GENDER EQUALITY

The Invisible Economy: Unpaid Women's Work and Its Economic Consequences

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Abstract

Women's work plays a fundamental role in sustaining households, communities, and economies; however, a significant portion of their contribution remains unrecognized and undervalued. This research paper examines the invisibility of women's unpaid work and its economic implications, focusing on domestic responsibilities, childcare, elderly care, emotional labour, subsistence agriculture, and other household activities. Drawing upon the works of Marilyn Waring and Kaplan et al. (2019), the paper explores how conventional economic systems distinguish between paid and unpaid labour, often excluding essential unpaid activities from formal economic measurements such as Gross Domestic Product (GDP). This exclusion contributes to the underestimation of women's economic contributions and reinforces gender inequalities in income, employment opportunities, financial independence, and social recognition. Furthermore, the unequal distribution of unpaid responsibilities can restrict women's participation in paid employment and professional advancement. The paper highlights the need to recognize unpaid work as an essential component of economic and social development through improved measurement systems, gender-sensitive policymaking, equitable sharing of household responsibilities, and supportive care infrastructure. It argues that acknowledging the economic value of women's invisible work is crucial for promoting gender equality, inclusive economic growth, and sustainable development.

Keywords: care economy; domestic work; economic valuation; GDP; gender inequality; invisible work; unpaid labour; women's empowerment

1 Introduction

Work is one of the fundamental components of economic and social development, contributing to the production of goods and services, the maintenance of households, and the overall well-being of society. However, not all forms of work receive equal recognition or economic value. While paid employment is widely acknowledged as a measure of productivity and economic contribution, a substantial amount of work performed by women remains invisible within conventional economic systems. This includes cooking, cleaning, childcare, care for elderly family members, household management, emotional support, subsistence agriculture, and other unpaid activities that sustain families and communities. Although these responsibilities require considerable time, effort, and skills, they are frequently regarded as natural family duties rather than productive economic activities.

Marilyn Waring, in The Invisibility of Women's Work: The Economics of Local and Global "Bullshit," critically examines how conventional economic accounting systems prioritize market-based activities while excluding many forms of unpaid labour. Waring illustrates this exclusion through examples of women's agricultural and household activities, demonstrating that work such as collecting fuel,

preparing dung cakes, cultivating crops, and maintaining homes involves genuine productive effort. Nevertheless, when these activities are performed without monetary payment, their economic contribution is often overlooked in national accounts and measures such as Gross Domestic Product (GDP). This raises an important question about the adequacy of conventional economic indicators in representing the actual productive contribution of women.

The social dimensions of invisible work are further explored by Amit Kaplan, Maha Sabbah-Karkabi, and Hanna Herzog in their 2019 study, "When I Iron My Son's Shirt, I Feel My Maternal Role": Making Women's Invisible Work Visible. Based on nine group interviews with Israeli mothers from different social, religious, ethnic, class, and age groups, the study examines how women understand and experience invisible work in their daily lives. The researchers identify overlapping boundaries between housework and caregiving, between private and public responsibilities, and across different stages of women's lives. Their findings demonstrate that invisible work is not limited to routine domestic chores; it also includes emotional support, family management, and responsibilities that may continue even while women participate in paid employment.

The invisibility of women's work has significant economic implications. When unpaid contributions are excluded from economic measurement, the value women create for households and society is underestimated. The unequal distribution of unpaid responsibilities can also limit women's opportunities to pursue education, enter paid employment, advance professionally, and achieve financial independence. Women who combine paid employment with extensive domestic and caregiving duties may experience a disproportionate workload, creating challenges for their economic participation and well-being. Furthermore, the lack of recognition of unpaid work can reinforce traditional gender roles and sustain inequalities in income, employment opportunities, and access to economic resources.

In this context, the present research paper examines the invisibility of women's work and its economic implications by bringing together economic and social perspectives. It seeks to understand why unpaid work remains undervalued, how its exclusion from conventional economic measurements affects the recognition of women's contributions, and how the unequal distribution of domestic and caregiving responsibilities influences women's economic opportunities. The paper also emphasizes the importance of recognizing unpaid work in economic analysis, promoting a more equitable distribution of household responsibilities, and developing gender-sensitive policies. A broader understanding of work is essential for creating an inclusive economy in which women's contributions are acknowledged as an integral part of economic development and social progress.



