CHAPTER VI

ANALYSIS AND INTERPRETATION- THE PRESENT STATUS

6.1. INTRODUCTION:

The present study relates to the girl child labour as domestic help. The researcher during the interviews conducted felt that there is a large section of the girls who are working as domestic helps and they have no future but to die working as domestic helps and live in poverty. While the researcher was talking to the girls it was realized that they are very helpless and are forced into the job of domestic work. Some of them are even not aware of what their future would be and they thought that this type of life is their destiny as they cannot avoid it. It is indeed clear from this that there is need of providing social security to these girls who are working and contributing to the economy of the country.

The analysis of the 3 questionnaires, one to the girl child labour, the second to the job provider and the third to the expert is of immense help in reaching to the final interpretation. The questionnaires have been meticulously formed, interpreted and analysed by the researcher with the help of experts. The figures in the form of bar diagrams and pie charts express the views in the easiest way so that every person who would refer the research can understand the approach and object of the research. The language used is simple and has no ambiguity, so that the analysis is precise and easy to be understood.

The questionnaire of the job provider has helped the researcher to know the views of the society with regard to the girl child labour as domestic help. It was realised by the researcher that the society is concerned about the existence of the evil of girl child labour as domestic help. They also have agreed that social security must be provided to them. They must also be provided all the benefits that are available to the workers of the organized sector. They opined that registration should be made compulsory so that they could get the benefits of the existing laws.

The opinions of the experts were very vital in the sense that they suggested valuable remedies to provide social security to the girl child labour as domestic help. They confirmed the existence and service given by the girl child labour as domestic help. Education, awareness and
registration were common suggestions given by the experts along with the job providers. Earn and learn suggestions also given by the experts.

Thus it was only due to the contribution made by all three types’ samples, that the data could be collected, interpreted and analysed. The conclusions drawn have helped the researcher to prove the hypothesis and suggest some changes and amendments to the existing laws so the social security could be provided to this section of the society.
Analysis Of Questionaire for Girl Child Labour as Domestic Help :

Graph 1: Age groups of Girl child labour

Observations: Out of the 40 samples it was found that there were 3 girls between the age group of 10-12 years, 10 girls between the age group of 13-14 years, 15 girls between the age group of 15-16 years and 11 girls between the age group of 17-18 years. It was also observed that the girls working as domestic help between the age group 13-16 years had completed their primary education.

Analysis: It is analysed that there are girls working as domestic help from the age of 11 years to 18 years. It is also found that predominantly the girl child who works as domestic help is between the age group of 13-18 years. The reasons for their working as domestic help are varied such as poverty, helping hand for the mother, earning member to meet both ends meet, physical security less at home, learning the domestic work while at job. It is thus inevitable for the girl child to work as domestic help.
REASONS FOR DOMESTIC WORK BY THE GIRL CHILD:

Graph 2: No. of Family members residing with the girl child labour as domestic help.

**OBSERVATIONS:** It is observed that on an average there are at least 5-6 members in the family of the girl child excluding her. It is also found that in most of the families the father was not an earning member and was under influence of vices which was an additional burden for the family. The girl child by the virtue of being a girl had no option but to work as domestic help.

**ANALYSIS:** The chart showing the number of family members residing with the girl child depicts that in every family there are many members and hence it is inevitable for her to work to support her poverty stricken family and hence she finds the domestic work easily available and without any qualification or skills.
ACCOUNTABILITY AND RESPONSIBILITY

Graph 3: No. of job providers of the girl child labour as domestic help.

**OBSERVATIONS:** Out job providers of the 40 samples 16 girls child worked 2 job providers, 5 of the worked with 5 job providers and 20 worked with 1 job provider. It is thus observed that the girl child has more than one job provider.

**ANALYSIS:** The girl child has more than one job provider ranging from 1-5 and hence she has to run for completing her work during the day. The question of accountability and responsibility remains unanswered in situations of any untoward incidences in respect of the girl child.
WORK HOURS V. EDUCATION

Graph 4: No. of work hours of the girl child labour as domestic help.

