

Introduction

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Human beings have to perform various activities for survival, such as farming, rearing animals, collecting forest products, processing raw materials for making the products ready for consumption and use, constructing roads and other means of transportation for mobility, teaching, delivering health, childcare and domestic services in the market as paid work. Such activities get accounted as productive in the international system of national accounts.

However, for continuous regeneration of human society, and for a successful life, unpaid care and domestic services also play a vital role. Such activities constitute primary foundations of human existence. Domestic work include all activities performed within the household for its members ,like fetching water, cooking and serving food, cleaning the dishes, washing clothes, taking care of the children, elderly and sick members. For women it also includes begetting babies, breast feeding and nurturing them. These activities are very important for the progress of human society and the state. They play crucial role in the overall development and growth of the family, society and a state at large. However, the gendered division of labor submits almost all such activities to be performed by women alone. But such activities are not taken into account by the national and international income accounting systems. Therefore, they remain invisible leading to the invisibility of women's contributions to the economy, the society and the state.

Nepalese society like any other countries, division of work between men and women is gendered which is discriminatory and puts unequal work burden on men and women. All over the world conceptually and

traditionally, responsibilities of managing a household are assigned to women while affairs related to the public sphere such participation in state formation and politics, social interaction and economic production are given to men. Various research, studies and experiences have proved that women and girl children are forced to spend most of their time in invisible domestic activities that economics does not recognize and statistics does not show. Women and girls contribute 75% of total unpaid care work out of direct work that are not paid in the world.¹

The national census of 2011 illustrated that out of total population involved in domestic works, 95% were women and girls. It further demonstrated that this indicator had declined only by 10 percentage in the last 10 years. Time devoted to regular market activities is also increasing, and women's work load is increasing alarmingly. With the increase in women's market activities, involvement of men in the care work should also have been increased, but surprisingly it has not. A comparative study of the information provided by the study, *Nepali Mahilako Maryadastar*, carried out by Dr. Meera Aharya and her team from 1975-1980 with other later studies also lead to similar conclusions.

The fact that women needs to devote maximum amount of her time to unpaid care work, majority of women all around the world are deprived of education, health care, and property ownership which leads to their weaker access to direct income earning opportunities. This leads to women falling prey to extreme poverty. It is an undeniable that the situation of Nepali women is no better.

While limited gains have been made from the development programs generally and women's participation, empowerment, education, and health access in particular; it is ignored when it comes to women's involvement in domestic work, taking care of children and elderly

¹Unpaid care work 2016

(Acharya 2014). State has failed to end gender inequality in the field of education and has also failed to gain maximum benefit out of investment made in various sectors. One of the major causes of this failure is lack of recognition of productive role of women and their time use pattern, and non-recognition of the first claim of the domestic and care responsibilities in programming. Due to the load of unpaid care work women have failed to take advantage of even those opportunities which are available.

Members of a family will not be able to avail of the various opportunities in the market, such as engaging invisible work in the market, improving their academic skills, getting involved in political and economic activities etc, if women and girls did not devote full time to the domestic work. The domestic and care activities performed by women do not only save expenses for the family, they also generate additional income. Unfortunately, these important economic contributions of women are not only neglected, but they are invisible. Women are not able to find time for themselves for their own development and empowerment as the workload they carry is immense. Due to such immense work load and limited time for themselves, they cannot complete their education, realize their rights of participation, avail of the opportunities to preserve and protect their own health, thus they are deprived of opportunities for all-round development. Similarly, they cannot find time to attend and participate in various trainings and capacity building programs that are organized and conducted by the state and other organizations. Women are deprived of better opportunities for income generation and also lag behind in politics.

Not only this, labor of women is devaluated in the market simply because the most important work that they do is considered as unproductive economically. Since women cannot engage in paid work,

she is always considered economically dependent on men in the society, despite doing invaluable able work for her family and society. As a result of which they go through various kinds of physical violence and mental agony and they are forced to consider themselves as a weak and helpless. Moreover, when we talk about women from rural parts not touched by modern transportation facilities and where discrimination and caste system still prevails, poor women are forced into a situation of destitution because they lack time for better income earning activities due to their domestic responsibilities.

All the evidences directs feminist to a conclusion that the imposed patriarchal norms of labor division is the biggest obstacle in empowering women all over the world. A review report of FEDO (2015) ² of the year 1995-2015 with the support of UN women concludes that work load of domestic and unpaid care activities is the biggest obstacle in women's progress in all sectors. The report has also suggested that state needs to evaluate, minimize and formulate programs and policies for its redistribution.