Figure 1. Invisible work and the visible economy (illustration).

2 Review of literature

The invisibility of women's work is an important issue in feminist economics, gender studies, sociology and economic development. It refers to the failure to adequately recognise, measure and value the work performed by women, particularly unpaid domestic labour, childcare, elderly care, emotional support and household management. Although these activities are essential for the functioning of families, communities and the wider economy, they are frequently regarded as domestic responsibilities rather than productive economic activities.

Traditionally, economic systems have placed greater emphasis on paid employment, market transactions and income generation. Consequently, activities performed without direct monetary compensation are often excluded from conventional economic measurements. This creates a significant gap between the actual contribution women make to society and the contribution reflected in official economic statistics. Feminist economists argue that this distinction undervalues women's labour and reinforces existing gender inequalities.

Previous research has examined the invisibility of women's work from different perspectives, including economic measurement, the gender division of labour, social expectations, women's experiences of unpaid work and the relationship between domestic responsibilities and paid employment. The present literature review examines these contributions to understand the economic implications of invisible women's work and identify areas that require further investigation.

2.1 Marilyn Waring: The invisibility of women's work and economic measurement

Marilyn Waring's work, The Invisibility of Women's Work: The Economics of Local and Global "Bullshit", provides an important foundation for understanding the exclusion of women's labour from

conventional economic systems. Waring critically examines the way economic frameworks define productive activity, particularly when production occurs outside formal markets.

Waring argues that conventional economic measurements tend to recognise activities that generate monetary income while overlooking many activities necessary for everyday survival. Women's work in household maintenance, subsistence agriculture, food preparation, fuel collection and family care may involve considerable time, physical effort and practical skills, yet it often receives little or no recognition as economic production.

An important aspect of Waring's analysis is her discussion of women's work in rural communities. For example, collecting animal dung for fuel, fertiliser and construction materials requires substantial labour. When similar activities are performed by paid workers or commercial enterprises, they may be classified as production or manufacturing. However, when women perform these activities for their households, they are often treated as ordinary domestic responsibilities.

This comparison demonstrates that the economic recognition of work depends not only on the activity itself but also on the context in which it is performed and whether it enters the market. Waring's argument challenges the assumption that unpaid work has little economic significance simply because it does not generate direct income.

Her analysis also highlights the limitations of relying exclusively on conventional economic indicators, such as Gross Domestic Product (GDP), to evaluate economic activity. When unpaid household production is excluded from these measurements, the contribution of women to family welfare, agricultural productivity and the maintenance of human resources remains underrepresented.

The economic implications are considerable. Unpaid work supports the daily functioning of households, enables other family members to participate in paid employment and contributes to the reproduction and maintenance of the workforce. If these services had to be purchased in the market, households would need to spend money on cooking, cleaning, childcare and other essential activities.

Therefore, Waring's work establishes that the invisibility of women's work is not merely a matter of social recognition. It is also a problem of economic measurement, public policy and the way societies define productive labour. Her perspective supports the need for broader methods of economic evaluation that account for unpaid work and its contribution to overall economic well-being.

2.2 Kaplan, Sabbah-Karkabi and Herzog: Making women's invisible work visible

A significant empirical contribution to the subject is the study by Amit Kaplan, Maha Sabbah-Karkabi and Hanna Herzog, titled "When I Iron My Son's Shirt, I Feel My Maternal Role": Making Women's Invisible Work Visible, published in the Journal of Family Issues in 2020.

The study investigated how women perceive invisible work and how it affects their everyday lives. The researchers conducted nine group interviews with Israeli mothers from different ethnic, religious, social-class and age groups. Rather than focusing exclusively on the number of hours women spent working, the study examined the meanings women attached to their domestic responsibilities and how these responsibilities shaped their experiences.

The findings revealed that the boundaries between housework, childcare and emotional care are often unclear. Activities such as cooking, cleaning, helping children with schoolwork and managing household responsibilities may simultaneously fulfil practical and emotional needs. As a result, women's work cannot always be understood by separating domestic tasks into distinct categories.