**OBSERVATIONS:** Out of the 40 samples 13 girls worked for 4 hours a day, 9 girls worked for 3 hours a day, 12 girls worked for 2 hours a day and 4 girls worked for more than 4 hours in a day. The girls who put in 2 hours working hours went to school and then worked as domestic help. But the girls who worked for more than 2 hours could not attend school but, had a desire to learn further.

**ANALYSIS:** The number of working hours of the girl child is between 2-8 hours. Though the work is not hazardous but the long working hours do not allow the girl to take up any further
education. The girls are desirous of learning further who have completed their primary education. The girls who are between the age group of 15-18 years are eager to learn certain vocational courses and enhance their abilities. Less the working hours more will be the opportunity for education.

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**TYPE OF WORK**

![Graph 5: Types of work performed by the girl child labour as domestic help.](image)

**Graph 5: Types of work performed by the girl child labour as domestic help.**

**OBSERVATIONS:** Out of the 40 samples all of them performed the work of cleaning, 30 girls performed the work of washing, cleaning and dusting in combination, 10 girls minded young children and only 1 girl looked after old people and 19 girls performed other work incidental to cooking or house.
ANALYSIS: It is analysed that the girl child labour performed all types of work such as washing, cleaning and dusting. They also looked after the young children and performed other jobs that were incidental to cooking such as buying vegetables, cutting vegetables, buying grocery and helping the job provider in cleaning during the festival times and otherwise. That can be said that they performed all those jobs and activities which would be termed as home maker. Caring of old people was not prominently found since the society is transforming into nuclear family.

WORK OF OWN/ WITH MOTHER

![Pie Chart 1: Works her own or accompany her mother.](image)

OBSERVATION: Out of the 40 samples 26 girls work on their own and 14 girls accompany their mothers. The girls wanted to work independently so that they have economic independence,
lessen the burden of their mother. The girls wanted to have security of their future but had no knowledge of how to achieve it.

**ANALYSIS:** It is analysed that majority of the girls were working independently and wanted to do so to remain economically independent. Though they worked to support their family yet they wanted to save for their future. They had no guidance to secure their future. The girl child did not understand the meaning of social security. The girl child is working independently from the age of 11 years and needs all the minimum benefits and social security.

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**AWARENESS OF LAWS**

![Pie Chart 2: Girl child labour as domestic help aware of laws or not.](image)

**OBSERVATIONS:** Out of the 40 samples 31 girls were not aware of any laws for the domestic workers, but 9 girls knew that some laws existed for the domestic workers. The sources from which they gathered information was from television, newspapers and their school. They were
aware about fixed rates for jobs done by them; registration number, pension scheme for the old and that government must implement the law.

**ANALYSIS:** Hence it is analyzed that creating awareness and educating the girl child in such a way that she makes herself aware of the surroundings. It was observed during the survey that in a particular sophisticated area in Nasik City the girl child was aware of laws were she was getting the facility of reading books, watching news and encouragement for further education. In other areas, the girls barely got their remuneration. It is thus clear that it is the temperament and attitude of the society that has to change and the work that the girl child does has to be recognized and looked upon with dignity. Creating awareness about the laws, schemes and other facilities available for them is also necessary.

**BENEFITS TO THE GIRL CHILD AS DOMESTIC HELP**

**Pie Chart 3: Benefits at workplace.**

**OBSERVATIONS:** Out of the 40 samples 27 girls got food and clothes at their work place, 8 girls were provided with books to read, 4 girls were given education in the form of tuitions or
teaching with the children of the job provider or the training of the work that the job provider did such as beauty parlor. One girl worked at a doctor’s residence and so she was been given nursing training by the job provider. Only 6 girls got other benefits such as money when ever needed encouragement for taking up a courses etc.

**ANALYSIS:** It is hence analyzed that they are in need of benefits at the work place. The job provider must realize and provide for certain benefits to the girl child such as food if the girl is working in the house in afternoon time. The benefits such cloths, books, shall be given to the girl child according to their requirement by the job provider. She could even be given the benefit of performing the domestic work in the modern way.