The global change in the trend of work has made women leave their private sphere and participate in the formal work; henceforth proving their worth and capability. Women's liabilities towards society and state are also changing with time. Similarly, some women have started to get a feel of economic and social independence. State and various organizations in different times have made an attempt to empower women. We are raising our voice strongly for the equal share of women and their meaningful participation in all developmental agendas. Thus the entire world communities seek for a solution and restrained "Transform the World" to ensure women's role and participation to achieve sustainable development. Various countries have started

² Sahabhazi, et.al, 1995-2015

formulating and implementing programs with the goals and objectives of gender equality and empowerment of women and children.

But various studies and research have shown that in domestic works; the contribution of men, community and society has not increased in the same proportion, this has resulted in excessive work load for women within the household and outside. It replicates that everyone are assuming that the work length of women has no boundaries in particular. This creates a negative impact on women and further on the entire developmental process.

On one hand, issue of unpaid care work is looked upon as an issue of women only and other the feminist movement has failed to take up this issue strongly. This important issue is being overshadowed from the spheres of discussion. Therefore, it is the responsibility of all of us, right activists, planners, policy makers and stake holders as to how can this issue be taken up as a national issue and how to identify this issue as a political subject. We need to develop one common view point on this issue. We can see that a country that is able to formulate family-friendly rules and regulations will have gender equality and women in such countries are able to participate in economic activities.

Though unpaid care work has an important role to play in overall development of women, campaigners of women development and various studies on feminism started pointing out this issue since the early 70s and especially this issue was pointed out in Nairobi Women Conference of United Nations held in 1985 but was never prioritized until Beijing conference held in 1995.

There were some positive changes in definitive methods while conducting national census and data that were based on gender in the 80s and 90s (Acharya 2014) but economists failed to give proper

attention to issues and responsibilities of single women that has to take care of domestic household works.

The 1995 Beijing Declaration identified unpaid care work as the main reason for gender inequality. But even after twenty years of Beijing Declaration, identification and contribution of work done by women is still devaluated. Various studies and research carried out even today shows that responsibilities of carrying out domestic work by women are the main hindrance that stops women's progress in economics and politics. Therefore the major issue of feminist movement today is how to identify unpaid care work, its minimization and its redistribution. They must also work on how to involve men, community and society in household domestic work. Even in international level, in order to achieve sustainable development goal and its objectives there are clear suggestions that unpaid care work has to be evaluated, it has to be given social identification statistically and effective policies must be implemented to minimize and redistribute the works in order to lessen the work load. 3 Government of Nepal too has supported this conclusion and has made plans for sustainable development goal for the country (National Planning Commission 2017).

Attempts made to raise this issue in Nepal and today's necessity

As mentioned above, this issue was raised in Nepal by Acharya, Benett and Team from 1977-1980 through a study report "*Nepalma Mahilako Maryadastar*" (Acharya and Benett 1981). The study report said that all works done by human for redistribution of his family, community and society has to be divided in three groups and those works must be measured and evaluated. The division of works was as per following

1. Works that are measured as economic internationally and in Nepal too works incorporated by National Accounting System accordingly.
2. Works that needs to be incorporated in the national accounting system as per definition but works that are not incorporated in the national income measurement methodology of Nepal.
3. Works that are not incorporated as per international definition, unpaid care works that are unidentified but play an important contribution in livelihood of a family.

This study presented examples along with statistics saying that what will be the market price of service rendered by work done by each group and the contribution of time devoted by women and children to accomplish the work that has to be calculated and contribution of women and children in direct and indirect income has to be evaluated.

Similarly, this issue was also raised by Dr. Meena Acharya through her working paper which was published for UN interest in Beijing under Sarwagin Adhayaan Kendra. This study presented the National family budget survey carried out by Nepal Rashtra Bank in 1984-85 according to which time spent in household works by all members of the family and the final product and service has to be measured and evaluated in local market and data should be taken out accordingly (Acharya, 1996). These studies were on academic level and on the basis of these studies National Planning Commission, Central Bureau of Statistics and Human Index Report focused on changing the definition of work. As a result, there has been a lot of improvement in the definition and measurement of work force that are actively involved in economic activities. But there has not been notable change in the definition of domestic works such as cooking food, washing dishes, cleaning and looking after and attending children and elderly people.