The study also demonstrated that unpaid work is influenced by social expectations about motherhood and femininity. Women may regard caring for their families as an expression of love and responsibility, but these same expectations can make their labour appear natural rather than work that deserves recognition.

Another important finding was that invisible work can create stress, fatigue and a feeling of being overwhelmed. Women may be expected to fulfil professional responsibilities while continuing to manage most domestic tasks. These pressures can restrict their flexibility, personal choices and opportunities for professional development.

The researchers further indicated that women's experiences of invisible work vary according to their social positions and circumstances. Ethnicity, religious background, class and age can influence the expectations placed upon women and the resources available to them.

This study contributes to the present research by demonstrating that invisible work has social, psychological and economic dimensions. The burden of unpaid responsibilities may affect women's ability to pursue paid employment, develop professional skills and achieve financial independence.

However, the study focuses on Israeli mothers and uses qualitative interviews. Its findings therefore cannot automatically be generalised to women in India, where household structures, employment opportunities, cultural expectations and access to care services may differ. This creates a need for research examining women's invisible work within the Indian social and economic context.

2.3 Leonora Risse: The economic undervaluation of women's work

Leonora Risse's study, By How Much Is 'Women's Work' Undervalued in the Economy?, published in Economic Record in 2025, provides a more recent economic analysis of gender-based undervaluation. The study examines both unpaid labour and the lower valuation of work in occupations and industries predominantly employing women.

Using Australian data from 2021, Risse found that average hourly wages were 9.9% lower in female-concentrated occupations than in male-concentrated occupations. The study also reported that wages were 3.8% lower in female-concentrated industries than in male-concentrated industries.

The research further found that unpaid work and care represented 55% of women's total labour contribution, compared with 31% of men's. When unpaid labour and care were included alongside paid employment, and adjustments were made for the undervaluation of female-concentrated work, women's estimated share of total labour input increased from 36.8% to 50.5%. These findings illustrate how conventional measurements can substantially understate women's overall contribution.

Risse's analysis is relevant because it connects the recognition of unpaid work with broader questions of gender inequality in the economy. Women's labour may be undervalued in two ways: unpaid domestic work may be excluded from economic accounting, while paid work in female-dominated occupations may receive lower monetary compensation.

This creates a relationship between the invisibility of work and women's economic position. When unpaid responsibilities consume a substantial proportion of women's time, they may have fewer opportunities to increase their earnings. At the same time, lower wages in certain occupations can reinforce expectations that women should prioritise domestic responsibilities over paid employment.

Nevertheless, the findings are based on Australian data and should not be treated as direct estimates for India. Differences in labour markets, household arrangements and economic conditions mean that India-specific evidence is necessary to estimate the magnitude of the problem accurate.

2.4 Gender roles and the unequal distribution of unpaid work

The literature on invisible work consistently identifies traditional gender roles as an important factor influencing the distribution of domestic responsibilities. In many societies, men are traditionally associated with income generation, while women are expected to take primary responsibility for cooking, cleaning, childcare and family care.

These expectations can continue even when women participate in paid employment. A woman who works outside the home may still be expected to manage household responsibilities, resulting in a double burden of paid and unpaid work. In some cases, women may also perform the organisational and emotional labour involved in anticipating family needs, arranging appointments, remembering important tasks and maintaining relationships.

Waring's analysis illustrates how activities assigned to women can be excluded from economic recognition, while Kaplan and colleagues demonstrate how social expectations can cause women themselves to understand domestic responsibilities as natural aspects of motherhood. Together, these studies show how cultural norms and economic systems can reinforce one another.

The unequal distribution of unpaid work has several potential economic implications. Women may experience time poverty, meaning they have insufficient discretionary time for education, rest, leisure or professional development. They may also face difficulties accepting jobs with long working hours, travelling for employment or pursuing promotions that require greater flexibility.

Furthermore, unequal domestic responsibilities can affect decisions about whether to enter the labour force, remain employed or reduce working hours. These outcomes can influence lifetime earnings, savings, retirement security and financial independence.