**TYPE OF REMUNERATION**

*Pie Chart 4: Types of Remuneration.*

- **Type of Remuneration Cash** (40)
- **Type of Remuneration Bank Deposit** (6)
- **Type of Remuneration Kind** (4)
- **Type of Remuneration Other** (0)
**OBSERVATIONS:** All the 40 samples get their remuneration in cash, 6 girls deposit their wage in the bank, 4 girls got remuneration in kind. It was observed during the survey that the girls did not feel secured about their remuneration and wanted it to be secured. They had the fear of their parents taking it away from them. They were not much interested in remuneration in kind and wanted to be paid in cash or in the bank.

**ANALYSIS:** It thus analysed that the girl child wanted her remuneration in cash so that she could spend it in her own way and according to her needs. She wanted her remuneration to be fixed and secured. She needed security of remuneration, fixed remuneration and also future security when she talks about opening of bank account.

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**BENEFITS RECEIVED BY THE GIRL CHILD**

![Pie Chart 5: Benefits other than remuneration.](image)

- **51%** Remuneration Bonus % increment
- **22%** Remuneration Cash on spl Days
- **27%** Any other

Pie Chart 5: Benefits other than remuneration.
**OBSERVATIONS:** Out of the 40 samples 25 girls received bonus/extra money and annual increment, 11 girls got cash on their special days such on their birthdays, festivals other than Dipawali and 13 girls got other benefits such as money for medical expenses, for taking training or course, or even school fees if she has taken admission for college education, she was helped monetarily as and when needed. The researcher during survey observed that in certain areas of the city only monthly remuneration was paid and no bonus/extra money or annual increment was given to the girl child.

**ANALYSIS:** It is analysed that since the majority of the girls received yearly increment and extra money during festival times from the job provider it necessary to recognize such sanctions by law. The society is already aware of the fact that yearly increment and bonus/extra money should be given along with other benefits according to the need and requirement of the girl child, then why not give such customs a legal sanctions?

**BENEFITS EXPECTED BY THE GIRL CHILD LABOUR AS DOMESTIC HELP:**

She has certain expectations from her job provider. She wants fixed wages, annual increment according to rising prices, she wants bonus enough to buy new clothes for herself and also wages equal to any other area in the city. She also wants modern equipment’s of washing and cleaning so that her burden is lessened at work place. They also expect their job to be secured. They wanted their job provider to open bank account so that they could deposit their wages in the bank. They also want their wages to be secured in such a way that they can use it during their hard times.

It is analysed that the girl child labour as domestic help wants modernization at the work place; job security at the work place, needs secured wages, leave provision and medical leave with wages. They also expected that their job providers must respect their work. They want their job providers to treat them with respect and dignity.
SUMMING UP:

A sample of 40 girls was conducted. All the girls had been going to school and also studied up to 8th standard. They could read Marathi language but could not read or understand English language. The questionnaire given to them was read to them and explained to them in Marathi so that they could answer the questions satisfactorily.

It was observed by the researcher that the place of residence was slum area and they worked in the nearby colonies. The slums were a place having unhealthy living conditions and the houses were merely sufficient to stay for a family of 4-6 members. Both the parents were illiterate and in most of the families the father is not an earning member or earned very meager. He was also under the influence of many types of vices. All these conditions lead to poverty and need for more earning hands for the family. And since domestic help is an easily available job and the girl child has no other option, but to start working as a domestic help at a very tender age.

The researcher after conducting the survey of the girl child labour as domestic help in various areas within Nasik city has observed that this section of the society is providing her services in many houses. They give their services as a home maker by performing various types of jobs such as washing, cleaning, dusting, minding young children, caring for old people and many other jobs that are incidental to the kitchen. They are like a supporting hand to the job provider.

The nature of their job is non-hazardous but their age is between 11-18 years of age. The Constitution of India has though prohibited child labour below 14 years of age in any hazardous occupation. But domestic work has not been defined in any of the existing laws, enactments or acts. It is observed that the girls between the age group of 10-13 years are working as domestic help. She works with her mother and also works on her own to support her family. She does small chores at the job provider’s house and jobs incidental to the house work. Sometimes she is also sent to the nearby market or shop to buy certain items where in the risk of traffic is not taken into consideration and is treated as a normal activity. They work in an unorganized sector where no laws or rules regarding the time and fixed wages prevail. Hence taking in to consideration the number of hours of work and the type of work they perform, need to be recognized and brought in to the purview of law.
The girl child labour works for more than one job provider and hence the question of accountability and responsibility arises. How the responsibility should be put and which job provider should be held responsible for any risk, injury, accident which would take place with regard to the girl child labour.

