Mehta**, Professor & Chairperson, Centre for Gender Studies, Institute for Human Development (IHD), New Delhi, India
 - **Vandana Upadhyay**, Professor, Department of Economics, Rajiv Gandhi University, Itanagar, India
- ✓ **Addresses a broad spectrum of issues concerning women's work, drawing on most recent data and information**
 - ✓ **Provides valuable policies and strategies to enhance job access and work quality, beyond novel analytical perspectives**
 - ✓ **Highlights low female labor force participation rate, invisible work, care, urban and social issues, and digitalization**



Book Information

This book consisting of 24 chapters provides a comprehensive analysis of the complexities of women's work in India. Drawing on a wide range of primary and secondary data sources it offers fresh perspectives on long-term patterns and emerging trends. It sheds light on trends in gender equality in employment, the stubbornly low Female Labour Force Participation Rate (FLFPR), the continued invisibility of women's work, and the shortcomings of official labour force surveys in capturing women's economic contributions. It also explores gendered labour market barriers linked to caregiving responsibilities, social group identities, and the high unemployment rates among educated women. Several chapters address persistent issues of discrimination and inequality, including how rising educational attainment among women has shaped labour market outcomes.

It critically assesses the growing sectors of childcare and gig work, often viewed as potential pathways to better-paid employment for women, highlighting both their opportunities and limitations. Further, the book provides the policy measures required to enhance women's labour participation; challenges specific to urban contexts and key policies related to public employment and social protection for women.

This volume is a valuable resource for researchers, civil society organisations, development practitioners, and policymakers working on women's employment. It is equally relevant for educators and students in gender studies, labour economics, employment research, and development studies.

Details on book's SpringerLink homepage: [click here](#)

Table of Content

- **Part I Introduction** ▪ 1. Understanding Women's Work in India: Introduction to the Volume. Alakh N. Sharma, Vandana Upadhyay, and Aasha Kapur Mehta
- **Part II Measuring Women's Work** ▪ 2. Measurement Issues in Estimating Female WPR and in Valuing Their Unpaid Domestic and Caregiving Services. G. C. Manna ▪ 3. Rectifying the Invisibility of Women's Work: Evidence from a Few Villages and Slums. Aasha Kapur Mehta & Sanjay Pratap ▪ 4. Enhancing Work Participation for Women in Urban India: Insights from a Public Perception Survey. Balwant Singh Mehta
- **Part III Time Use Studies and Special Geographies** ▪ 5. Exploring Women's Work in Haryana: Conceptual and Methodological Learnings. N. Neetha & Indrani Mazumdar ▪ 6. Gender and Work in Mountain Economies: Results from a Time Use Survey from Across Twelve Himalayan States. Vandana Upadhyay & Kanchan Devi ▪ 7. Capitalist Transition and Gendered Labour: Insights from Hill Economies of Northeast India. Deepak K. Mishra & Sweta Tripathy ▪ 8. Time Use Surveys and Women's Work: How Successful Indian TUSs are in Measuring Women's Work. Indira Hirway
- **Part IV Trends and Patterns in Employment and Work** ▪ 9. Trend and Pattern of Women's Work in India, 1983–2024. Alakh N. Sharma & Balwant Singh Mehta ▪ 10. Women's Self-Employment in India: Exploring the Significance of Demand-Side Opportunities. Bidisha Mondal, Sona Mitra, Prakriti Sharma & Aneek Chowdhury ▪ 11. Female Workforce Participation in India: How to Step it up and Increase Their Employment in Non-Agricultural Activities. Bishwanath Goldar & Suresh Chand Aggarwal
- **Part V Discrimination and Inequality** ▪ 12. Gender Discrimination in Employment in Indian Labour Market: Decomposition by Castes and Religion. Panchanan Das ▪ 13. Caste-Based Differences in Women's Employment: Continuity and Change. Nisha Srivastava & Rahul Ranjan
- **Part VI Motherhood, Care Penalties and Gender Responsive Care** ▪ 14. Gender Discrimination in Wages and Employment in India: The Care Penalty. Anupama Uppal & Amandeep Kaur ▪ 15. Balancing Universal and Contextual Childcare Needs: Envisioning Gender Responsive Models Beyond "One-Size Fits All". Sreerupa, Jahnavi Andharia & Tanisha Dasgupta
- **Part VII Women Workers in the Platform Economy and Global Value Chains** ▪ 16. Bridging the Gap: Policy Strategies and Interventions for Women Platform Workers in India. Anweshaa Ghosh ▪ 17. Rethinking the Gender Gap: Gender Inequality and Monopsony Capitalism. Dev Nathan, S. Rahul, Shikha Silliman Bhattacharjee & Govind Kelkar
- **Part VIII Education and Employment** ▪ 18. Gender Differences in Returns to Education Mismatch: Evidence from Urban Labour Market in India. Jeemol Unni & Ravikiran Naik ▪ 19. NEET and the Gendered Labour Market Exclusion of Youth. Ravi Srivastava ▪ 20. Low Female Work Participation and Economic Growth Penalty in India. Jajati Keshari Parida & Akankshya Satapathy
- **Part IX Policy Perspectives** ▪ 21. Women's Work and Public Employment in India. Dipa Sinha ▪ 22. Ensuring Social Protection for Women Workers in India: Policy Perspective and Way Forward. Ellina Samantroy ▪ 23. Poverty, Women and Capability: A Study of the Impact of Kerala's Kudumbashree System. K. P. Kannan & G. Raveendran ▪ 24. Towards a Policy Agenda for Recognising and Enhancing Women's Contribution to Work in India. Aasha Kapur Mehta, Alakh N. Sharma & Vandana Upadhyay