However, gender roles are not identical across all households. The distribution of responsibilities may vary according to income, education, employment status, family size, access to domestic help and the willingness of other family members to share household tasks. These differences suggest that research should investigate not only whether invisible work exists but also how it is distributed and what factors influence its economic consequences.

2.5 Unpaid domestic work and its contribution to the economy

Unpaid domestic work includes activities such as preparing meals, cleaning, washing clothes, shopping for household necessities, caring for children and elderly family members, and maintaining the household. Although these activities may not involve direct monetary transactions, they produce valuable services that support the well-being and functioning of society.

The literature challenges the assumption that work without a wage has no economic value. In reality, households would need to purchase many of these services if family members did not provide them without payment. The replacement of unpaid domestic labour with paid services would create additional expenses for households and increase demand for workers in care and domestic-service sectors.

Waring's analysis explains how household production can be overlooked when economic activity is defined primarily through market transactions. Risse's research further demonstrates that including unpaid labour in calculations changes the assessment of women's contribution to the economy.

Unpaid work also contributes indirectly to economic productivity. For example, childcare enables parents to participate in employment, while food preparation and household maintenance support the health and daily functioning of family members. Caring for children also contributes to their development and future participation in society.

Despite these benefits, the person performing unpaid work may not receive wages, employment benefits or formal recognition. Consequently, the economic value created by that work does not necessarily translate into individual financial security.

It is important to distinguish between economic value and direct cash income. Assigning an estimated monetary value to unpaid work does not mean that all care activities should be commercialised. Rather, it provides a way to understand the resources, time and labour required to maintain households and society.

2.6 Invisible work and women's employment opportunities

Another important theme in previous research is the relationship between unpaid domestic responsibilities and women's participation in paid employment.

When women spend substantial amounts of time caring for children, elderly relatives and other family members, their availability for paid employment may be reduced. They may choose part-time employment, reject jobs involving travel, interrupt their careers or leave the workforce when family responsibilities increase.

These decisions can affect women's professional advancement and long-term financial position. Reduced employment opportunities may lead to lower earnings, fewer opportunities for promotion, limited savings and reduced access to employment-related benefits.

Kaplan and colleagues' findings highlight how domestic responsibilities can overlap with women's working lives and create stress and restrictions on personal choice. Risse's research complements this perspective by connecting the undervaluation of women's work with unequal economic outcomes.

The relationship between unpaid work and employment is also influenced by the availability and affordability of childcare, domestic assistance, flexible working arrangements and support from other family members. Women with greater financial resources may be able to outsource certain household tasks, while those with fewer resources may have to perform these tasks themselves.

Therefore, invisible work should not be understood solely as a household issue. It is connected to labour-market participation, economic opportunities and the distribution of resources within society.

At the same time, unpaid responsibilities do not necessarily affect every woman in the same way. Some women may find personal meaning in caregiving, while others may experience it as a source of constraint. A comprehensive analysis must recognise both the importance of care and the unequal distribution of its costs.

2.7 Invisible work in the Indian context

The Indian context is particularly relevant to the study of invisible women's work because household responsibilities, family structures, social expectations and access to paid employment can influence how domestic labour is distributed and recognised.

Women may undertake a wide range of unpaid activities, including cooking, cleaning, caring for children, supporting elderly relatives, collecting household necessities and assisting with agricultural or family-based enterprises. Some women also contribute to family businesses without receiving a clearly defined wage.

In such circumstances, the absence of direct payment can make it difficult to distinguish domestic responsibilities from economically productive activities. Women working on family farms or in family enterprises may contribute to output and household income while remaining unrecognised as workers in their own right.

The issues raised by Waring are relevant to these circumstances because her analysis demonstrates how productive activities can be overlooked when they are performed within households or outside formal markets. The research by Kaplan and colleagues is also relevant because it highlights the influence of social expectations and family responsibilities on women's experiences of work.

The economic implications may include restricted access to independent income, reduced time for skill development, difficulties entering or remaining in paid employment and limited recognition of women's contribution to family welfare.

However, India is socially and economically diverse. The experiences of women in urban and rural areas, different income groups and different employment situations may vary substantially. It would therefore be inappropriate to assume that all Indian women experience invisible work in the same way.