With ample effort and continuous thrust by Dr. Acharya, the issue has become a competitive field of discussion for gender studies students and other academicians. Nevertheless, no attempts were made to raise public awareness on this issue and the studies carried out so far did not focus on unpaid care work. The attempts and efforts of these studies stressed unpaid care work to be categorized under the definition of economic activities but in Nepal's context, it has remained as unrecognized economic activities.

Unpaid care work has failed to come up as an important issue or a mainstream issue for state and political parties. Other issues as gender violence, equal rights on property, citizenship on the basis of mother's name, equal opportunity in politics, equal access in education and health are some of the issues that are discussed and talked about extensively but issue of unpaid care work is not discussed openly or publicly as a result women's important economic contribution is overshadowed and invisible. Henceforth, women are deprived of showcasing their personal capabilities and are deprived of personal development.

In 1995 Action Aid International organized a workshop in Nairobi under the theme of the workshop was "unpaid care work". The main objective of the workshop was how to identify and recognize works done by women and how those works could be measured, evaluated and redistributed. Later, Action Aid started programs in four countries including Nepal with objective to let people know about this issue in local level.

Action Aid started a program in two districts Terathum and Sarlahi where 200 women participated. The participants were asked to use time diary which recorded the time they spend in domestic works. Women after recording their time in the diary came to know that they devote lot of time in domestic work, they sleep less than men and they also spend

their time in agriculture farming helping the male members of the family. They said that they too share a feeling of economic independence if working in paid works. Similarly, another international organization Helvetas Swiss International Cooperation also included unpaid care work in its work area and came out with a publication which has come up with various ideas to address unpaid care work in developmental programs. (Helvetas 2017)

Asmita Women's Publishing House, Media & Resource Organization (ASMITA) sensitizing the importance of the issue, started the discussions on economic empowerment of women. A nation cannot attain sustainable development without empowering women and ensure the freedom to use their right. ASMITA on December, 2012 organized a workshop in Dhulikhel where experts and rights activists discussed extensively on unpaid care work and other issues. On 1-2 October, 2013 “*Shakti, Rupantaranra Pahichankalagi Mahila Sammelan*” was organized where Dr. Meena Acharya presented her working paper on “unpaid care work and women” which was discussed extensively by the participants. A new book “Rupantaran ma Mahila” was published on the basis of the working paper presented by Dr. Acharya. This book has been included in the curriculum of Masters Degree of Gender Studies in Tribhuvan University. In order to continuously raise this issue and uplift it to the level of policy makers ASMITA organized National Women Conference on “*Unpaid care work of women; recognition, reduction and redistribution and ensuring economic empowerment of women*” in Kathmandu in December 2017. The conference was able to ensure and direct us as to what should be our main demand to address this issue. The book has been published on the same. Various studies and research have been undertaken on this issue lately and various articles have been published but this is the first time that various aspects and dimensions of this issue has been kept and incorporated in one single book.

The Book

There are eight chapters in the book including this introductory chapter. The article compiled in the book dwells on detail of the various sectors of the unpaid care work and promotes female empowerment and gender equality. It further instigates effective programs and policies to be introduced on family, community and state level and eliminate the discriminatory beliefs on unpaid care work of women.

In conclusion, the writers have argued that women are involved in unpaid care work at large; hence it must be identified and analyzed effectively and include it in national Gross Domestic Product (GDP) to identify the contribution of women. The learned writers have opined that to ensure active participation of women in making a New Nepal, state must introduce specific policy to address the issue and have stressed on the importance of effective implementation of the policies.

All the articles have shed light on division of work being the main reason for gender inequality resulting in unequal division of force between men and women as a result it has its effect on women empowerment, personal development of women and ultimately on overall development process on different sectors. Women are not able to utilize their own right properly. In this situation, a combined effort from an individual, family, society, private organizations, civil society and state is necessary to bring a change. If not more, various organizations can create public awareness by distributing time diary, carrying out rapid care assessment, conducting focus group discussion, interviews and through other means in the community they are involved.

Various international organizations like Action Aid International, Helvetas Swiss Inter Cooperation, OXFAM, ISST, Institute of Development Studies, UNDP and National Statistics Department have

been playing an important role to raise and address this issue and we believe that these organizations will give continuity to their effort.

