

Employment Status, Time Use Patterns, and Well-being: A Disaggregated Analysis

Dr. P. Shanmugam^{*}, Junaid Yasin Shah^{**}

^{*}(Associate Professor, Department of Economics, Bharathiar University- 641046.

Contact: 9442080966, Email: bushanmugam@gmail.com)

^{**}(Ph.D. Research Scholar, Department of Economics, Bharathiar University- 641046.

Contact: 9622745450, Email: junaidyasinshah230@gmail.com)

Abstract

This study examines the relationship between employment status, time allocation, and the well-being of women in rural Anantnag, Kashmir. By analyzing how employed and unemployed women distribute their time. The research highlights the dual burden faced by employed women, who balance work and household responsibilities, and the increased time spent on household duties by unemployed women. Additionally, the study explores the psychological and physical well-being of women, finding higher levels of stress and exhaustion among employed women and increased anxiety among the unemployed. Using statistical methods such as ANOVA, Kruskal-Wallis tests, and regression analysis, the study identifies key factors that influence time allocation. The study calls for comprehensive policy interventions that address structural barriers and improve the economic and social mobility of women in rural Kashmir.

Key Words - *Employment, Wellbeing, Disaggregated analysis, Time patterns, Anantnag, mobility, burden.*

I. Introduction

Rural women around the world, including those in Jammu and Kashmir, are disproportionately responsible for unpaid care and household duties, which restricts their access to economic opportunities, education, and general well-being. This problem in Kashmir is made exacerbated by sociocultural norms, a lack of infrastructure, and political instability. Women spend significantly more time than men on household chores such as cooking, cleaning, and childcare, restricting their access to paid employment (UN Women), requires improving infrastructure, including water and sanitation services (Georgieva, K. & et.al, 2019). Even educated women in India remain heavily engaged in unpaid domestic labor, with over half of

rural women with higher education still not participating in the formal workforce (Singh, P., & Pattanaik, F., 2020). In Jammu and Kashmir, prolonged conflict and militarization have heightened vulnerabilities, affecting mobility, safety, and access to essential services (Zeeshan, S. & Aliefendioğlu, H., 2024). With 72.62% of the region's population living in rural areas, women face additional challenges due to low literacy rates (63.18%) (Census, 2011). Educational and economic empowerment, through vocational training and job opportunities, can enhance financial independence and decision-making power (Singh & F., 2020), paternity leave and childcare services can lead to a fairer division of labor (Gimenez-Nadal & Alberto, J., 2022). Women

engage in both informal labor and full-time domestic work, creating a dual burden (Kabeer, 2016), increasing mental health risks, especially for lower-income women, whose stress and physical strain are often overlooked in economic models. (Seedat, S., & Rondon, M., 2021). Studies indicate that rural women work longer hours than men when unpaid labor is accounted for (Charmes, 2019). Rural economies are transitioning with improved technology and market access, but face challenges like landlessness, out-migration, and low-skilled jobs, often affecting women. (Koolwal, G. B., 2019). Climate and non-climatic shocks increase the burden on women, while business ownership reduces their time spent on household tasks, (Islam, F. B., & Sharma, M., 2021), emphasizing the need for policies that reduce the unpaid work burden and promote equitable time distribution (Antonopoulos, 2009; Ghosh & Ghosh, 2014). Despite these issues, limited empirical research exists on how

employment status influences women’s time-use patterns in conflict-prone regions like Kashmir.

II. Research Methodology

This study investigates the relationship between employment status and time allocation among women in rural Anantnag, Kashmir. It examines daily activities—paid work, household chores, childcare, and leisure—while also analyzing their psychological and physical well-being. A sample of 159 respondents has been collected by simple random sampling, in proportion of the population of women in the study area. Using statistical methods such as ANOVA, Kruskal-Wallis tests, and regression analysis, the research aims to provide an empirical understanding of the factors shaping rural women's time-use. The study is of primarily in nature.