Majority of the girl child workers work on their own and a few of them only accompany their mother on work. They feel the need of economic independence and also as an extra support to the family. Her family consists of at 6 members and the father is mostly a non-earning member.

77% of the girl child labour as domestic help is not aware of any laws for domestic workers. They must be made aware of laws, schemes and benefits provided for their benefits through awareness programs and helping them educate and empower them. In some areas it was observed that the girl child did not get any yearly increment in her monthly remuneration. She also was not given any bonus or extra money to spend on the festival time. But majority of the job providers gave all the benefits other than monthly remuneration to the girl child. Since it is customarily given in most areas of Nasik city it is thus analysed that a legal recognition be given. The job provider shall be under obligation to pay remuneration in accordance with the law. There is a need to formulate a special legislation for the girl child labour as domestic help.

It can be thus analysed that taking in consideration the type of job performed by the girl child labour as domestic help is job of responsibility and should be considered one of which needs skill, cleanliness and hygiene. The job of minding young children needs skills of handling a child and literacy so that the child learns good habits and good things from the care taker. Also taking care of old people needs skills of nursing. The girl child labours as domestic help should have primary knowledge of first aid, so that she can handle situations which occur while taking care of the old.

Thus, creating awareness of laws and making them know about the schemes and facilities available for them is necessary but, it more necessary and important to give them training of first aid. Hence it is also analysed that the job of housekeeping and caring should not be considered as an unskilled work. It needs a lot of physical skills, management skills, patience, energy, discipline, good hygiene and cleanliness.
Hence, it is not only necessary to regulate the working hours, leave, working conditions, conditions of employment but also need to provide training and skills that are necessary for the girl child labour as domestic help. They also do not know the meaning of social security but they want their present and future secured. They want to earn and keep aside some money for their difficult times but, do not know how.

**Analysis Of Questionaire for the Job Providers :**

**AWARENESS OF LAWS OF JOB PROVIDERS**

![Pie Chart 6: Job provider aware of laws prevailing for domestic workers](image)

**Observations:** Out of the 40 samples 20 were aware of laws prevailing for domestic workers and 20 of them were not at all aware of any laws. Those who aware knew about pension schemes, health schemes. They had knowledge that the domestic workers were striving for fixed wages, obtaining registration number, leave with wages and extra payment for festival times. None of the samples knew about social security act.
ANALYSIS: It is analysed that they are aware of facilities/schemes that are available for the domestic workers but, they are not aware about any specific laws. They have also not heard about any special laws for the girl child labour as domestic help. None of them knew about social security provided to domestic workers. But since 50% of the job providers are aware of certain provisions. There is need to create more awareness and persuade the job provider to make the girl child aware of benefits given to her by the law.

KIND OF WORK PERFORMED

Graph 6: Kind of work performed by the girl child labour as domestic help.

OBSERVATIONS: Out of the 40 samples 31 girls performed washing activity, 14 girls minded young children, 32 girls performed cleaning work, and 12 girls’ cared old people and 14 girls performed other jobs along with the routine work they performed. The extra work included cleaning window panes, gardening, cutting vegetables and helping in the kitchen with small jobs.
ANALYSIS: It is analysed that according to the job providers the girl child labour as domestic help performed every type of work such as washing, cleaning, minding young children, caring old people and also other work which is incidental to kitchen or related to home making. The researcher had 10 samples of those job providers who did not employ a girl child as domestic help but they were very much aware of the kind of work performed by the girl child. It was found that there are girls between the age group of 16-18 years who care for old people along with the routine work of washing, cleaning and other work.

WORKING HOURS OF GIRL CHILD LABOUR

Graph 7: Hours of work done by the girl child.

