



## WORKING CONDITIONS AND WORK RELATED PROBLEMS OF WOMEN DOMESTIC WORKERS IN TINDIVANAM TOWN

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### ABSTRACT

Women workers in India constitute one third of the total workforce. Majority of these women are engaged in the un-organized sectors such as agriculture, construction, domestic services etc. The majority of domestic workers are women and girls. "A domestic worker is someone who carries out household work in a private household in return for wages" defines international labor organization (ILO). In last few decades there has been a tremendous growth in the demand for domestic workers, which has led to the trafficking and other forms of exploitation of millions of women and children. The exploitation is in various ways starting from low wages to maltreatment and sexual harassment by the employers that remain outside the purview of any legislative control.

The study is exploratory and descriptive in nature and provides information of primary data collected from 80 respondents about their profile, reasons behind to take up this job, living and working conditions of women domestic workers and work related problems. The women domestic workers surveyed are the full-time both residential and non-residential workers.

The finding of the study will be useful to women groups, women movements, NGO's and other Governmental organizations working with the domestic workers in organizing them towards collective bargaining for improved and standardized working conditions and social security and in providing approaches for qualitative improvement in the life of women domestic's workers.

**KEYWORDS:** Workers, Industry, Capitalist, Mode of Production & Salary.

### INTRODUCTION

The working class emerged as a distinct class with the rise of the capitalist mode of production. The working classes can be divided into categories according to the nature of their work. The manual workers are wage earners and comprise mainly of skilled, semi-skilled and unskilled workers in industry and agriculture. The monthly paid salary earners and white collar workers like clerks, managers, officers, professional and self-employed owners.

Although domestic workers existed earlier, the tremendous increases in the demand for them arose due to the changes brought about by the industrialization in the economic and social life of the people especially in urban areas. Domestic service however, has its origin in the age old institution of bonded labor. Domestic labor in India, was chiefly performed by the sutras-destined to live an impoverished life of manual tasks.

India today faces a transition from the old to the new domestic service and this poses a variegated picture. In the changing society, the condition of the house hold workers too has changed. They are necessary, vital parts of a house hold performing some arduous and



unpleasant tasks often single handed for the comfort and wellbeing of the members of the family.

Domestic workers have become essential today because there has been a change in the economic and social function of the home. The traditional role of women in India has been changing in the past two or three decades. More and more women are entering various areas of economy. Industrialization and its overall impact on the social fabric of society has created a void in the household which has resulted in the need for the employment of a domestic helper. There is a need for the employment of the domestic worker in many middle class homes. In upper class home, the employment of domestic workers is an evidence of wealth, luxury and status.

As the nature of employment of a domestic workers is within the family of the employer, it is to a creation extent personalized. The terms and conditions of employment depend to a large extent on the employer- employee relationship. The domestic workers are generally considered more as a tool rather than as a productive labor force working for the economic wellbeing of the employers' family.

Of all the service in India, there is not a more unregulated or disorganized one than that which is known as 'domestic'. It is made up of a class of menials comprising of men, women and children. The hours of work, social and employment security are not regulated, neither have laws been passed to protect their interests. They are in a state of dependency, exploitation and quasi-bondage.

In both eastern and western Europe, America and Russia, domestic workers are given a status on par with other occupations. They are both well organized and protected by various forms the legislation. They have regular hours of work, leisure time, compensation and care in the event of illness or injury during work etc. All these rights have been achieved as a result of continuous and collective bargaining over a period of years. The 'unsung' women domestic workers of India is often exploited when found economically and psychologically well.

A Bill entitled 'domestic workers (condition of employment) Bill 'was introduced in the Indian parliament on august 21<sup>st</sup> 1959. But it was allowed to lapse. Today, domestics lack the courage and the means to steer their own causes because they are left out of all forms of legislation pertaining to workers in India. Though there are a few domestic workers unions in the bigger cities, they have not brought about an awareness in this segment of the working class about the need for collective bargaining. To organize themselves and to better their lot is their right. It is up to them and like – minded people to bring about a consciousness among them and the public about the need to improve the working and living conditions of domestic workers in India.

#### **OBJECTIVES:**

1. To describe the socio-economic characteristics of women domestic workers
2. To find out the conditions in which women domestic workers are made to work.
3. To explore the working conditions and work related problems of women domestic workers.
4. To develop a suitable programme for their improvement.

#### **METHODOLOGY**

Research design adopted by the researcher, suits for the present study is explorative and descriptive. The investigator tried to explore and describe the living and working conditions and the problems of the women domestic's workers with regard to their work life.

