

## **SUMMARY OF THE REPORT**

### **INTRODUCTION**

Considering that domestic work is a sector that contributes significantly to the economy by providing care services, enabling men and women with family responsibilities to engage in productive employment and helping increase paid employment within the country; Paid domestic work is accepted to be one of the ancient occupations in the history of humankind. Yet, the needs of the persons in the occupation have not yet received adequate attention they deserve. The population of the domestic workers remains to be unrecorded as indicated by lack of official statistics. The persons in the occupation are not even recognized as workers and are looked down upon as servants. Their employment situation is considered not to fit the general framework of existing employment laws. This is because most work done by them is generally invisible, done in houses (not considered as work places) of private persons (not considered as employees). Remaining excluded from protection under the national labour codes, these workers have no benefits of work contracts, social security, and security of employment, wage increment, paid leave or medical facilities.

It is almost impossible to calculate how many people in India are employed to work as domestic help. According to a study, "Invisible Servitude: An in-depth study of domestic workers in the world", by an organization called Social Alert, there are an estimated 20 million women, children and men in domestic work in India. Of these, 92 per cent are women, girls and children, 20 per cent are under 14 years of age and 25 per cent are between the ages of 15 to 20. In Mumbai alone, this study (released in March 2000) estimated that there were six lakh domestic workers of whom 80,000 were full-time. In the absence of official sources of data, rough estimates available from sporadic studies actually limit a realistic assessment of the magnitude and nature of the problem. There is an overwhelming feminization of domestic work is well established and visible. According to the Shramshakti report (1998), there are 16.8 lakh female domestic workers

in the country, as against 6.2 lakh male workers. A study conducted by the Department of Applied Economics, Utkal University, Orissa in 1997 revealed a strong preference among employers for girl-children, particularly part-time Domestic Workers. The study found that nearly 90% of girl domestic workers started work before they completed 12 years of age. More than 75% belonged to the age-group 12-14 years. Pre-puberty girls, whilst themselves unaware of their sexuality, were increasingly targets of sexual abuse. Again, while 70% stepped out to work to supplement the family income, the remaining 30% did so owing to family breakdowns either the father had deserted the family, or he was an alcoholic or a drug addict. Or, the mother was living with another man. The overall claim to the reason of work is the adverse conditions of poverty. The study found that the absence of a supportive family structure made girl domestic workers more vulnerable. The study also found instances where mothers had accepted 'silence money', following the abuse of their daughters. This is often prompted by a sense of helplessness and ignorance with regard to registering official protests also, the fear of stigma arising out of social protest. A study by Campaign Against Child Labour (CACL) in 2001 on child domestic workers in Orissa found that lack of regular income by the head of the family -- mostly daily-wage earners or small cultivators, and fathers addicted to liquor -- was a major reason for the incidence of child domestic labor. Intense poverty in backward areas where alternative avenues for earning are non-existent is widely acknowledged as being responsible for the practice of child Domestic workers.

## **SIGNIFICANCE OF THE STUDY**

Large amount of domestic labour is underdeveloped and vulnerable in urban areas. Many are maltreated, exploited, ill-treated and suffer violence and many are sexually abused. Most laws do not recognize domestic work as real work, and domestic workers as real workers. In India, domestic workers are not covered under any labour legislation. They are also not covered under the Minimum Wages Act 1948, or the Maternity Benefit Act 1961. None of the other relevant acts, such as Work men`s Compensation Act 1926,

Inter State Migrant Workers Act 1976,etc, are applicable to domestic workers. Since minimum wages act in India is not followed for domestic workers, they suffer from low wages and unregulated laws, in their work lives.

## **OBJECTIVES**

- 1) To critically examine the issues are affecting the domestic workers belonging to marginal sections of society. (It focuses on the women who belong to the families have migrated to urban areas in search of livelihood)
- 2) To study the socioeconomic conditions of domestic workers in selected ParamathiVelurtaluk
- 3) To examine the determinants of wage earning performance and default of the domestic women workers and
- 4) To study the impact of existing policy implication of domestic workers in study area.

