

A STUDY ON PLIGHT OF DOMESTIC WORKERS IN PUNE CITY

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Abstract

Today, women are no less than men in the development of society, which is almost half of the world's population. That is the role played in the economy. Over the past few decades, the number of women working in India has increased rapidly, and most of them are involved in the informal sector of the economy where jobs are often paid low and frequently. Since household work is considered a boring job, most women workers are economically poor families and uneducated. This study found that the major challenges faced by domestic workers are of the daily life. This paper base on the data collected from the Domestic Workers by direct interview. Based on finding the study identify the major challenges and which motivational factor most effective at the workplace.

Keywords: domestic workers, motivational factors, challenges.

Introduction:

Women have become an integral part of the social structure, including men of ancient times. She has played an important role in society. The progress of the country can be judged in a great way by the status of women. As a woman, she has been in many roles. As a mother, sister and wife, she plays many roles in society. In this way, it is the foundation of the family and society.

Women are now playing both home and job roles. Of course, it is her responsibility to carry out all household chores in order to provide financial support to the family. To carry out this responsibility properly, she needs the help of house-work men. Home helpers do a variety of household services for a person or family, from caring for children and the elderly to housekeeping- hygiene and household care. Other responsibilities may include cooking, washing utensils and ironing, food and other household items. This is always the case, it is as important as time.

Domestic work has been deeply rooted in India's history and both men and women who work in other households are often considered "servant". These same servant face many challenges in their continuous activities. No one can experience anything expect those that are in daily life.

The nature of work and work in urban and rural areas is changing rapidly. Currently, the area consists mainly of women domestic workers who are not recognized as workers and have low value for their work. This is mainly because the concept of domestic inequality does not pay any price or work for women in their household. For this reason, household work is mostly low value.

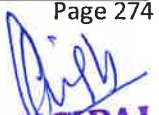
Women domestic workers face many problems in their personal and professional life. They work for hours and get less pay. They don't have job security. If they take leave for real reasons, they may lose their jobs. Family struggles in their family life are poverty and debt.



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Review of literature:

1 **Preet Rustagi (Jan 2016)** mentioned in her article on topic “demand and supply of domestic workers in Delhi need for recognition and workers right” Domestic work attracts a large number of women which also ensures them the source of livelihood. Hence this sector cannot be ignored. The need for regulation and legal provisions for domestic workers is essential. Since the domestic workers are the need of the hour, the employers ought to be more receptive to some regulations, in their own interest as well as in the favour of the domestic workers. It is important to form an organization, which will train these unskilled labours into skilled ones, who generally belong to the lower strata of the society. But the job done by these domestic workers is thought to require no skill at all. A question which can be of debate is whether any training to convert them into skilled ones will really result in improving their placement or employability and eventually get them better returns in terms of wages?

2. **Rufina Augustine & Dr. Rupesh Kumar Singh(December 2016)** published journal on topic “Condition & Problems of Female Domestic Workers”(With Special Reference to L.D.A. Colony in Lucknow City, India) This study highlights the “Condition & problems of female domestic workers” which basically focuses on the “condition of work” & “working conditions”. We generally find female domestic workers to be a part of the unorganized workforce in India. This trend has increased due to lack of education, and other vocational skills among women. Females as domestic workers face a lot of problems not only at their work places but in their personal life, too. Their poor health conditions, low wages, no job security make them weak and vulnerable which in turn causes mental and physical agony to them. Various Governmental Organizations (GO's) & Non-Governmental Organization (NGO's) are working for the welfare of domestic workers.

3 **Ms. Ekta Rani & Dr.Rajni Saluja (July 2017)**published International journal on topic “An empirical study of working condition and work life balance of domestic help workers in Punjab, India” The time has come to treat domestic workers with dignity. It is even time to pay them not only wages, but to ensure a good life for them, helping them to gain a respectable place in the society. Mostly, the female domestic workers are financially weak and come from a very poor background. The actual challenge is to ensure that the labour laws and social security schemes that exist for the diminishing number of workers in the organized sector should be extended to the ninety percent workers in the unorganized sector.

4. **Case study** submitted to Kerala research programme on local level development, CDS, Thiruvananthapuram on topic “socio economic status of domestic women servants - Thrissur corporation” Female Domestic Workers belong to the economically disadvantaged group and most of them lived in slums areas or Scheduled caste colonies. Neither do we find them organized nor any uniformity in their wages. However, they were compelled to do this job because of lower education or poor financial background. These female domestic helpers are not only sexually assaulted at their own homes, but also at their place of work. So, it becomes necessary bring an awareness of the exploitation faced by these domestic servants and inspire them to organize themselves for protecting their rights and also to work for implementing enactment of laws by the government. This will only help in increasing their status in the society, helping them to lead a dignified life.