Research in India should examine the time women spend on unpaid activities, the extent to which family members share responsibilities, the relationship between unpaid work and employment, and the degree to which women perceive their contributions as economically recognised. Such an approach would help connect international research on invisible work with the specific social and economic conditions experienced by women in India.

2.8 Economic implications of the invisibility of women's work

The literature identifies several interconnected economic consequences of failing to recognise women's unpaid labour.

First, underestimation of economic production. When unpaid household services are excluded from conventional economic indicators, the total productive contribution of society may be incompletely represented. Waring's work challenges this narrow approach to economic measurement.

Second, financial dependence. Women who perform extensive unpaid work may have limited opportunities to earn an independent income. This can affect their control over household resources and their financial security.

Third, unequal employment opportunities. Domestic responsibilities can limit the time and flexibility available for paid employment, professional development and career advancement.

Fourth, gender-based undervaluation. Women's contribution may remain unrecognised both in unpaid domestic settings and in paid occupations where work associate

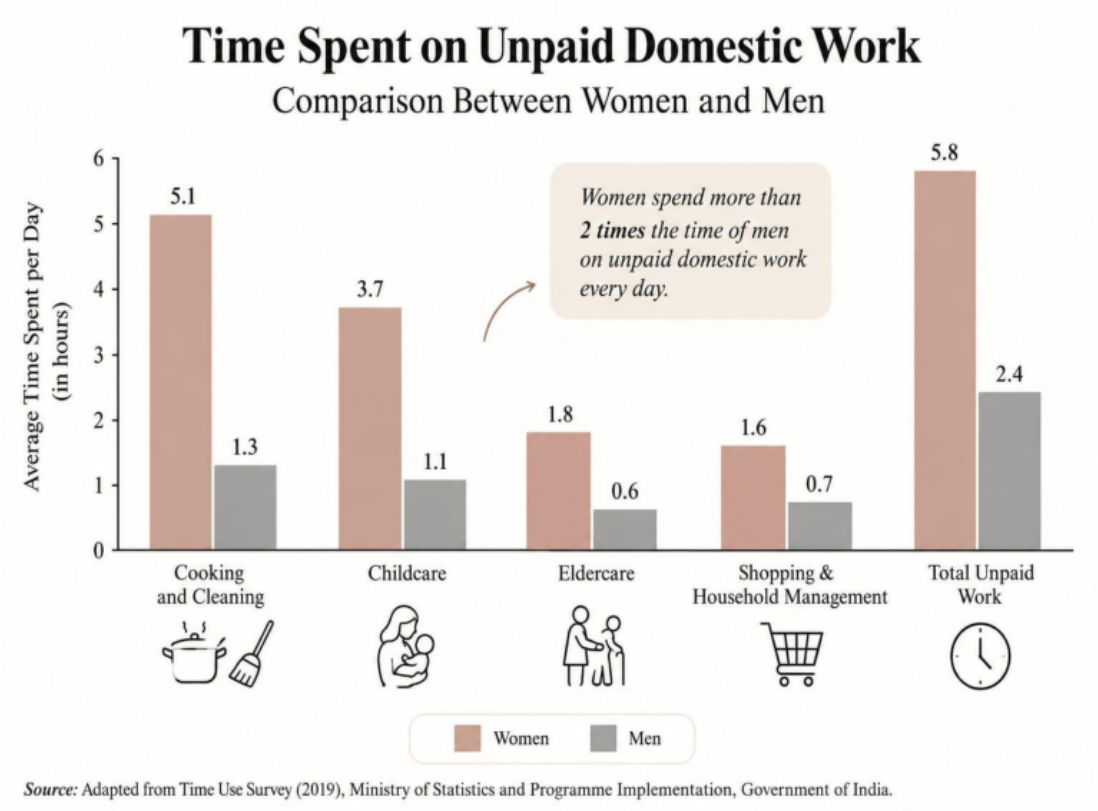


Figure 2. Gender differences in time spent on unpaid domestic work in India.

Data shown in the chart (average time per day, in hours): Cooking and Cleaning – Women 5.1, Men 1.3; Childcare – Women 3.7, Men 1.1; Eldercare – Women 1.8, Men 0.6; Shopping & Household Management – Women 1.6, Men 0.7; Total Unpaid Work – Women 5.8, Men 2.4. Source: Adapted from Time Use Survey (2019), Ministry of Statistics and Programme Implementation, Government of India.