## **TOOLS USED**

To analyse the collected data in the present study simple statistical tools like simple percentage analysis, Ordered Probit regression are used to find out the accurate result.

## **LIMITATIONS OF THE STUDY**

The study was conducted in the ParamathiVelur Taluk of Namkkal District in Tamil Nadu, the results obtained may not be generalized to other regions.

## **METHODOLOGY**

The researcher planned to adopt both primary and secondary data for the present study, Primary data was collected from the sample respondents in the study area with the help of the interview schedule. The required secondary data was collected by the researcher from the published sources of Census report 2011, Annual reports, Journals, Books and also from Namakkal district profile.

## **SAMPLE DESIGN & METHODS OF DATA COLLECTION**

To collect primary data 300 sample respondents were selected for the present study. The study is based on the data obtained from the domestic women workers in paramathivelurtaluk of Namakkal District, Tamil Nadu. Paramthivelurtaluk consist of 5 Town Panchayats and 61 villages. For the selection of domes women workers as sample respondents in the study area purposive sampling method was adopted.

## **SELECTION OF THE STUDY AREA**

ParamathiVelurTaluk of Namakkal District was selected for the present study. According to the 2011 census, the taluk of Paramathi-Velur had a population of 210,148 with 105,097 males and 105,051 females. There were 1000 women for every 1000 men. The taluk had a literacy rate of 68.46. Child population in the age group below 6 was 8,258 Males and 7,543 Females. Historic Kaveri Bridge, which connects the Namakkal and Karur districts, is the popular landmark of the town. This bridge was constructed after much wrangling between the stalwarts of Mohanur and Velur on the best location. The efforts of ShriEaswaraIyer, ShriKuppayandiPillai and ShriSubramaniyaKandar ensured that the bridge across the Cauvery River got located at Velur. The bridge was opened for traffic in 1952 by Sri Rajagopalachari (former Governor General of India) in the presence of Sri Bhakthavthsalam, who was Chief Minister of Tamil Nadu during that period. Now another bridge was also constructed adjacent to the old one, The longest road in INDIA is NH-7 which also passes through Paramathivelur. Paramathi is mainly known for **Paramathi fort**. Fort was very ancient and traditional indication. The only fort builded by tamilans without rocks. That was built by **allalailayan** belongs to vettuvagounder community. Inside the fort there is a temple for the guardian of the fort called **kotaiyannaswamy**.

The town consists of mainly irrigated fields. Agriculture is the major occupation of the people. Paddy, sugarcane, banana, coconut trees, turmeric and the Beetle Vine plantation are major crops cultivated. A Village called Pillikalpalayam which has Tamil

Nadu's Second largest Jaggery (Vellam, Sweet prepared from sugarcane juice) Gudown. The town is known for its Karpoora Pan leaf, which is exported to major states in North India.

In Paramathi-Velur Taluk out of total Population, 118,109 were engaged in work activities. 92.8% of workers describe their work as main work (Employment or Earning more than 6 months) while 7.2 percentage of workers were involved in Marginal activity providing livelihood for less than 6 months. Of 118,109 workers engaged in Main work, 25,036 were cultivators (owner or co-owner) while 47,177 was agricultural labourer and 8488 workers are marginal workers.

### **PERIOD OF THE STUDY**

The study period of the present research work constitute 2 years i.e., August 2017 to July 2019.