OBSERVATIONS: It is observed that the working hours of the girl child labour as domestic help vary from 1-8 hours of a day. There are 27 girls working for 1-2 hours, 9 girls working for 1-4 hours and 4 girls working for 1-8 hours a day. They work during the day hours which mean they miss the school, any training or course that they intend to learn which are conducted during the day time.
ANALYSIS: It is thus analysed that the number of hours put in for work in accordance to their age group must be categorized and they should be given certain benefits that would secure their future. They must be provided those minimum benefits as are given to the organized sector workers. They also need social security and steps must be taken in that behalf.

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NEED FOR SOCIAL SECURITY

![Pie Chart 7: Need for social security for the girl child labour as domestic help.](chart.png)

Pie Chart 7: Need for social security for the girl child labour as domestic help.

OBSERVATIONS: Out of the 40 samples 39 were of the opinion that there is need for social security to the girl child labour as domestic help. Only one job provider did not feel the need for social security as she gave the girl child yearly increment, bonus/extra money and she also felt that the girl child does not need anything more than that for her survival.
ANALYSIS: It is thus analysed that majority of the job providers realize that there is a need for social security for the girl child labour as domestic help. They were also concerned about the future of the girl child, her health and her living conditions. But the job providers are not sure about how social security can be provided. They look up to the government to make certain laws in this direction which would help the girl child labour as domestic help. The job provider is ready to take responsibility of the girl child to provide social security along with the government.

BENEFITS OTHER THAN REMUNERATION

Graph 8: Benefits other than monthly remuneration.

OBSERVATIONS: Out of the 40 samples 15 girls were given cash on their special days, 32 girls got yearly increment, 28 girls were given bonus during Diwali, 18 girls received benefits in kind other than yearly increment and bonus/extra money and 20 girls received other benefits
such as school fees, money for uniform, school bags, books and monetary help as and when needed.

**ANALYSIS:** It can be analysed that there is no money left in balance for their circumstantial expenses leave aside any unforeseen expenses. It can also be analysed that cash benefits on the special days, yearly increment, bonus/extra money remuneration in kind and other benefits are customarily being given to the girl child. Hence need is to recognize and legalize these benefits. It is also be analysed that almost 20 girls are receiving all the benefits. It is needed only to make those laws applicable to this section of society which is applicable to the organized sector.

**PREFERRING A GIRL CHILD AS DOMESTIC HELP**

Graph 9: Reasons for preferring a girl child as domestic help.

**OBSERVATIONS:** Out of the 40 samples 8 job providers said that they preferred the girl child because they could be available at less wage rates, 35 of them said they are obedient, 26 of them
said that they are less risky and 21 of them gave reasons other than these such as they are enthusiastic, learn any work fast, they are not lazy, they can be relied upon, they have better acceptability and adaptability.

**ANALYSIS:** It can be analysed that the girl child is preferred to an adult worker as domestic help because of many qualities that she possesses. These qualities are in-built, inherent and god gifted which makes her superior and special to others. She has a natural instinct of being adaptable and sincere. She learns any domestic work very fast. She is also very enthusiastic in learning and performing any new work assigned to her. She also has the quality of management and multitasking. Hence this vulnerable group is seen working and her work is need of the society.

**SUMMING UP:**

After the survey of samples of the job provider the researcher could come to the conclusion that the girl child labour as domestic help performed various types of work such as washing, cleaning, minding young child children, caring old people and other jobs that are incidental to kitchen and pertain to home making. They are a good helping hand to the job provider.

There working hours vary from 2-8 hours a day and their work is of non-hazardous nature. Yet they are not governed by any laws. The existing laws are also not sufficient to provide them social security. The girl child is not paid equal remuneration which differs from one area to another. But she is given yearly increment, bonus/extra money; benefit in kind, cash on her special days and even other benefits. Thus if such remuneration and benefits are customarily paid to the girl child then it must be recognized and legally provided. Certain compulsions could be made on the job provider towards payment of equal remuneration.