The coverage of the study is that of women domestic workers alone, employed in various households in Thindivanam, Villupuram district in Tamil Nadu. The sample consists of women and girls above 15 years who were selected by a simple random procedure, based on the convenience of the sampler, whoever was first met by the researcher were selected for the study.

Interview schedule was used as the main tool for collecting data from the respondents. It had both closed and open ended questions, which were simple and direct. Some were personal. The 50 questions were divided under following heads.

- Socio-Economic characteristics
- Reasons behind to take up this job
- Working condition and work related problems

The data obtained from the respondents were recorded carefully in the interview schedule was checked and scrutinized to make sure that all the data were filled accurately and the required information is obtained. Tables have been used to present the data. The investigator used the frequency distribution of variables contained in the schedule of enquiry. Each variable is represented in a tabular form, consisting of three columns: categories which form the variables, observed frequency which includes responses and percentage distribution of observed frequencies.

## REVIEW OF LITERATURE

We trace the roots of domestic work to slavery and colonial feature in ancient India, Greece and Rome (Khandera 1947). He explains that the invasion of Aryans lead to stratification of society into four colors: Brahmins, Kshatriyas, vaishyas and sudras, which is present even today's modern India. Through the stratification of people into Aryans and non- Aryans, hierarchy of work was created where higher order works were made available to higher strata of the society and lower order works for sudras. Even today, despite the changing economic scenarios, we see the slavery which is very well termed as "modern slavery, under globalization" (McGovern 2003) in the form of domestic work. In the form of domestic work cruel forms of slavery like forced labor or servitude is part of elite societies (Mantouvalou, 2006). Domestic work is not only a most heinous nature of work, but also remains a devalued sector with a precarious working conditions, to an extent, why today, domestic work still remains a low valued and invisible work has a roots in the capitalistic and patriarchal discourse (François, 2008).

The ILO report (2010) compares domestic work to more of "master- servant" relationship that takes our thinking and imagination once again back to many centuries. It is apparent from this expression that employee- employer relationship suffers many deficiencies, especially contractual nature of work, migrant status of the employee and formal nature of interactions do not allow a healthy relationship to develop between employer and employee (Chan, 2005). In a traditional description, domestic work was considered to be an unpaid work performed mainly by females in the family. In the given changing socio economic scenario such as increasing ageing population, occupations in industries becoming more lucrative with changes " in the organization of work and the intensification of work (ILO, 2010), prompting participation of women especially women from middle class families (Platzer, 2006) in labor market hence the so called un-paid non - market activity domestic work remains out of the purview of list of occupational options for educated persons, while raising the importance of outsourced domestic work as a separated occupation mainly performed by migrant workers or economically weaker sections of the society. Partly this phenomenon leads to a crucial role in making domestic work a segment of employment choice for millions of workers across the world (ILO, 2010a)

Within the last few decades, many have studied the role of women in emerging labor market. Hague, in his analysis, argued that the socio- economic conditions of women workers in south Asia are poor because they are concentrated in low paid occupations. Nirmala Banerjee (1999) argues that the emerging labor market is likely to prove even more problematic in the case of women workers than for the rest of Indian workers. Jaya Arunachalam (1997) has an opinion that the character of this sector is connected to highly exploitative irregular working conditions and wage discrimination. According to Sathya Sundaram (1996) the workers in unorganized sector remain unprotected by law. They are most vulnerable section of the society and they enjoy no job or income security with little bargaining power.

However, the most important and the large sector of employed women is the unorganized sector which includes the landless agricultural labourers, workers in traditional crafts, village and cottage industries, migrants to the cities employed as domestic workers and vendors.

Das Gupta Aparna (1980) indicates in her study on women domestics in Delhi that women do not go to hospital due to fear of the hospital and long delays there. Most of the women hold a number of jobs

and time is of great value to them. According to Padmini (1960) of all services in India, there is not a more unregulated or disorganized form of work than domestic service. Murugaiah (2002) has analyzed occupational risk of domestic servants, the risk area include high level of insecurity, deplorable wages, long working hours etc.

Domestic service has been still an important field of employment for many women. They suffer from low wage, long hours of work, shift in nature of job, lack of freedom and low prestige due to inferior status of the job. Due to lack of coordination their children are neglected and familial relations become tense. The fragmented nature of their job, lack of education and low bargaining capacity refrain them from organizing collectively.