3 Research gap

Although several studies have examined unpaid domestic labour, caregiving and gender inequality, the economic value of women's invisible work remains insufficiently recognised. Existing research has explored how women manage household responsibilities alongside paid employment and how traditional gender roles influence the division of labour. However, the contribution of these activities to household welfare, economic productivity and national economic development is often inadequately represented in conventional economic measurements.

Kaplan et al. (2020) examined how women perceive invisible work and demonstrated that domestic labour, caregiving and other responsibilities cannot always be separated into distinct categories. Their research highlights the importance of understanding women's everyday work as a broader social and economic phenomenon.

Despite this existing research, there is a need to examine the economic implications of invisible work more comprehensively, particularly in the Indian context. Household activities such as cooking, cleaning, childcare, caring for elderly family members and managing daily household needs require

considerable time, effort and skills. However, because these activities are generally unpaid, they are frequently excluded from conventional measures of economic output.

Therefore, this research seeks to explore how the invisibility of women's work affects economic recognition, financial independence, employment opportunities and the measurement of economic contribution. It also aims to understand why unpaid work should be considered an important component of economic and social development.

4 Objectives of the study

The main objectives of this research are:

1. To examine the different forms of invisible work performed by women, including domestic labour, caregiving and household management.
2. To analyse the economic implications of unpaid work and its exclusion from conventional economic measurements.
3. To understand how the unequal distribution of household responsibilities affects women's participation in paid employment.
4. To examine the relationship between invisible work, gender inequality and women's financial independence.
5. To explore the importance of recognising and valuing unpaid work in economic policymaking.
6. To suggest measures for improving the recognition, distribution and economic valuation of women's invisible work.

5 Research questions

The study seeks to answer the following questions:

1. What constitutes invisible work, and why is women's contribution often overlooked?
2. How does unpaid domestic labour contribute to household welfare and the wider economy?
3. How does the unequal distribution of unpaid work influence women's employment opportunities and financial independence?
4. Why is unpaid household work inadequately reflected in conventional economic indicators?
5. What measures can governments, institutions and society adopt to recognise women's invisible work?

6 Research methodology

6.1 Research design

This study adopts a descriptive and analytical research approach to examine the invisibility of women's work and its economic implications. The research focuses on understanding the nature of unpaid work, its contribution to household welfare and its relationship with gender inequality and economic participation.

6.2 Sources of data

The study can use both primary and secondary data.

Secondary data: Secondary information may be collected from academic journal articles, research papers, government publications, labour statistics, time-use surveys and reports published by recognised national and international organisations. The literature review provides the theoretical foundation for understanding invisible work and its economic significance.

Primary data: If primary research is undertaken, information may be collected through questionnaires or interviews with women from different age groups, employment categories and socioeconomic backgrounds. Questions may cover time spent on household activities, caregiving responsibilities, paid employment and perceptions of economic recognition.

6.3 Scope of the study

The study focuses on unpaid domestic and care activities that are essential for household functioning and social well-being but may not receive direct monetary compensation. Particular attention is given to the relationship between invisible work, women's economic participation and the recognition of unpaid labour in India.

6.4 Method of analysis

The collected information may be analysed using descriptive statistics, percentage analysis, comparative tables and thematic analysis of interview responses. The study may also discuss the potential economic value of unpaid work using time-use information and suitable valuation methods.

If only published sources are used, the research should be described as a secondary-data-based study rather than claiming that original surveys or interviews were conducted.

7 Conceptual framework: Invisible work and its economic implications

Invisible work can be understood through four interconnected dimensions:

First, unpaid domestic labour: Activities such as cooking, cleaning, washing clothes and maintaining the household provide essential services without necessarily generating direct monetary income.

Second, unpaid caregiving: Looking after children, elderly family members and people who need assistance supports individual well-being and enables other household members to participate in education and paid employment

Third, opportunity costs: Time devoted to unpaid responsibilities may reduce the time available for women's education, skill development, leisure, career progression and paid work

Fourth, economic measurement and recognition: When unpaid activities are excluded from conventional measures of economic production, their contribution may remain inadequately represented in economic assessments and policy decisions.