III. Time allocation among Women by Employment Status

Table:1. Employment Status*Time Allocation Pattern

Activity	Status	Time Allocation Pattern (In hours)					Total
		0	1 - 3	4 - 6	7 - 9	10 - 12	
Paid Employment	Employed	7 (4.40)	9 (5.66)	31 (19.50)	4 (2.52)	0 (0.00)	159 (100.00)
	Unemployed	107 (67.30)	0 (0.00)	0 (0.00)	1 (0.63)	0 (0.00)	
Domestic Chores	Employed	0 (0.00)	0 (0.00)	10 (6.29)	29 (18.24)	12 (7.55)	159 (100.00)
	Unemployed	0 (0.00)	0 (0.00)	30 (18.87)	44 (27.67)	34 (21.38)	
Sleeping	Employed	0 (0.00)	0 (0.00)	14 (8.81)	37 (23.27)	0 (0.00)	159 (100.00)
	Unemployed	1 (0.63)	0 (0.00)	6 (3.77)	78 (49.06)	23 (14.47)	
Leisure Activities	Employed	0 (0.00)	7 (4.40)	33 (20.75)	7 (4.40)	3 (1.89)	159 (100.00)
	Unemployed	0 (0.00)	1 (0.63)	52 (32.70)	50 (31.45)	5 (3.14)	

Source: Field Survey, 2025

The data from table:1., reveals significant differences in time allocation between employed and unemployed women, particularly in paid employment, domestic chores, sleep, and leisure activities. Among employed women, 19.50% work 4-6 hours, while only 2.52% work 7-9 hours, with none exceeding 9 hours. Unemployed women have minimal participation in paid work, highlighting barriers such as socio-cultural restrictions, job scarcity, and household responsibilities. Domestic chores consume substantial time for both groups, but unemployed women bear a heavier burden. 27.67% of unemployed women spend 7-9 hours on household tasks, and 21.38% exceed 10 hours, compared to 18.24% of employed women spending 7-9 hours. This suggests that domestic responsibilities limit unemployed women's ability to engage in economic activities, reinforcing

traditional gender roles. Sleep patterns also vary. Among employed women, 23.27% sleep for 7-9 hours, while 8.81% sleep for only 4-6 hours. In contrast, 49.06% of unemployed women sleep 7-9 hours, with 14.47% exceeding 10 hours, indicating a less rigid schedule for unemployed women compared to their employed counterparts. Leisure activities further differentiate these groups. While 20.75% of employed women engage in leisure for 4-6 hours, only 1.89% exceed 10 hours. Conversely, 32.70% of unemployed women spend 4-6 hours on leisure, and 31.45% spend 7-9 hours, suggesting that unemployed women have more leisure time but still balance domestic duties. These disparities reflect the intersection of employment, domestic work, and gendered time allocation in rural Anantnag.

Table:2. Employment Status: Meant Time Spending and ANOVA

Employment Status		Mean Time Spending			
		Paid Employment	Domestic Chores	Sleeping	Leisure Activities
Employed	Mean	1.63	3.04	2.73	2.12
	N	51	51	51	50
	Std. Deviation	.824	.662	.451	.718
Unemployed	Mean	.03	3.04	3.13	2.55
	N	108	108	108	108
	Std. Deviation	.289	.772	.582	.602
Total	Mean	.54	3.04	3.00	2.41
	N	159	159	159	158
	Std. Deviation	.912	.737	.574	.669
ANOVA- F		324.883*	0	19.168*	15.128*

Source: Computed

In Table:2. The mean time allocation analysis provides deeper insights into the differences between employed and unemployed women. Employed women spend a significantly higher average time on paid employment (1.63 hours) compared to unemployed women (0.03 hours). The ANOVA result ($F = 324.883, p < 0.05$) confirms a statistically significant difference. In contrast, both

employed and unemployed women spend nearly the same amount of time on domestic chores, with a mean of 3.04 hours, and no significant difference observed. Regarding sleep patterns, unemployed women tend to sleep more (3.13 mean hours) than employed women (2.73 mean hours). The ANOVA result ($F = 19.168, p < 0.05$) indicates a statistically significant difference. Similarly, in leisure

activities, unemployed women allocate more time (2.55 mean hours) compared to employed women (2.12 mean hours). The ANOVA result ($F = 15.128$, $p < 0.05$) suggests a significant difference in leisure time based on employment status.