Bearing the importance of this issue, Constitution of Nepal in 2070 BS (2013AD) and 2072 (2015AD) has evaluated unpaid care work and has mentioned that unpaid care work must enter in national statistics system to ensure women empowerment and gender equality.

Women movement in Nepal has not been able to raise the issue of unpaid care work strongly. There will be no progress in women's issue until this issue becomes a burning issue in every women movement. Therefore, ASMITA is very active in continuously taking forward this issue. We hope that, this book will help in directing state, province and local levels to formulate policies that are in line with the demands of women movement.

This book articulates about some important issues of unpaid care work in all eight chapters including this introductory chapter. Overall, all articles have given some useful policy level suggestions.

There are two main reasons to publish this book and to highlight this issue in recent programs. First is to have clarity in understanding the definition of unpaid care work and to bring uniformity in understanding among the campaigners. Secondly, to help and assist human rights activists and women rights activists to raise this issue as the main subject in future women movement. All articles in this book have gone to the depth of the issue and subject so as to bring a situation where every woman can use her rights in actual manner. In order to fulfill the second objective we have to take this issue to every ward, village and every family and create public awareness in the family, community, state and in national level and the purpose of this book and our efforts and attempts must be directed towards that direction from now onwards.

Some organizations like Action Aid and Asia Foundation have already begun works to that effect. We have made an attempt to mention about the process undertaken by them and achievements that they have gained.

In **Dr. Meera Mishra's** article-*Women's Unpaid Work and: Challenges to Nepali Women Movement*, she talks about importance of this issue in women empowerment and gender equality in feminist movement, history of this issue being raised, achievements so far and future course of work.

Can the issue of unpaid care work where women devote maximum time be the issue of feminist movement or not? This issue has been presented in a very simple way like- how do feminists understand this issue, why comprehensive discussion on the issue is necessary, how a patriarchal thought defines unpaid care work and why it is necessary for feminists to raise this issue –all these questions have been analyzed in a comprehensive manner.

This book reflects on some feminist campaigners who on the basis of statistics and research say that in order to ensure women empowerment and gender equality and for the successful implementation of developmental policies and programs of the government also, unpaid care work has to be evaluated, measured and calculated but this issue has not yet become an important issue of feminist movement.

According to Mishra, feminist movement has to be a common movement of every woman from village to cities and therefore it is very important as well as challenging at the same time to know how to raise this issue. Due to lack of awareness, society and women themselves feel that unpaid care work is not that important. In recent years, though participation of men in unpaid care has increased a bit, there is a mentality hovering all over that it is the responsibility of women to

accomplish all those tasks that are unpaid and the workload that women carry is higher compared to men. Patriarchal thinking has imposed a nonsense theory saying that men do not know how to do this kind of works. Women have more skills to perform this kind of work because they were forced to participate in this kind of work. No one knows everything by birth. Therefore, feminist movement must intervene against this kind of thinking for women empowerment and gender equality.

Besides extensive discussion on how to address this issue, 10 important suggestions have also been mentioned in this book. Among them, some important suggestions are- feminist movement must start discussion on state policy that are related to women, focusing on this issue, feminist discussion forum must be formed which has to be sustainable and needs to be strengthened, and a change in thinking and culture must be brought by creating policy level structure where participation of men is also ensured. Feminists must also support educational institutes that conduct curriculum on works done by women and its service. Feminist advocacy from now on must focus on ensuring that women of all political parties have firm participation in major posts in state organs, and all those women holding high posts must give proper attention in identifying, redistributing and minimizing unpaid care work while formulating state's policies and programs.

Ms. Puspa Niroula Ghimire in her article *Unpaid Care Work and GDP* talks about unpaid care work and the time spent in this kind of work. She says that failure to measure the time spent by women in actual sense is the reason why state's policies and programs have failed to give desired result in economic empowerment of women. The article speaks about unpaid care work through the lens of economist as well as through feminist point of view. The article also talks about GDP and has

described productive and unproductive works according to redefined accounting system of International Labor Organization and United Nations (1993), Nepal's national census (2001 and 2011) through new regulations (2008), surveys on labor force (1998/99, 2008 and 2014). The article talks about the reasons to calculate and measure unpaid care work and ways to measure it. Furthermore, the writer talks about the effects when unpaid care work is not calculated and problems that come while calculating unpaid care work. Similarly, the writer has written about time and methods to use resources as well as production methods and their advantages.