5 **Report author: Margaret Diddams survey** on topic “Inequality and exclusion facing domestic workers in Seattle” Unfair wages, exploitation by employers, sexual harassment at work place, no rewards, hazardous working conditions, are some of the set norms that the Domestic workers face throughout the country. Certain employment laws should be framed to protect their rights. Since the 1990s, a resurgence of organizing among nannies, house cleaners, gardeners, and cash-paid caregivers, led by organized domestic workers, including organizations like the National Domestic Workers



Alliance, has resulted in significant changes in cultural attitudes towards domestic workers and a series of local and state-level Bills of Rights. The New York Bill of Rights (NYBORs), the first policy of its kind passed in 2010, set the baseline for other Bills of Rights throughout the country. Among other provisions, the NYBORs established an overtime pay, three paid days per year, one full day of rest per week, protection against sexual harassment and assault, and required employers to rectify exclusion from unemployment insurance and provide workers' compensation to certain categories of domestic workers.

6. Institute of Research Advances published (March 2016) International Journal of Management & Social Sciences on topic "Sociological Study of Women Domestic Workers in Bangalore City" Domestic workers are unprotected workers. They do not get the protection of several legislative provisions. Thus Minimum Wages Act (1948), Equal Remuneration Act (1976), Interstate Migrant Workmen Act (1979) Bonded Labour System (Abolition & Regulation) Act (1970) etc. are all there, but do not cover, all these workers. These acts can be implemented if adequate Government machinery exists. Even trade unions have failed to look into the problems faced by domestic workers. Moreover, domestic workers are facing serious problems in both rural and urban sector. Circumstances have compelled to get engaged in such jobs. They are not trained formally or systematically for the jobs but somehow manage to do it because of opportunities available in the vicinity, where they stay. They get migrated to other places where they can work or get work and face difficulties of shelter etc. They are isolated and scattered and do not even have the social ties to feel secure. In spite of all these, there is always the scare of losing employment and to work under hazardous condition, better not to speak of other aspects of decent work like Environment, Health, and Safety.

7. Kiran Moghe "Action research on women's labour migration in India" Taking into consideration the vulnerable condition of domestic workers it appears that they have gained visibility and have compelled the government to take some steps to improve their situation. However, the measures that have been taken are far from satisfactory. Apart from several policy measures, setting up of few statutory welfare boards and implementing minimum wage schedules, the basic issue of regulation of working conditions remains unaddressed. The welfare boards have proved to be ineffective in terms of providing substantive welfare measures such as pension or maternity benefits. The government does not appear to be in a mood to implement the ILO Convention 189. The movement for the rights of domestic workers has gained visibility and some strength, but its striking power remains limited. The movement is further weakened by the growing unemployment amongst women in urban and rural areas that is leading to an oversupply of paid domestic services. Instead of moving towards regulation of working conditions, especially minimum wages, weekly rest, paid leave and pensions, the government has been trying to bring them under the broad ambit of social security schemes. This will require domestic workers to project themselves as a political constituency of importance, in order to push the ruling dispensations to implement policies and laws in their favour.

8. Survey on "Report of a baseline survey of women domestic workers in Mukuru Informal Settlement - Nairobi Kenya" (August 2013) Female Domestic workers are left with very limited career options. But their working conditions and effectiveness could be improved by focusing on three critical areas. These are employer-employee relations, employee skills and employee attitude and behaviour change. The employer-employee relations could be improved by conducting seminars and workshops for employers on employee relations and motivation through monetary compensation and adopting a listening and caring attitude. The employee skills and effectiveness could be improved by giving the employees appropriate orientation and skills training in areas like housekeeping, first aid, cooking, and child care. Finally the employee attitude and behaviour change could be realised by



offering group seminars and sensitizing the workers to adopt attitudes and behaviour that encourage employers and employees alike to recognize domestic work as important as any other work.

Objectives of study

Below are the main objectives of the study

1. To explore the scope of domestic workers and identify their services.
2. To analyze the challenges faced by the domestic workers while rendering their services.
3. To identify the various factors that motivate domestic workers.

Research methodology

This section refers to the method and data sources used to carry out this study and evaluate the research objectives.

1. Techniques of the data collection

The present research study involves both primary and secondary data.

a) The Primary Source of data is the interview schedule. The researcher collected information from the respondents.

b) The Secondary data is also collected Journals, research magazines, books, and website, published data on varied in nature.

.2 Types of Research

The descriptive designs are used for this study. In this study the researcher has attempted to find out the major issues and challenges faced by the domestic workers.