IV. Disaggregated analysis of Time Spending in Domestic Chores and Care work

Table:3. Disaggregated analysis; Employment Status: Meant Time Spending and ANOVA

S. No	Activity	Status	Mean	N	Std. Deviation	F	Sig.
1	Care of Children	Employed	2.43	51	1.591	4.985	.027
		Unemployed	3.12	108	1.913		
		Total	2.90	159	1.839		
2	Care of Elders	Employed	1.06	51	.732	.050	.823
		Unemployed	1.08	108	.598		
		Total	1.08	159	.642		
3	Cooking Food	Employed	2.57	51	.755	3.612	.059
		Unemployed	2.83	108	.848		
		Total	2.75	159	.827		
4	Fetching water	Employed	.53	51	.504	6.547	.011
		Unemployed	.73	108	.445		
		Total	.67	159	.473		
5	Fetching Fuel	Employed	.10	51	.300	11.977	.001
		Unemployed	.36	108	.502		
		Total	.28	159	.463		
6	Sweeping/ Vacuuming	Employed	1.18	51	.434	.019	.889
		Unemployed	1.16	108	.929		
		Total	1.16	159	.802		
7	Washing Clothes	Employed	1.61	51	.434	.395	.531
		Unemployed	1.54	108	.662		
		Total	1.56	159	.662		
8	Rearing animal	Employed	.51	51	.946	4.661	.032
		Unemployed	.94	108	1.281		
		Total	.81	159	1.199		
9	Kitchen gardening	Employed	1.51	51	.674	.285	.594
		Unemployed	1.44	108	.740		
		Total	1.47	159	.718		

Source: Computed

From Table:3., A more detailed analysis of specific household and caregiving activities reveals further disparities between employed and unemployed women. Unemployed women spend more time on childcare, with a mean of 3.12 hours, compared to employed women, who spend 2.43 hours. The ANOVA result ($F = 4.985, p = 0.027$) shows a statistically significant difference. However, there is no significant difference in the time spent on elder care, with employed women spending a mean of 1.06 hours and unemployed women spending 1.08 hours. The ANOVA result ($F = 0.050, p = 0.823$) confirms this lack of significant difference. Unemployed women also spend slightly more time on cooking (2.83 mean hours) compared to employed women (2.57 mean hours), though the difference is not statistically significant ($F = 3.612, p = 0.059$). In contrast, unemployed women dedicate more time to cleaning activities, with a mean of 0.73 hours, compared to employed women, who spend 0.53 hours. This difference is statistically significant ($F = 6.547, p = 0.011$). A significant difference is also observed in time spent

on other household tasks, with unemployed women spending more time (0.36 mean hours) than employed women (0.10 mean hours). The ANOVA result ($F = 11.977, p = 0.001$) confirms this difference. No significant difference is found between employed and unemployed women regarding time spent on sweeping/vacuuming, with employed women spending 1.18 mean hours and unemployed women spending 1.16 mean hours. Similarly, time spent washing clothes does not vary significantly between employed women (1.61 mean hours) and unemployed women (1.54 mean hours). Regarding animal care, unemployed women spend significantly more time (0.94 mean hours) than employed women (0.51 mean hours), with the ANOVA result ($F = 4.661, p = 0.032$) confirming this difference. Finally, time spent on kitchen gardening is similar for both groups, with employed women spending a mean of 1.51 hours and unemployed women spending 1.44 hours, showing no significant difference.

V. Psychological and Physical Factors Affecting Wellbeing

Table:4. Ranking of the Psychological and Physical Factors Affecting Wellbeing

Factor	Mean Rank				Chi-Square	Sig.
	Employed N=51		Un-Employed N=108			
Stress and Anxiety	73.97	III	82.85	VI	1.401	.237
Exhaustion	80.36	II	79.83	VII	.006	.940
Sleep Troubles	68.18	VIII	85.58	I	5.307	.021
Frequent Sickness	70.78	VI	84.35	III	3.271	.070
Reduced Leisure Time	70.70	VII	84.39	II	3.389	.066
Loss of Motivation and Self-Respect	80.58	I	79.73	VIII	.013	.908
Support in Tasks	72.44	V	83.57	IV	2.395	.122
Relational Problems with Care Recipients	72.63	IV	83.48	V	2.156	.142

Source: Computed

Kruskal-Wallis Test

The table:4., presents the ranking of wellbeing among employed and unemployed psychological and physical factors influencing women. The rankings are based on mean ranks,

with the Kruskal-Wallis test used to assess the significance of differences between the two groups. Unemployed women report higher mean ranks for sleep troubles, frequent sickness, and reduced leisure time, with sleep troubles being the most significant factor. This suggests that unemployment has a profound impact on both physical and mental wellbeing, possibly due to financial stress, lack of routine, and limited access to resources. In contrast, the employed group ranks loss of motivation and self-respect as their top concerns, followed by exhaustion, stress, and anxiety. These findings may reflect the pressures of maintaining job performance, navigating workplace dynamics, and balancing work with personal life. Both groups report experiencing stress, exhaustion, and relational problems, though the underlying causes

may differ. The lack of significant differences in many factors suggests that wellbeing is a complex issue influenced by both employment status and individual circumstances. The only statistically significant difference found between the two groups is in sleep troubles, emphasizing the unique impact of unemployment on sleep quality. Other factors, while important, do not show significant differences, indicating that many challenges to wellbeing are common across both groups but may manifest differently depending on employment status. This analysis highlights the need for targeted, evidence-based interventions that address the distinct and shared wellbeing challenges faced by employed and unemployed individuals.