## SUMMARY OF FINDINGS

1. In the study area the 38 per cent of the sample respondents comes under the age group of 31-40, 36 per cent of the respondents age group is 41-50, only 2 per cent of the respondents age is above 60.
2. Regarding Religion 93 per cent of the respondents belongs to Hindu Religion in the study area. The paramathivelurtaluk comprise of much Hindu population, Muslim and Christian population is less numbers.
3. It is found that 37 per cent of the domestic women workers belong to SCA community and 32 per cent of the respondents belongs to SC community, 15 and 16 per cent of the respondents in the study area belongs to BC and MBC community respectively. It is clear from the data that majority of the respondents belongs to SC and SCA community in the study area.
4. Regarding education 44 per cent of the respondents are illiterate, 24 per cent of the respondents have primary school education, 16 per cent of the respondents have middle school education, and only 2 per cent of the respondent has their school education up to higher secondary.
5. From the study it was revealed that 40 (120respondents) per cent of domestic women workers are living in a thatched house, 32 (96 respondents) per cent of the workers living in a concrete house, 24 (72 respondents) per cent of the workers living in Asbestos house and only 4 (12 respondents) per cent of the domestic women workers living in mud house, which shows that majority of the respondents living condition is poor in the study area.
6. It was found that 76 (228 respondents) per cent of the domestic women workers are working in Town area and 24 (72 respondents) per cent of the workers are working in rural area.
7. In this study area majority of the respondents work for 4 to 6 hours, 2 to 4 hours and 6 to 8 hours in a day and scanty number of respondents work for more than 8 hours.

8. It is clear from the table that (102 respondents) are migrated from rural to town areas with their families in search for job opportunities and 198 respondents are non migrant workers.
9. The study reveals that 40 (120 respondents) Per cent of the respondent monthly income is below Rs.2000, 24 (72 respondents) per cent of the domestic women workers in this study area are getting income Rs.4001-Rs.5000 and 4 (12 respondents) per cent of the domestic women workers monthly income is above 5000. Out of 300 respondents 288 respondents are not satisfied with their wages, as a result of unorganized nature. Women domestic workers are denied to take leave, bargain for wage increment in the study area.
10. It was found that 56 (167 respondents) per cent of the domestic women workers spend their income for necessities in their family and 44 (133 respondents) per cent of the domestic women workers make their expenditure for House things.
11. From the study it was revealed that 86 (258 respondents) per cent domestic women workers opine that they need improvement in working condition.
12. Majority of the respondent in the study area choose this profession due to poverty and the next very important reason is Family situation. Illiteracy and lack of other alternative employment are the other reasons to choose this profession.
13. It is clear from the study that only 78 respondents in the study area have expressed that they are facing problem in work place. 30 respondents perception about the domestic work is bad and 245 respondents perception about the work is not satisfactory.
14. 32 per cent of the respondents social status is discriminate, 52 per cent of the respondents are in the low status.
15. Out of 300 respondents 294 respondents have health issues related to this profession. Only 6 respondents are not having any health related issues. It is evident from the study that 98 per cent of the respondents are suffering from some health related issues like knee pain, shoulder pain, Back pain, leg pain, Myalgia, Mental stress and respiratory problems.

## **Policy Implications**

Women domestic workers are a neglected group among the unorganized sector. For decades they have been exploited and only in recent years NGOs are taking up the cause of women domestic workers. Hence measures to be taken to solve the problems of women domestic workers in the study area.

1. Unorganized nature and lack of awareness about the workers union, Labour law and social security benefits established by the Government, the domestic worker in the study area are insecure and their economic condition is poor. Hence the government should declare that Domestic work as a profession and as such all the rights and privileges as applicable to all other workers should be made available to them.
2. Income generating opportunities should be created in the study area in order to bring them from the clutches of poverty.
3. The central and state governments are obliged to take effective measures to include domestic workers in the existing labour legislations and ensure equivalent protection.
4. In the study area women are not aware that their job is professional and they can demand for minimum wages, hence government may take serious steps to make awareness campaign to the women domestic workers.
5. Complaint cells to deal with complaints of sexual harassment as decreed by the supreme court of India have to be set up immediately.



## **Suggestions**

In this context, the following suggestions are put forward towards enhancing the conditions of women domestic workers ensuring them a dignified life.

