



## Impact of Unpaid Labor on Women's Leadership in India

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### Abstract

Development is often understood as economic development; however, this study's attention of development is grounded in the perspective of social development that recognizes gender inequality as a social ill that needs to transform. This study explores what impact household responsibilities have on women's leadership in India examining from the lens of social-cultural factors that pose challenges towards the fulfilment of the UN Sustainable Development Goals (SDGs). A focus group interview group was conducted with thought women leaders from various fields within Delhi- National Capital Region (NCR). Some of the findings revealed, women faced challenges post marriages and maternity due to increased social and care responsibilities, limitations/criticism received from family and insistence on gender roles. In conclusion, an integrated top-down and bottom-up approach centered around human rights education is proposed that includes–government/corporates ratified policies that encourage gender-neutral parenting, gender-neutral education and role of arts and media in changing social mindset.

**Keywords:** Gender Equality, Gender Roles, Household Responsibilities, SDG's, Social Development