The numbers of working hours they work are recognized by the job provider and they must be regulated. The job provider thinks that if there is any law to regulate the working hours and conditions of work and terms of employment of the girl child labour as domestic help it would be of great help to them. According to them there must be specific laws and rules for the girl child labour as domestic help so that could be followed by the job providers.
It was also confirmed by the job providers that there must be registration of the girl child who intends to work. This registration process must be initiated by the government and the NGO’s also could be a help to them. Social security should be provided to them but it would be possible only when the terms of employment are recognized under certain laws specifically made for the girl child labour as domestic help.

The existence of the girl child labour as domestic help is established through the reasons for preferring the girl child to any adult worker due to her qualities of being obedient, less risky, enthusiastic, eager to learn new work and easily available at less wage rate. Hence taking into consideration all the observations it is necessary to formulate a special law for the girl child labour as domestic help. The special will surely help in achieving the goal of providing social security to the girl child as domestic help.

The valuable suggestions given by the job provider will be a step forward in providing social security to the girl child. It will also help in recognizing the work performed by the girl child. It will help in respecting the job the girl child does and the society will learn to respect the girl child and treat her with dignity.
Analysis Of Questionaire for the Experts:

AWARENESS OF EXISTENCE AND SERVICE GIVEN BY GIRL CHILD

Pie Chart 8: Awareness of existence and service given by the girl child labour between age group 10-18 years.

OBSERVATIONS: All the 40 samples were aware of existence and service given by the girl child labour as domestic help between the age group of 10-18 years.

ANALYSIS: It is thus analysed that the girl child between the age group of 10-18 years is giving her services as domestic help to the society. It is confirmed that the girl child is extending her
services to many houses in the society. It is also analysed that she is a silent worker and a helping hand to the job provider. Her existence and service is a known fact.

**NEED TO ESTABLISH EMPLOYER-EMPLOYEE RELATIONSHIP**

![Pie Chart 9: Necessity to establish employer-employee relationship.]

**OBSERVATIONS:** 25 samples out of 40 confirmed the necessity to established employer-employee relationship, 6 said it is not necessary to establish any such relationship, 9 of them said it was partly necessary and none was for a total NO.

**ANALYSIS:** It is analysed that those who replied as “not necessary” were not exactly aware of employer-employee relationship and those of the opinion for “partly necessary” knew that if employer-employee relationship is established some benefits such as yearly increment, bonus
etc. should be given. Hence it is clear that the girl child must get the basic monetary benefits which any worker of an organized sector avails.

### NEED TO PROVIDE SOCIAL SECURITY

![Pie Chart 10: Need for providing social security to the girl child labour as domestic help.](image)

**OBSERVATIONS**: All the 40 experts were of the opinion that there is need for providing social security to the girl child labour as domestic help.

**ANALYSIS**: It is analysed that all the experts have agreed over the issue for the need to provide social security to the girl child labour as domestic help. This could be achieved only when there
is a special law for this category of worker. The general provisions of the existing laws are also not sufficient to provide social security to the girl child labour as domestic help.

SUGGESTED BENEFITS TO GIRL CHILD LABOUR

Graph 10: Benefits that should be given to the girl child labour as domestic help.

OBSERVATIONS: Out of the 40 samples 16 were of the opinion that cash benefits should be given on the special days of the girl child, 36 replied in positive for yearly increment, 34 experts were in the favour of giving bonus/extra money, 24 said there should be recurring deposit scheme to secure the future, 15 opined positive for fixed deposit and 25 said that other benefits should also be given such as providing modern equipment’s at work place, encouraging development of skills, medical insurance, health insurance, encourage hobby classes, provident fund schemes and building cultural and human values.
ANALYSIS: It is analysed for the above observations that the girl child as domestic help is been given all the benefits. Hence it is also a custom that is followed by the job providers. Also all the experts are of the opinion that these benefits should be given to the girl child labour as domestic help. The other benefits given are less monetary and more of educative nature and to provide welfare to the girl child. Hence if these benefits should be given or are given to the girl child labour then they must be recognized by law.

WORK AND EDUCATION

Pie Chart 11: Work and education go hand in hand.