These dimensions demonstrate that invisible work is not economically insignificant merely because it does not generate a salary. Its value can be understood through the services it provides, the time it requires and the paid opportunities that may be forgone.

8 Economic implications of invisible work

8.1 Underestimation of economic contribution

One of the major implications of invisible work is the incomplete representation of women's economic contribution. Conventional indicators such as Gross Domestic Product (GDP) primarily measure eligible market production and certain non-market production within established national accounting boundaries. Many unpaid household services produced for the household's own consumption are excluded from the central GDP measure.

As a result, the economic importance of cooking, cleaning and caregiving may not be directly reflected in headline economic output figures. Although these activities create real value for families and society, their contribution is not captured in the same manner as comparable services purchased in the market.

8.2 Impact on women's employment

Unpaid domestic responsibilities can influence women's ability to enter and remain in the labour market. Women who carry a disproportionate share of household work may have less time for full-time employment, professional training, networking and career advancement. This can affect their earnings, employment continuity and long-term financial security. Therefore, the unequal distribution of invisible work may contribute to wider gender inequalities in the labour market.

8.3 Financial dependence and economic inequality

Because invisible work generally does not provide a direct wage, women performing extensive unpaid labour may have limited independent income despite making substantial contributions to their households

This can affect access to personal savings, investments, retirement resources and financial decision-making. The consequences may become particularly significant during separation, widowhood, illness or other circumstances in which independent financial resources are important.

8.4 Opportunity cost of unpaid work

The opportunity cost of invisible work refers to the potential benefits that may be lost when time is allocated to unpaid activities instead of alternative uses.

For example, time spent on household management may otherwise have been used for paid employment, higher education, vocational training or business development. However, this does not mean that all unpaid work could or should be replaced by paid work; rather, its time and economic implications deserve recognition.

8.5 Contribution to social and economic welfare

Invisible work provides essential support to households and communities. Childcare helps children develop, eldercare supports family members, and household management sustains daily living.

These activities can also facilitate the participation of other household members in paid employment. Recognising this relationship helps explain why unpaid domestic labour is an important part of the wider economic system.

9 Measures for recognising women's invisible work

Several measures can help improve the recognition of women's unpaid work:

- **Time-use surveys:** Regular surveys can measure the amount of time women and men spend on unpaid domestic and caregiving activities.
- **Economic valuation:** Researchers can estimate the monetary value of unpaid work using appropriate replacement-cost or opportunity-cost approaches, while clearly stating the assumptions and limitations.
- **Shared household responsibilities:** Encouraging equal participation in domestic labour can reduce the disproportionate burden placed on women.
- **Affordable care services:** Accessible childcare, eldercare and community support services can reduce time constraints and expand employment opportunities.
- **Workplace flexibility:** Suitable flexible working arrangements and family-supportive policies can help employees balance paid employment with caregiving responsibilities.
- **Public awareness:** Education and awareness campaigns can challenge the belief that household work is exclusively a woman's responsibility.
- **Evidence-based policymaking:** Governments can use time-use data and gender-sensitive economic analysis to understand unpaid work and design appropriate policies.

10 Conclusion

The invisibility of women's work represents an important economic and social concern. Unpaid domestic labour, caregiving and household management are essential activities that support families, communities and the wider economy. Nevertheless, the absence of direct monetary compensation often limits their recognition in conventional economic measurements and public discussions about productivity.

The existing literature, including Kaplan et al. (2020), demonstrates the importance of understanding invisible work as a complex phenomenon that extends across domestic, caregiving and other responsibilities. Its implications reach beyond household management to women's employment opportunities, financial independence and economic equality.

Recognising invisible work does not necessarily mean that every unpaid activity should be included directly in GDP. Instead, it requires better measurement, appropriate economic valuation and policies that recognise the contribution of unpaid labour while addressing the unequal distribution of responsibilities.

Ultimately, a more comprehensive understanding of economic activity must recognise both paid employment and the unpaid work that sustains households and society. Greater recognition, fairer sharing of responsibilities and stronger support systems can contribute to a more inclusive and gender-equitable economy.

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