VI. Determinants of Time Allocation Patterns.

Table:5. Determinants of Time Allocation Pattern among the Surveyed Respondents

S. No	Independent Variables	Beta	t	P	Sig.
1	(Constant)	-	7.095	.000	*
2	Occupation	.201	2.188	.030	**
3	Sanitation Condition	-.199	-2.474	.014	*
4	Education Qualification	.139	1.756	.081	***
5	Monthly Expenditure	-.098	-.789	.432	
6	Monthly Income	.226	1.831	.069	***
7	Dependent Household Members	.139	1.677	.096	***
8	Housewife Household Members	-.208	-2.177	.031	**
9	Child Below three	-.120	-1.539	.126	
	R	.399 ^a			
	R Square	.159			
	Adjusted R Square	.114			
	F	3.552*			
	N	159			

Source: Computed,

Note: *Significant at-- 1% Level*, 5% level**, 10% level***

Table:5. Time allocation patterns among women in rural households are influenced by a range of socio-economic and household factors. The multiple regression analysis conducted in this study provides insights into the key determinants shaping how women divide their time between paid work,

domestic responsibilities, and personal activities. The R-Square value of 0.159 indicates that approximately 15.9% of the variation in time allocation can be explained by the independent variables considered in the model. Although the explanatory power is moderate, the F-statistic of

3.552 ($p < 0.01$) confirms that the model is statistically significant, meaning that the variables included in the analysis have a noteworthy impact on time-use patterns. The regression model incorporates nine independent variables, of which six are statistically significant at various confidence levels, highlighting structural and household-level factors that influence women's time management. Occupation ($\beta = 0.201$, $p = 0.030$) is statistically significant at the 5% level, indicating that women in paid employment exhibit different time-use patterns compared to unemployed women. Employment demands typically shift time away from unpaid household chores, caregiving, and leisure activities. To support women's participation in the workforce, infrastructure such as affordable childcare and time-saving household technologies is crucial. Monthly income ($\beta = 0.226$, $p = 0.069$) is statistically significant at the 10% level, suggesting that higher income levels offer greater flexibility in time allocation, possibly due to access to paid domestic help or labour-saving tools. Initiatives aimed at women's economic empowerment should focus on increasing household income to enhance time management. On the other hand, monthly expenditure ($\beta = -0.098$, $p = 0.432$) does not show a significant effect on time allocation, indicating that household spending does not directly influence how women allocate their time. This suggests that income impacts time use through other means, such as access to resources, rather than through direct household expenditures. Sanitation condition ($\beta = -0.199$, $p = 0.014$) is statistically significant at the 1% level, revealing that poor sanitation significantly increases the time burden on women. Women in households with inadequate sanitation spend more time managing hygiene, collecting water, and engaging in related activities. Investments in improving sanitation infrastructure could free up women's time for more productive and leisure activities. Education qualification ($\beta =$

0.139, $p = 0.081$) is statistically significant at the 10% level, indicating that women with higher educational attainment tend to use their time more efficiently. Educated women may have better decision-making power, access to better employment opportunities, and a greater awareness of time management strategies. Educational programs that focus on enhancing time-saving skills, productivity, and financial literacy could help optimize women's time use. The presence of dependent household members ($\beta = 0.139$, $p = 0.096$) is statistically significant at the 10% level, highlighting that women's time burden increases with the number of dependent family members, particularly in caregiving roles. This includes care for children, elderly family members, and individuals with disabilities, which reduces the time available for employment or personal care. Expanding community-based childcare and eldercare facilities could alleviate some of the unpaid caregiving burden. The presence of housewife household members ($\beta = -0.208$, $p = 0.031$) is statistically significant at the 5% level, indicating that when more housewives are present in the family, individual time burdens are reduced, as household tasks and caregiving responsibilities can be shared. Women in joint or extended families benefit from collective domestic labor, whereas those in nuclear families face greater time constraints. Social programs should emphasize the importance of intergenerational family support in easing women's time burdens. The presence of children under three years ($\beta = -0.120$, $p = 0.126$) is not statistically significant, suggesting that, while young children require intensive care, this factor does not significantly affect overall time allocation. Alternative caregiving arrangements, such as support from extended family, may help mitigate the time demands associated with caring for young children.