As this kind of work does not get actual evaluation and identification and is not reflected in the GDP which results in one big chunk of economic activity to get overshadowed which forces women to be dependent all their lives.

Therefore, according to Ghimire, time calculation method that has been used in labor survey must be used in broader ways to calculate time spent by men, women and minorities on unpaid care work and get actual data or statistics. She opines that multi method can also be used to measure and calculate time if necessary. The writer has suggested that National Statistics Department to take an initiative and coordinate with other stakeholders. Similarly, she has also talked about public awareness program to address the issue of unpaid care work.

The main objective of **Ms. Mona Sherpa's** article *Women's rights and importance of unpaid care work for women empowerment* is to establish a thought that women's participation in unpaid care work is immense and has its effect on a life of women, broader society and economy. The traditional concept of gender division based on land and labor is the main reason and effect of unequal relationship between men and women which creates hindrance in the development in women

empowerment and prevents women from using her rights. Therefore, a family, society, community and state all need to make a combined change to understand this issue.

The article reflects current status and condition of unpaid care work in Nepal and has presented main ideologies and experiences of women. The article has three main parts which has been described as per the following

1. How unpaid care work done by women has affected the norms and values of a family, community, labor market, state and developmental organizations
2. How the continuous work load of unpaid care work has obstructed her from getting opportunities to sustain her life
3. How women is prevented from exercising her basic Human Rights

The article picks up the issue of quantity of women participation in unpaid care work and raises some basic questions like who is the actual bread winner and who serves women when it is women who are serving the whole family, society and the state.

The article has identified necessity of serious and broader studies in this issue in Nepal which can address the practical difficulties faced by women and also to bring about a practical regulation that can assist in formulating necessary policies by the state. In conclusion, the writer has appealed for collective effort to ensure and ascertain women's Human Rights and equality.

In another chapter titled *Unpaid Care Work and Sustainable Development Goal*, Ms. Shanta Laxmi Shrestha writes that there is discrimination and women's Human Rights are violated simply because works are distributed on the basis of gender. She writes that women

work three times more than men in unpaid care work in average in the world. She has presented some statistics which show that in Nepal too women are involved in unpaid care work in large numbers.

Due to heavy work load of unpaid care work, women are not able to develop their other capabilities, and they are not able to participate in political, social and economic works as a result it has its effect on sustainable development goal. It is only the reason that this issue has been raised very strongly in sustainable development goal. The writer talks about the fifth objective of sustainable development agenda “*gender equality, empowerment of women and children by 2030*” and fourth objective “*unpaid care work and domestic works would be identified and honored*” and the writer further says that national and international indicators have been determined to achieve the goals.

The article mentions that unpaid care work and women empowerment has close relationship. The writer has talked in length about the ideas thrown by sustainable development goal to address this issue, sustainable development goal; analysis of progress made in the process of localization till 2017, and further says that this issue has to be immediately addressed in right manner for women’s economic, social and political empowerment.

The article talks about three “**R**” to attain the objective of total empowerment. Identification, Minimization and Redistribution-the chapter describes about what, why and how it is to be done. The writer opines that only three R is not sufficient and therefore two more R – Redefine and Reeducate must be added and in order to adapt these directions, the writer has presented five point suggestions.

The writer suggests that unpaid care work in the context of Nepal an extensive discussion should be held among women and a strategic plan

must be developed to address this issue in all level and sectors, women should not be overloaded with works in the name of financial gains, and proper attention must be given for minimization and redistribution of unpaid care work which otherwise is thought to be the work of women only.

In conclusion, the writer says that according to sustainable development goal “Formation of a transformed world” everyone must participate in transformed work division and has appealed all to come forward in a process to attaining gender equality by 2030.

In **Ms. Lily Thapa’s *Unpaid care work and single women***, the writer has tried to open up the fact about single women who due to caste system, social, economic, cultural and religious extremities are subjected to oppression in the society and such single women due to unpaid care work are affected more and they have to work more than other women. A single woman has to bear the responsibilities of a family without the support of a male member and their conditions are very weak and they are also victims of poverty. Even at the end of 21st century, single woman is mistreated as the society is guided by ill –customs and traditional cultural beliefs like in 19th century.

The writer has presented examples to show that all unpaid care work in a family is done by single woman. Due to lack of access to judiciary, even if they raise their voice against atrocity they are subjected to be boycotted in the society or they fall prey to violence.