OBSERVATIONS: 38 experts out of 40 answered in positive over work and education to go hand in hand in case of girl child labour as domestic help. The experts opined that she should be given education according to her interest and merits, encouraged to study at open universities, given vocational training and skilled job training, they could also be given industry need based training. They should be provided night school facility and teaching should be facilitated at their
localities. Only 2 experts were of the opinion that works and education should not go hand in hand; so that the girl child can get more time to acquire knowledge and skills for her better future.

**ANALYSIS:** It is analysed that work and education should go hand in hand. It will be for the benefit of the girl child if she earns while she learns. This would enhance her skills of interest. It would help in building self-confidence.

**EXISTING LEGAL SENARIO**

![Pie Chart 12: Existing laws sufficient to protect the interest of the girl child labour as domestic help.](chart12.png)

**OBSERVATIONS:** Out of the 40 samples 35 experts were of the opinion that the existing laws are not sufficient to protect the interest of the girl child labour as domestic help. 5 experts opined that the existing laws must first be implemented and then new laws must be formulated.
ANALYSIS: It is analysed that since the existing laws are not sufficient to protect the interests of the girl child labour as domestic help a whole new law must be formulated specially for the girl child. Also the implementing machinery of the existing laws must be made effective. The existing laws do not cover the girls between the age group of 10-18 years in the unorganized sector though the work they perform is non-hazardous work.

NEED FOR SPECIAL LEGISLATION

Pie Chart 13: Need of special legislation to protect the interest of the girl child labour as domestic help.

OBSERVATIONS: Out of the 40 samples 38 experts were of the opinion there is a need for special legislation to protect the interest of the girl child labour as domestic help. Only 2 experts
were of the opinion that special legislation will not help much to protect their interest and it will be more beneficial to keep them in the general category.

**ANALYSIS:** It is analysed that special legislation is need of the hour because this category of domestic help needs special attention and recognition to lead a dignified life. The existing laws include only the child labour in the organized sector. The large section of the child labour which is the girl child labour as domestic help is not included in the existing enactment. Thus a special legislation for the girl child labour as domestic help will prove to be of great help in providing social security to the girl child.

**ALLOTMENT OF REGISTRATION NUMBER**

<table>
<thead>
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<th>Need for allotment of registration number to the girl child labour as domestic help</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>87%</td>
</tr>
<tr>
<td>No</td>
<td>13%</td>
</tr>
</tbody>
</table>

Pie Chart 14: Need for allotment of registration number to the girl child as domestic help.

**OBSERVATIONS:** 5 experts out of the 40 samples were of the opinion that registration of the girl child is not necessary for the reason that they would indulge in trade unionism and the girl will not be able to work in the place of choice. But 35 experts gave a positive reply for
compulsory registration of the girl child so that she could be located and also the issue of accountability and responsibility could be decided.

**ANALYSIS:** It is analysed that when the registration number is allotted to the girl child, she could be easily located, the type of work performed by her can be fixed, she would also get minimum wages and other benefits that are availed by the organized sector child worker. Most importantly the issue of responsibility and accountability could be specifically cast on the job providers with whom the girl child works at their residence.

**ROLE OF NGO’S**

![Pie Chart 15: NGO’s role on the issue of providing social security.](image-url)
**OBSERVATIONS**: 35 experts were of the opinion that NGO’s can play an important role in providing social security to the girl child labour as domestic help and 5 experts felt that NGO’s could not be of any help in providing social security to the girl child labour.

**ANALYSIS**: Hence it is analysed that NGO’s can play an important role in the issue of providing social security to the girl child labour as domestic help. The experts were of the opinion that the NGO’s along with the government can bring a change in the present situation of the girl child labour as domestic help.

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**TYPE OF ROLE PLAYED BY NGO’S**

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**Pie Chart 16: Type of NGO’s role.**

**OBSERVATIONS**: Out of the 40 samples 20 experts were of the opinion that NGO’ could play suggestive role and help the government by making suggestions regarding the needs of the girl
child by making surveys. 35 experts were of the opinion that they can create awareness by conducting programs regarding various schemes, health camps etc. 25 experts opined that could play interactive role by talking to the job providers and girl child labour and 18 experts said they can play many other roles other than mentioned such as running night schools at their localities, make them aware of laws made for them, help the government for registration of these girls, help them find jobs through vocational training centers, open placement cells and most important to inculcate human values in their families.