VII. Summary and Key Findings

Summary: This study explores the relationship between employment status, time use patterns, and the well-being of women in rural Anantnag, Kashmir. It provides a detailed analysis of how both employed and unemployed women allocate their time across various activities, including paid work, domestic chores, childcare, leisure, and sleep. Additionally, the research examines the psychological and physical well-being of women, analyzing factors such as stress, exhaustion, sleep disturbances, and relational issues. Statistical methods like ANOVA, Kruskal-Wallis tests, and regression analysis are employed to identify the key factors affecting time allocation and well-being among the participants.

Key Findings: Employed women allocate a significant portion of their time to paid work but still spend considerable hours on domestic chores, contributing to time poverty. In contrast, unemployed women dedicate more time to household tasks, including childcare, eldercare, cooking, and rearing animals. Employed women experience higher levels of sleep disturbances and exhaustion, reflecting greater physical and mental stress, while unemployed women report increased stress and anxiety, likely due to financial dependency and limited social engagement. Key determinants of time allocation include occupation, sanitation conditions, education level, and household composition. Women in households with more dependents tend to spend additional time on unpaid work. Poor sanitation conditions further exacerbate time burdens, particularly due to the additional demands of water collection and hygiene maintenance. The findings underscore the need for interventions aimed at reducing the unpaid work burden on women.

VIII. Conclusion

The analysis highlights the significant impact of employment status on women's time allocation in rural Anantnag. Employed women face a dual burden, dividing their time between paid work and domestic chores, while unemployed women spend more time on household responsibilities. The study emphasizes the need for policy interventions, such as childcare support, improved water access, and energy-efficient solutions, to alleviate the burden on rural women. It also underscores how factors like income, household composition, and infrastructure influence time use. The findings suggest that economic empowerment, educational programs, and better family support structures can help reduce time burdens and promote gender-equitable time allocation, enhancing women's overall well-being.

References:

- [1] Antonopoulos, R. (2009). The Unpaid Care Work–Paid Work Connection. *Levy Economics Institute*.
- [2] Census of India (2011). *Jammu and Kashmir Population Census*. Retrieved from census2011.co.in
- [3] Charmes, J. (2019). The Unpaid Care Work and the Labour Market: An Analysis of Time Use Data Based on the Latest World Compilation of Time-use Surveys. *ILO*.
- [4] Georgieva, K., Alonso, C., Dabla-Norris, E., & Kochhar, K. (2019). The economic cost of devaluing “women’s work”. *IMF Blog*.
- [5] Ghosh, J., & Ghosh, A. (2014). Gender and Employment in India. *Economic & Political Weekly*, 49(31), 87-95.
- [6] Gimenez-Nadal, J. I. M., & Alberto, J. (2022). The gender gap in time allocation. *IZA World of Labor*.
- [7] Islam, F. B., & Sharma, M. (2021). Gendered dimensions of unpaid activities: An empirical insight into rural Bangladesh households. *Sustainability*, 13(12), 6670.
- [8] Kabeer, N. (2016). Gender Equality, Economic Growth, and Women’s Agency: The ‘Endless

Variety' and 'Monotonous Similarity' of Patriarchal Constraints. *Feminist Economics*, 22(1), 295-321.

[9] Koolwal, G. B. (2019). Improving the measurement of rural women's employment: global momentum and survey research priorities. *World Bank Policy Research Working Paper*, (8840).

[10] Seedat, S., & Rondon, M. (2021). Women's wellbeing and the burden of unpaid work. *bmj*, 374.

[11] Singh, P., & Pattanaik, F. (2020). Unfolding unpaid domestic work in India: women's

constraints, choices, and career. *Palgrave Communications*, 6(1), 1-13.

[12] UN Women (2021). Redistributing unpaid care and domestic work: Why and how? Retrieved from unwomen.org

[13] Zeeshan, S., & Aliefendioğlu, H. (2024). Kashmiri women in conflict: a feminist perspective. *Humanities and Social Sciences Communications*, 11(1), 1-19.