### RESULTS AND DISCUSSIONS:

Under this head, the researcher deals with analysis and interpretation of the data, concerning women domestic workers and their situation. The intention of the researcher is to explore the working conditions and work related problems in detail and describing their socio-economic profile, reasons behind to take up domestic job in a nutshell form without authenticating through tables.

#### Socio- economic characteristics of women domestic workers

A national survey on domestic workers conducted by the labour commission of the catholic bishop's conference of India in 1980's, found that these domestic workers are one of the most neglected and vulnerable and their socio- economic conditions are very bad. The study of the researcher also highlight the socio economic conditions of women domestic workers in a summarized form given below;

- Women domestic workers come from very poor families. They don't have own land or property, the majority of them aged between 15 to 20 and 30 to 40 involve in domestic service. The husbands of the women domestic workers are either unemployed or dependent on daily wages. Due to poverty at home, young girls are forced to discontinue studies and engaged to work in houses.
- The majority of the domestic workers are illiterate or have studied only up to the primary level. The researcher found that forty two percent were illiterates and another thirty eight percent have studied up to primary level. Since domestic workers are not formally educated, they are unable to get better jobs. About seventeen percentage of young girls, who have finished their higher education and above are forced to go to house work due to poverty.
- With regard to the religion, mostly about 52% of Hindu and 40% Christian women engage in doing domestic work. Only 8% of Muslim women are working as domestic workers.
- Most of the domestic workers belong to schedule caste (67%) (i.e) Adi- dravider community and the remaining were from backward castes in Tindivanam town. The family of the schedule caste women and girls plays a main role in their migration. The decision of the women to take up this domestic job were influenced not only by economic factors but also by other factors like change in culture, type and size of the family etc. In a join family system there was an adjustment between the families. But in the case of nuclear family system, they found difficult to run the family. Around 82% of nuclear families women and girls engaged in domestic work in Tindivanam town. And about the size of the families there are 4 to 6 persons in the family (87%). Naturally both the husband and wife have to go for the job to sustain the family.
- Women are forced to manage the house hold single handedly due to various reason. Most of the husbands of women domestic workers are drunken and lazy. In certain cases, the men who earn, spend on themselves, eating out, smoking, gambling or drinking. At times, the women may borrow money from moneylenders to feed the children or to educate them or for any celebration in the family. So as indebted women, her wage is used to repay debts. And thus she becomes a bonded laborer. Some families are pushed to indebtedness due to the prolonged illness of a member in the family. The domestic workers family life is marked by frequent quarrels and disorganization because of the husband

comes home drunk and creates more tension and agony to the women folk. It is quite clear that mental or emotional stress is high (73%) among domestic workers. And so women domestic workers are overburdened with family responsibilities.

- Most of the married women (46%) and widow (28%) were taking up the domestic work in Tindivanam town. To some extent the divorced (19%) and separated women (7%) also found working as domestics.
- Most of the domestic workers are semi- skilled and unskilled (48%). At an early age they are forced to take up domestic work and have no opportunity to learn any other skills even while they work in houses. This makes them more prone to exploitations.

### REASONS BEHIND TO TAKE UP DOMESTIC WORK

Poverty is the main reason why many women and girls engage in domestic work. In almost all the cases, these domestic workers are the product of internal migration in search of employment. Family's problems, unemployment, dispute at home, ill-treatment and loss of parents have resulted in leaving the house to work as domestics. It is also not unusual to find domestic workers who are single parents, widowed or separated from their husbands or those with alcoholic husbands, who are compelled to work for the survival of their children. Natural calamities and conflict situation such as insurgency are also factors forcing them to take up the domestic work. Their debts due to falling crops also drive them to domestic work.

The demand of cheap labor in the growing market economics has caused many women and girls to seek employment in the cities and urban areas. The urbanization, the breakup of traditional joint family system, and the increased demand for domestic workers from middle – class women who are taking up jobs outside the home also contribute to more poor women and girls migrating from rural villages to cities and urban areas in search of domestic work. The glamour of city life and the raising consumerism also lure them to domestic work. The lack of access to education especially among young girls and false image of security and a stable environment at employer's home and factors that entice them to domestic work.

- The adverse repercussions of mechanizations of agriculture led to loss of livelihood by agriculture workers. As a result, women and girls migrate for work as domestic to address their economic problems.
- Children from rural areas coming from poor families are sent to live with relatives in urban areas with promise that they will be treated as their own children. Thus later these children will become domestics in relative's homes.
- Some of the boys and girls ran away home and ended up as domestics in urban areas.
- In the case of debt bondage, the children are sent to employer's home to live and work in urban areas to pay the debts of the children's family. Thus child domestics are created.