1. The study emphasizes the need for a comprehensive policies and legislations to control the exploitation of the unorganized domestic women workers.
2. There should be drastic improvements in matters of remuneration to the workers.
3. There is a need to provide them opportunities to earn supplementary income through self-help groups and vocational capacity-building among domestic workers.
4. More awareness programs could be conducted to the domestic women workers in order to make the workers understand the need for an umbrella organization of domestic workers.
5. Opportunities for savings have to be increased in order to free the domestic workers from debt trap with the employer that perpetuates the informal binding between the worker and the employer.
6. There is need for designing a comprehensive package of training all types of domestic workers.
7. Weaning away of workers from live-in working arrangements will have the multiple advantages of ensuring fixed work hours and minimizing the risk of abuse by employers. Night shelters would go a long way in not only providing the workers better quality life, but also providing a platform for them to form and run an association of domestic workers.
8. Special schools for promoting adult literacy and continuous education are needed to create awareness among the domestic workers on legal and social aspects.
9. It is necessary for them to utilize strengths such as the existing informal network among domestic workers.
10. There should be more studies to be undertaken to thoroughly understand the plight of the domestic works in an integrated and comprehensive manner.

11. Knowledge sharing meetings and conferences for permitting cross-fertilization of ideas from other allied fields such as construction industry need to be organized and encouraged.
12. Social security measures including insurance and pension schemes, which are applicable to other unorganized workers have to be provided for safeguarding the future of the domestic workers and protect them against the exigencies of life. There would have to be urgent measures to curb the menacing aspect of domestic employment which include arbitrary termination, payment being sent to persons other than the workers, absence of medical facilities and poor living conditions.
13. Complaint cells to deal with complaints of sexual harassment as decreed by the supreme court of India have to be set up immediately.
14. The contents of the provisions of facts and figures about the prevailing reality and help workers to assert their rights.

## **Conclusion**

The domestic work sector is a growing employer of women in the town area of Paramathivelurtaluk. It has no regulation of employment, and there is an extremely low level of organisation of workers. The importance of organisation in the sector is critical. Without organisation, existing regulatory measures like the statutory minimum wage will remain an illusory victory for the sector, with no real impact on the actual conditions of employment. It's a need of the hour to take obligatory steps by the government to regard as this job as respectable one in order to bring domestic workers from the clutches of poverty.

## **References**

1. Banerjee, SM, 'Down Memory Lane: Representations of Domestic Workers in Middle Class Personal Narratives of Colonial Bengal', *Journal of Social History*, 37(3), Fairfax: Spring, 2004.

2. CBCI., National Socio-Economic Survey of Domestic Workers in Tamilnadu, Chennai: Department of Sociology, Madurai Kamaraj University, Labour Commission, Arch-Dioocese of Madras, 1978.
3. CBCI:National Survey of Domestic Workers-Report on the Regional Study conducted in Maharashtra, New Delhi 1980.
4. Croll, JE., 'Domestic service in China', Economic and Political Weekly Vol 21, Jan to Jun 1986.
5. MariarosaDalla Costa and Selma James. The Power of Women and the Subversion of the Community, Falling Wall Press, 1975.
6. Centre for Workers Management, "Voices of the Invisible – A study of domestic workers in Chennai", September 2012.
7. Tamil Nadu Manual Workers Welfare Board and 13 Other Boards, [www.tn.gov.in](http://www.tn.gov.in)
8. The New Indian Express, August 19, 2010.
9. Chen, Martha. Urban Employment in India: Recent trends and future prospects, Workshop on Growth and Inclusion: Theoretical and Applied Perspectives, ICRIER, New Delhi, January 13, 2012.
10. Gothoskar, Sujata. (2013). EPW, Vol XLVIII No.22, June1.
11. ChandrashekharCP, and JayatiGhosh 'Women Workers in Urban India'. 2007.
12. Chandrashekhar CP, and JayatiGhosh, (2012). The Hindu Business Line.
13. Gothoskar, Sujata. New initiatives in organising strategy in the informal economy – Case study of domestic workers' organising. Bangkok: Committee for Asian Women 2005.
14. Fabian Andrew James, R.Vettriselvan, R.Srinivasan, S.Poongavanam, J.Rengamani "Problems of Women Domestic Workers in TamilNadu" International Journal of Engineering and Advanced Technology (IJEAT), 2019.
15. Anderson, Bridget (2000) Doing the Dirty Work? The Global Politics of