The National Census carried out in 2011 showed that 6% of Nepali women were single and among them 82% were illiterate. This cluster of illiterate women are forced to work in informal sectors and unpaid care work as a result it has its negative effect in future on not only the single women but their children also.

Woman that has lost her husband in conflict or during natural disaster and is forced to live as a single woman faces discrimination from her home as well as socially, politically, economically and culturally. They have responsibility towards their family at one hand and at the other hand they also have social and economic responsibility. In these circumstances, they cannot take care of themselves; as a result they have bad health. Some women being unable to cope up with the circumstances that they are in sometimes turn mentally retarded. The writer says that since its effect is linked with total economic development of the country, it is very necessary to hold extensive discussion with women on unpaid care work.

The article says that state must be sensitive towards this issue and formulate special policies and programs to address this issue. The article has stressed on bringing programs that can ensure safe living place, educational opportunities and opportunity for income generation for those women who are poor and cannot have educational opportunities. Similarly, programs must be conducted so that single woman can develop their skills and get proper education so that they can be dependent and stand on their own feet.

In order to make works done by single woman easy and working environment more comfortable, the article stresses on providing clean drinking water, fuel in cheaper rate, easy access to fuel and electricity so that they can save time, establishment of child care centers, maternity leave, security and honor in working place, social security and health insurance changing the pattern of women working in informal sector to a formal one are some of the policies that state needs to formulate.

The article “Increasing male migration and female unpaid care work” pen down by **Ms. Sarita Shrestha** and **Ms. Shanta Bhandari** has mentioned both the positive as well as negative impact of male migration on women. The labor migrant is increasing; however the number of male labor migrant worker is more compared to that of female labor migrant workers. Remittance has brought few positive changes in the life of women with their participation in public sphere on rise; this has widened the opportunities to women. Nevertheless, women are also entangled with more responsibilities towards the family and society on absence of male figure. They are burdened with the responsibilities of that of men who have now migrated as well maintaining the social responsibilities. They are also prone to violence. They are in particular suffering from sexual diseases infected from the male migrant workers. Thus, the article emphasizes that the state and related stakeholders must be held responsible to decrease the negative impact and promote the positive impacts such as to empower the women and bring them in the forefront of policy and programs.

The article further discusses on the unpaid care work of women with increase in male migration and suggests policies and effective measures to promote the programs on the benefit of women. It points the need to utilize the time and record and collection of the activities, introduce programs relative to their economic, mental and social aspects, establishment of child care centers and elderly home care. The article majorly recommends the need of more intensive and detailed studies to combat violence against women and introduce effectual policies to advocate the issue in more effective manner.

Lastly, **Ms. Nira Shrestha** and **Dr. Bindu Pokhrel** has jointly written the chapter *Unpaid care work and issues of socio-economic security*.

This chapter also speaks about unpaid care work, and obstructions created by workload on women. The writer duos have tried to show that family, market civil society and above all state has the most important responsibility to manage unpaid care work. Both writers say that roles of these organizations may differ as per country and society and therefore in Nepal's context what are the responsibilities of a state and what are the effects of taxes and policies imposed on unpaid care work must be analyzed. They further say that issues like what are the effects of unpaid care work in a family, community and a state and what policies should state formulate to lessen the burden of unpaid care work must be studied seriously and discussed extensively.

Writer duos have said that this issue must be raised as a national and political subject, and it is the responsibility of all including academicians, rights activists, planners, government representatives and stakeholders to take up this issue in a strong manner. Some examples have also been presented in the chapter on policy-evaluation and measurement as well as identification of unpaid care work, minimization and redistribution must be adopted as a main policy of developmental agenda, special attention must be given to policies related to unpaid care work in gender mainstreaming programs, select, invent and use of appropriate technology to save time, provide paternity leave and provide training to would be fathers and to those who have just become fathers, provide information and pictures about domestic works giving proper descriptions, pictures should show a mother cooking while the father is washing dishes, provide equal opportunity for both boys and girls to study subjects like Home Science and Nursing which otherwise is considered only for girls, no works should be separated by saying this is for men and this is for women and unpaid care work must be raised as a political issue and broader discussion should be held.

Besides these, writer duos express their opinion that state must provide social security for those involved in unpaid care work. This kind of arrangement can be started from family itself- women involved in unpaid care work in a family must get a certain percentage of earning from people that work outside and state can provide additional amount on this earning(like provident fund for civil servants).

Resources

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