### WORKING CONDITIONS AND WORK RELATED PROBLEMS; No.80

S/NO	CHARACTERISTICS	NO OF RESPONDENTS	PERCENTAGE (%)
	<b>Nature of payment</b>		
	Uncertain pay	7	8.75
	Only in cash	36	45
	Only in kind	8	10
	Cash and land	29	36.25
<b>2.</b>	<b>Mode of Payment</b>		
	Personally	52	65
	Sent to parents / relatives	22	27.5
	Deposited in the bank	6	7.5
<b>3.</b>	<b>Monthly wage received</b>		
	Below Rs. 4000	15	18.75
	Rs. 4000 to Rs. 6000	53	66.25
	Rs. 6000 and above	12	15

4.	<b>Overtime payment</b>		
	Overtime paid	22	27.5
	No over time	58	72.5
5.	<b>Savings</b>		
	Saving nothing	15	18.75
	Rs. 500-1000	48	60
	Rs. 1000-Rs. 2000	17	21.25
	Rs. 2000 and above	-	-
6.	<b>Extra benefits received</b>		
	Nothing	-	
	Only tea	-	
	Only meals	-	
	Tea and meals	22	27.5
	Tea, means and bedding	-	-
	Tea, meals, clothes and bedding	58	72.5
7.	<b>Types of work performed</b>		
	Washing and cleaning utensils		
	Sweeping and swabbing & washing clothes	16	20
	Cooking	13	16.25
	Care of the children and old people	18	22.50
	Other work	8	10
		25	31.25
8.	<b>Hours of work</b>		
	4 to 8 hrs	15	18.75
	8 to 12 hrs	35	43.75
	Above 12 hrs	30	37.50
9.	<b>Job satisfaction</b>		
	Happy with work	10	12.50
	Satisfied Tolerably	27	33.75
	Not happy with work	26	32.50
	Over burdened	10	12.50
	No personal freedom	7	8.75
10.	<b>Residence of domestic workers</b>		
	With own family		
	With employer's family	22	27.50
	With both	49	61.25
		9	11.25
11.	<b>Relationship with the immediate boss</b>		
	Friendly, cordial		
	Cold	49	16.25
	Like servant	9	11.25
	Hostile	19	23.75

		3	3.75
<b>12.</b>	<b>Treatment received at work place</b>		
	Kind		
	Tolerant	11	13.75
	Harsh	40	50
	Scolding	12	15
		17	21.25
<b>13.</b>	<b>Worker's attitude towards work</b>		
	Easy / Tolerable		
	Boring	34	42.50
	Hard	13	16.25
	Unbearable	23	28.75
		10	12.50
<b>14.</b>	<b>Reasons for not wishing to continue</b>		
	Very difficult		
	Prefer another job	16	20
	Low wages	11	13.75
	Lack of respect	22	27.50
	Sexual abuse	5	6.25
	Physical/ mental abuse	-	-
	Feel insecure	8	10
	Salary reduced if absent	5	6.25
		8	10
<b>15.</b>	<b>Health Status</b>		
	Back / leg pain	31	38.75
	Head ach / cold, cough	29	36.25
	Diabetes & B.P	9	11.25
	Giddiness	11	13.75

#### **Nature of payment:**

Herean attempt is made identify the nature of payment of women domestics. On the whole, about (8.75%) of the domestic have uncertain pay terms of service. This means to say that some employers proclaim that they have adopted the domestic worker or maintained her well by providing her all necessary comforts. In majority of cases (45%) payment is made only in cash. On an average (8%) of the domestics under study are paid only in kind. 36.25% of the domestics under study had received their payment both in cash and kind.

#### **Mode of payment**

The mode of paymentserves different purposes. The idea of sending money to the parents of the young domestic worker is to prevent their children from misusing the money; to have them well under control; to prevent unwanted expenditure;they may even think of running away from the employer's family; the parents of the domestic are able to have some supplementary income for the family. Another mode of the payment of depositing the money in the bank on behalf of the domestic worker is to indent to give financial security of the domestic worker against her feature. The money is accumulated in the bank with the idea of easing the financial burden of the time of marriage or any other family function. This has been expressed as a reasons both by the domestics and the employers during the interview.

However in a majority of the cases (65%) the employers pay the wages directly to the domestic worker to avoid extra responsibility and maintenance of accounts and only (27.50%) of the domestic are paid through their parents or relatives. On an average (7.5%) domestic wage under study is deposited in their account in the bank.