- Domestic Labour, London, New York: Zed Books.
16. Bhattacharya, Shrayana and ShaliniSinha (2009) Domestic Workers in India: Background and Issues, ILO, Geneva, Switzerland.
  17. Caplow, Theodore (1954) The Sociology of Work, University of Minnesota Press, Minneapolis, USA.
  18. Cassier, N and Addati, L (2007) Expanding Women's Employment Opportunities: Informal Economy Workers and the need for Childcare, Working Paper, ILO, Geneva.
  19. Colen, S (1989) Just a Little Respect, West Indian Domestic Workers in New York City, in Muchachas No More: Household workers in Latin America and the Caribbean (eds) E.M.Chaney, M Garcia Castro, Temple University Press, Philadelphia, USA, pp.171-194.
  20. D'Souza, Asha (2010) Moving towards decent work for domestic workers: An overviewof the ILO's work, [www.oit.org](http://www.oit.org)
  21. Deshingkar, P., P. Sharma, S. Kumar, S. Akter and J. Farrington (2008) Circular Migration in Madhya Pradesh: Changing patterns and Social Protection Needs. The European Journal of Development Research, 20(4): 612–628.
  22. England, K and Stiell, B (1997) They think you're as stupid as your English is: constructing foreign domestic workers in Toronto, Environment and Planning, 29: 195-215.
  23. Ghosh, Jayati (2013) Women's Work in the India in the Early 21st Century, India Today: Looking Back, looking forward, [www.catalog.ihsn.org](http://www.catalog.ihsn.org)
  24. Gupta, Sen and AnindyaHajra (2007).Prevention of Sexual Harassment at Workplace. A Handbook. Calcutta: Sanhita.
  25. Hazarika, Bipul., SaswataGhosh., AparajitaChattopadhyay., AmlanMajumdar and Sunit Kumar (2002) Women Domestic Workers: Their Life, Problem and Dream, Centre for Women's Studies, University of North Bengal, Darjeeling, West Bengal, India.

26. International Labour Organization (2015) Indispensable yet unprotected: Working conditions of Indian domestic workers at home and abroad, Geneva, Switzerland, [www.ilo.org](http://www.ilo.org)
27. Irudaya, RajanS (2010) Migrating for Domestic Work from India, In Defence of the Rights of Domestic workers, Labour File, 8(1-3):22-34.
28. Jagori (2004) Rights and Vulnerabilities. A Research Study of Migrant Women Workers in the Informal Sector in Delhi, New Delhi, India.
29. Kanji, Nazneen and KalyaniMenon( 2001) What does the Feminisation of Labour Mean for Sustainable Livelihoods?' Opinion, London: IIED, [www.glow-boell.de](http://www.glow-boell.de)
30. Kantor, Paula.,UnniJeemol and Rani Uma (2006) Decent Work Deficits, Economic and Political Weekly, 2006, 27thMay Issue.
31. Kaur, Ravinder (2006) Migrating For Work: Rewriting Gender Relations, In SadhnaArya&Anupama Roy (eds.) Poverty, Gender and Migration: Women migration in Asia, Sage Publications, New Delhi, India.
32. Khan, Mariam, Seedat.,GunasekaranDharmaraja and SinethembaSidloyi (2011) A New Form of Bonded Labor: A Comparative Study between Domestic Workers of South Africa and India, [www.researchgate.net](http://www.researchgate.net)19.Majid, Abdul (2000) Leg.
33. <https://www.newindianexpress.com/states/tamil-nadu/2018/sep/19/>