3. Sample Design, Sample Size, and Sample Method

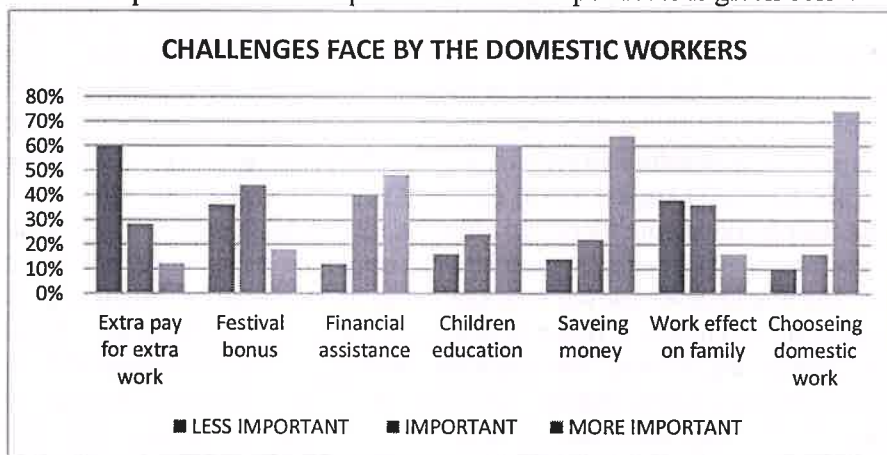
Sample selected for the study is 50 domestic workers.

4. Limitations of the Study

The research survey completely based on the opinion of the domestic workers.

Data analysis & finding

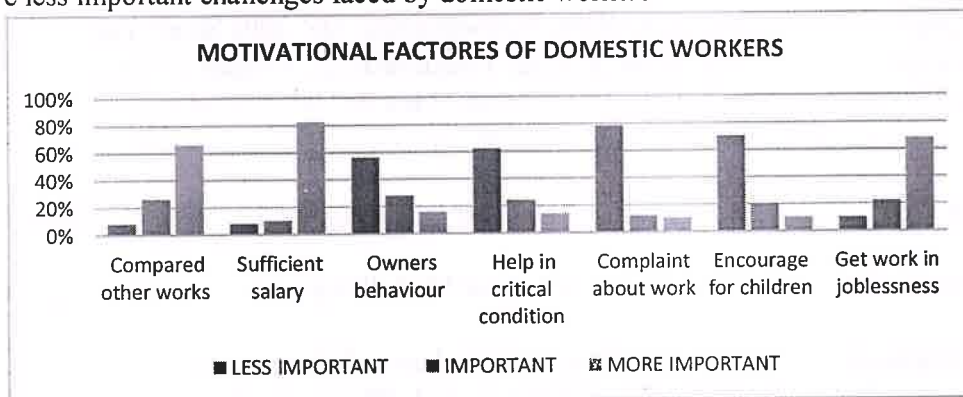
In this paper, researcher collected data from the respondents through the responses given by them in the questionnaire. The question wise interpretation of the respondents is given below



The above chart describes that choose the domestic work is more important challenge faced by domestic workers. There is an alignment reported on Children education and save money. Work effect on family, extra pay for extra work and festival bonus are more important challenges faced by the domestic workers in daily life.

There is an alignment reported on Festival bonus, financial assistance, Work effect on family and extra pay for extra work in important challenges face domestic workers. Children education, Choose domestic work, save money least important challenges is sought.

Extra pay for extra work less important challenge is found. Alignment reported on Festival bonus and Work effect on family. Financial assistance, Children education, Save money, and choose domestic work more less important challenges faced by domestic workers.



The above chart describes that sufficient salary is more important motivational factor that is found. There is an alignment reported on Compared other work and Get work in joblessness. Encourage for children, Complain about work, help in critical condition and owners' behavior least more important motivational factors effect on the domestic workers.

There is an alignment reported on Compared other work, Owners behavior and Help in critical condition. Sufficient salary, Complaint about work, Get work in joblessness and Encourage for children least important factors is sought.

Complaint about work less important factor is sought. Owners' behavior, Help in critical condition and Encourage for children are factors reported on alignment. Compared others works, sufficient salary and Get work in joblessness are more less important factors is found.

Suggestions & recommendation

1. Providing information about saving and credit programs and educating them on matters of budgeting and managing their portfolio well
2. Providing equitable extra wages for extra workload due to arrival of employer's guests on holidays and festivals.
3. Providing annual incremental benefit to all workers.
4. Providing minimum leave facilities to the workers.
5. Helping them connect to government schemes.

Conclusion:

Many countries are taking steps to improve the working conditions of domestic workers and improve



the quality of living. It is equally necessary to accelerate the rights of workers and to ensure adequate wages, as in other workers. We must create awareness among domestic workers about rights. Domestic workers should be educated about their rights. The rights of domestic workers should be protected by the government and laws should be enacted. Domestic workers should be considered as like other workers, to build and empower themselves to fight for their rights, basic principles and rights, basic principles and rights in the workplace, work time, remuneration, professional security and health, social security, as other workers. Domestic workers need training based on the ability to fight for their rights and empowerment.

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