### Monthly wage received

It is very difficult to assert the average monthly wages of the women domestics. As there is minimum wage fixed and the minimum wages act does not cover the domestic worker, the employers are free to pay what they feel, irrespective of quantum and hours a of work. It is more or less dependent on the living index of the particular employer's willingness to pay and the amount of extra benefits received. In some cases the wage includes the daily expenses on tea, meals and other benefits. On this basis about 18.75% are receiving below 4000/-, 66.25% are receiving Rs. 4000 to Rs. 6000 and 15% are paid Rs. 6000 and above per month.

### Over time payment:

As there are no fixed hours of work for full-time domestic service there is no question of over- time payment to them as understood in the other occupations, it exists in some form or the other. But part –time non-residential workers have opportunity of getting over-time payment because they work for limited hours.

The survey shows that on an average (27.50%) of domestic workers under study are paid for over – time work, but as a great percentage (72.50%) of domestics are full time residential workers did not get any over time payment.

However, there is little scope for getting over –time payment for full- time residential domestic workers as they are expected to do all the house hold chores.

### Saving:

The living expenses have gone up, it is very difficult to save something out of the small income earned by the domestic workers. Yet, some domestic workers make an earnest effort to save something for their future. Some save money by depositing their wage in a bank every month, some leave the money with the employer and take it in a lump sum whenever they need it.

It is to be noted from the table that about 18.75% of the domestics under study do not save anything for their future. The reasons could be that as the living expenses are increasing day by day, the domestics cannot manage to save anything out of their meager income, the wages many be directly sent to the parents and they may be spending money for additional comforts and family affairs. Still there are some domestics who save some thing for their future. As many as 21.25% of the domestics under study save an amount of raring from Rs. 1000 to 2000/-, and some 60% of them save Rs.500/- to Rs.1000/-

### Extra benefits received

There is no measure whatsoever of the benefits which the domestic workers enjoy. The benefits which domestics receive greatly depend on the employer's appreciation of the prompt, sincere, honest and hard work of the domestics. It is also learnt while interviewing the domestics that sometimes, they get "TIPS" (Token given for Prompt Service) from the employer's guests and relatives. Apart from human consumption items, sometimes domestics are presented with some luxury items like toys for children, fancy items, and household articles. But in majority of cases, what the domestic worker gets are those things which the employer cannot use or does not want to use like old clothes, bedding, and leftover food items and household articles.

The study shows that a large percentage (27.50%) of domestics get tea and meals as extra benefits. More than half of the domestics (72.50%) receive tea, meals, cloths and bedding. This is due to the fact that the greater percentage of domestic reside with employer.



In general it could be said that full – timers get all the extra benefits mentioned while part – timers are usually given only tea or tea and meals.

### **Type of work performed**

There are five broad categories of the type of work involved in domestic service, the most important of which is washing and cleaning utensils (20%). About 22.50% of the respondents either help in cooking or do the cooking as main task. Besides this, washing cloths and sweeping and swabbing the house also form important task in the daily importance (16.25%). A large percentage of jobs include marketing, carrying meals, running errands, toilet and bath room cleaning, gardening, disability caring ,animal care etc. which though rare have a certain significance(31.25%) and few of them (10%) take care of the children and old people.

### **Hours of work:**

The hours of work and nature of work depend on the full time or part time availability of the workers. There seem to be no amount of organized regulations in terms of duration of work. A large respondents (37.50%) of full time workers working above 12 hours per day and about 43.75 of workers working 8 to 12 hours per a day and 18.75% of workers are required to work 4 to 8 hours a day. This shows the deplorable worker situation of the domestics in the study area.

### **Job satisfaction:**

It is interesting to note that though the conditions of work are rather poor, the workers are tolerably satisfied with their jobs (33.75%). The average of the study comes to 12.50% who are happy with their work, 32.50% are not happy with their work. And about 12.50% had come out with overburdened in their work, at the sametime 8.75% had reacted by outpouring their feeling of no personal freedom at their work place.

Job satisfaction is related to various other factors at the place of residence and the distance of the work place, accommodation provided by employer and ratification over it, relationships at work place including treatment and sanction by employer, time given to visit the family and for religious practices.