**ANALYSIS:** From the above observations it is analysed that the NGO’s can play a very important role in providing social security to the girl child labour as domestic help by creating awareness amongst the girl child and the job providers. They can also suggest schemes to the government for the benefit of the girl child. They can conduct schools at their “vasti” or the place of residence. They can conduct interactive sessions with the government in formulating schemes for the benefit of the girl child labour as domestic help.

**SUMMING UP:**

The samples of the expert were of immense value to the researcher. The experts were from various professions such as doctors, engineers, advocates, educationists, chartered accountants, management consultants and IT specialists. They were all aware of existence and service given by the girl child labour as domestic help between the age group of 10-18 years. The majority of experts felt it necessary to establish employer-employee relationship so that the girl child too gets all types of minimum benefits which a child labour gets in an organized sector. It was also confirmed by all experts that establishment of master-servant relationship would call for vicarious liability and question of accountability and responsibility could be easily solved.

They all were confirmed that social security must be provided to the girl child labour as domestic help. They were all concerned about her future and pleaded for providing her yearly increment, bonus/extra money, cash on her special days, recurring deposits and other benefits in the form of money as per her requirement and also be recognized by law. The experts from the law fraternity were of the opinion that either the existing laws must include special provision for the girl child labour as domestic help or new law should be formulated for this category of workers.
They also affirmed that in the case of the girl child work and education must go hand in hand. She could be empowered and live a dignified life only through education. But since higher education is expensive and beyond reach she should go for other opportunities of education. She must be encouraged by the job provider to take up vocational courses which shall give her immediate employment other than domestic help. It was also opinioned that some skills also should be developed by her so that the job of domestic help is performed skillfully by her.

The experts opined that a special legislation for them shall be of immense importance for the regularizing the wage structure, working conditions, working hours, leave provisions as in the organized sector. The definition of child shall also be defined precisely in the new legislation for the girl child. Her status and position in the society shall recognize due to a special legislation.

The role of NGO’s was found to be important in providing social security to the girl child as domestic help. They could play suggestive and interactive role by suggesting the government, making survey to locate the girl working in various areas of the city and also help in providing registration numbers to the girl child. They could conduct literacy camps and make the girl child aware of laws, schemes and benefits available for them.

CONCLUSION:

After conducting the survey and analyzing the data it can be concluded that there is existence of the girl child labour as domestic help. The girls who work as domestic help range from 10-18 years of age. It has also been observed that more girls are working between the age group of 13-18 years. After passing of the Act for Right to Education and the efforts made by the government the number of girls going to school has increased. It is also observed that the mother of the girl child is also willing to send her to school so that at least she could read. But it is also observed that once she attains the age of 14 years she has to accompany her mother by leaving school or take up an independent work as a domestic help to support the family. Besides the large family size also forces her to take the job of domestic help which she finds very easily.

The number of job providers is many in her case because her job is limited to only certain activities such as washing, cleaning, dusting etc. which does not consume much time in one
place and she can work in more than two houses. Hence the working hours also vary from 2-4 hours which is almost half a day.

Since she is not aware of laws she is not in a bargaining position with her job provider. She knows what she wants but, she does not know where to ask for. She wants to grow up in a different manner and needs wages to be increased from time to time to meet the requirements of her family. She is though not aware of any inflation but she knows that she need and wants something extra every year because her buying capacity decreases. She also needs some extra money during the festival times or for any other special occasion like marriages, birth ceremonies or even death.

It is observed that she also understands that her job is never secured and she could either leave the job by herself or the job provider would ask her to leave the job. Her money is also deducted if she falls ill or is absent for a few days. Her working hours are also not fixed.

It was thus observed that literacy, awareness and compulsory registration are the sole solutions to end the apathy they face. Accordingly valuable suggestions have been given by the esteem and knowledgeable experts and job providers through the questionnaire. It is also confirmed by the analysis that there is existence of the girl child labour as domestic help. There is also need for social security laws for her so that she is recognized and gets the benefits of the working force.