### **Residence of the domestic workers**

Which regard to residence it is found that highest numbers of workers staying with the employer's family (61.25%), while about 27.50% of the workers staying with their own families. A certain (11.25%) of women domestic workers stay in the employers house in the daytime, but live with own families during night time

### **Relationship with the immediate bots**

Relationship with the immediate boss (Generally the house wife) differs and determines largely the workers satisfaction over the job. On an average the study reveals that most of the workers have either friendly or cordial relationship with the immediate boss (61.25%). However the study shows that only 3.75% felt that there is hostility between the boss and them and another 23.75% felt that they are treated like servants. The study shows that about 11.25% women domestic workers have cold relationship with the boss.

### **Treatment received at workplace.**

A significant variation, we see, regarding the treatment received at workplace in the study area, only 15% said that they received harsh treatment. In general the women domestic workers felt that the employers were tolerant (50%), while a few (13.75%) have expressed that their employers were kind and 21.25% were on the opinion that their employers were scolding in their dealing.

### Workers attitude towards work:

Job satisfaction is also depended on the workers attitude to the work performed and it is found to be independent of their relationship at the work place. Most women domestic workers felt that the work is either easy or tolerable (42.50%). On an average of 16.25% found the work boring, 28.75% found it hard, while 12.50% found the job unbearable.

### Reasoning for not wishing to continue the job.

The study shows the majority of the respondents stated various reasons for not wishing to continue domestic work. As many as 27.50% respondents do not wish to continue to do this job, because of low wages, and 20% reported that since it is very difficult job, they would like to discontinue. Another 13.75% of respondents prefer another job. Only 6.25% had expressed that they felt lack of respect, 10% felt physical/mental abuse, 6.25% felt insecure, 10% of them felt salary reduced if absent in this job. However a significant number of the respondents (6.25%) wished to continue the job for no other jobs available for this women.

### Health status

It is quiet natural to get sickness as a human being. But as domestics, due to their nature of work, work environment, frustration, work burden etc. affected by very many diseases. The majority of them (38.75%) were affected by back/leg pain, while 36.25% by head ache, cold, cough. Among them, some 13.75% were suffering by Giddiness and 11.25% were under treatment for diabetes& BP.

### RECOMMENDATION AND CONCLUSION:

As a precautionary measure against exploitation of domestic workers, the recommendation is broadly classified under two heads: 1) **social measures**, 2) **legislative measures**.

**Social measures** are purely voluntary measures undertaken by society to ameliorate the condition of domestic workers. From the point of view of human relations, social justice and community understanding these measures will have greater value than legal measures provided a responsible and competent agency comes forward to take the task in hand.

Social measures have been described in five sub-headings which are as follows:

- 1) **Organizing the domestic worker** – the first task will be to organize the domestic workers so that they will have recognition in the society.
- 2) **Domestic work, a profession** – domestic work should be considered as a profession rather than mere service. Therefore, it requires basic formal education and vocational training.
- 3) **Other than live-in domestics**: it would be good and reasonable to have the domestic worker live away after the day's work, so that exploitation of all kinds is avoided. Hence a night home or hostel exclusively for domestic workers should be thought of.
- 4) **Disciplining**: Disciplining the employer and the domestic worker is very much needed so that work and human relationship is carried on in a decent manner. Therefore a code of discipline should be drawn up for the employer and the worker.
- 5) **Service agency**: A well-established voluntary agency should take great responsibility in standardizing working conditions formalizing domestic work and implementing the statutory and voluntary provisions to safe-guard the interests of the domestic worker.

**The legislative measures** are drawn up after giving up after giving importance to working conditions of the domestic worker. The main aim of the recommendation is to have legislative sanctions in the form of Act. The probable Acts should have sufficient provision to involve people from government, social welfare agencies, domestic workers and employers.

Legislation must define the domestic worker, employer and domestic work. The legislative recommendation has been classified into three sections -

- 1) **Working conditions:** legislation should have the following provisions in connection with the working conditions of the domestic workers – terms of employment, service conditions, hours of work, over-time work, rest, holidays, leave, wage, wage in kind, fixation of wage period, payment of wages, benefits, advance payment, fine, deduction of wages, compensation, lay off, insurance, safety tools, night stay, prohibition against retaining young women during the night at the employer's house, limitations on the domestic worker, exploitation, loss of confidence and related legislations.
- 2) **Registration and Employment bureau:** to maintain and regularize the employment of domestic workers and to improve the working conditions of the domestic workers.
- 3) **Enforcement and inspection:** to enforce the working condition act and employment registration and to check up on the implementation of the legislative provisions.

Therefore, it is very essential to form a curative measure to ameliorate the extent of the problem before it bursts out. Any measures, social or legislative should be given to a reliable person who can take interest in and implement it.

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