CHAPTER -II

Review of Literature

A review of studies on women at large has been studied. And particularly those women are taken into consideration who works for the unorganized sector, though they may be few. Further it can be also taken that not all the aspects of the women employment are considered in this sector. However, majority of the application are studied from the point of view on the growing trends of the participation of work by these women, however, there are certain things, which are excluded from the studies are about their family, their working condition and also about their work. However, it will be found that the present study tried to bring out a wide range of problems and issues which are ranging from socio-economic conditions, their relationships in the family, their working relationships, about trade unionism, about labor law, which can look in this unorganized sector for giving them protection but in vain.

1. Atanu T.(1999) states that she had made an enquiry in to the participation of women in the work force and she concluded that the proposal made by the feminist literature for participating in the workforce and the empowerment of gender measure (Proposed by UNDP) will not empower the women, it will rather burden the women more and more.

2. Nirmala B. (1882) in a survey report of women workers in the unorganized sector of Calcutta found that the women workers those who were employed in the unorganized sector suffers lot of disabilities. These women workers were also exploited at the hands of the employers to a greater extent than those who are in the organized sector. She even further highlighted that large number of workers employed in the unorganized sectors are domestic servants. And other workers who are working are either engaged in the unskilled or the semiskilled job. She further stated and highlighted that about 25 percent of the workers employed were working as the piece-rate workers. And many of the workers who are working in an unorganized were even ready to work in the tabooed area.
3. Banarjee (1985) in her study of women workers, working in the unorganized sector of Calcutta economy examined the various features of the women’s employment, especially the poor women and tried her level best to collect the information about different features of the unorganized sector’s in the city’s economy. The sample studied in the survey included 411 women. Out of these 11 case studies were of prostitutes working in different areas of Calcutta. The other 400 were the random selection of workers working in the unorganized sector. According to the survey information of the living condition of these workers were provided and the means of the 39 poor to the public facilities in the city. She observed that the participation of women in labor force was weak. And these women, in the labor force included a large number of children and old people. It was found the over 60 percent of women were illiterate. It was further found that nearly 70 percent women came from families who belonged to poverty line. She further states that the position of the upper caste women was also not satisfactory. These women along with their families faced tremendous difficulties to survive in the unorganized sector.

4. Nirmala B. (1999) states and argues that the labour market which is emerging today is likely to prove even more problematic in the case of women workers working in the unorganized sector, than for the rest of Indian workers.

5. Jaya Arunachalam (1997) is of the opinion that, the issues, which are faced by the informal sector, are far more common to the developing countries. But at the same time he points out that it should be understood in the context where the informal systems of work are been promoted and are been encouraged among the poor working class. It is further opined that the character of this sector is connected to highly exploitative irregular working conditions, where there is no fixed time of work and discriminations of the wages can be found.

6. Sathya S. (1996) states that the workers who work in unorganized sector are never protected by law. They are considered to be the most vulnerable section of the society and at the same time there is no job or no security of income
with little bargaining power. Accordingly, the unorganized sector is divided into two i.e. Institutionalized and non-institutionalized sectors. The non-institutionalized unorganized sector consists of workers working or engaged in casual work like domestic workers, sweepers, scavengers etc. In most developing regions, the key factor in the growth of informal activity has been the plummeting value of wages. It has been further stated that the informal sector has not only offered the workers the possibility of work, but has also allowed survival of many households with wage earners. There exists some division of labor between formal and informal sectors on the gender basis. It has been observed and also it has been suggested that women workers feels to stay within the informal sector because there is flexibility of working arrangements and also there is diversity of opportunities to work in.

7. Nirmala B. (1985) states and had made an enquiry about women workers working in the unorganized sector of the economy of Calcutta. She found that there was regular employment for the working women but the wages which they were give was significantly lower as compared to those for men who work in the same sector with equal qualifications. She also further found out that the women working in the informal sector included a large and significant number of children and old people and more than 60 percent of them were illiterate and poor.

8. Jeemol U. and Uma R. (1999) have made an attempt and tried to study the informal sector by highlighting structural adjustment program. They found that with the continuous decline in the growth of the formal sector in India because of the introduction of the SAP, a large section of the working and growing labor force is being engrossed in agriculture and also in the unorganized informal structure, which resulted in a progressive and rapid increase in employment in the informal sector.

9. Padmini S. (1986) observed and found that, there is no sector which is more unregulated or disorganized form of work than the domestic service. She found out that there are no time limits or regulated hours of work for women
in domestic service, neither they have laws to protect themselves. And if there is any law then they only on the paper and nothing else, which is very pitiful.

10. Murugaiah (2002) has analyzed the occupational risk of domestic servants working in Tirupathi selection grade Municipality in the State of Andhra Pradesh. The risk areas which included in the study are the high level of insecurity in term of wages, long working hours, without any time to rest etc.

11. Bulgovind B. and Laxmi P.(1984) both made an attempt to study the maid servants in the State of Haryana. The study focused and emphasizes that theses maidservants are leading a miserable life. They suffer from various problems like very low wage, no fixed hours of work, and shift in nature of job, lack of freedom and very low status and prestige due to inferior status of the job. An attempt was further made to study that due to lack of coordination of these maid servants with their children, they are neglected and familial relations becomes very tense. The disjointed nature of their job, lack of education and very low level of bargaining capacity refrain them from organizing collectively.

12. Kidist Mulugeta Gebre (2012). In his paper tried to study the - Weakness, Legal protection and working conditions of Domestic workers in Addis Abba. It has been observed that in the world the most vulnerable workers are the Domestic workers who are very often being targeted of physical and sexual abuse where the experience inequity and marginalization related to his pay, his working condition and legal rights. The main source of vulnerability of Domestic workers is that there is no recognition or status of these Domestic servants as workers and thereby there is no adequate legal protection of their rights. Domestic workers are, therefore, excluded from the labor law of the country and they are also not given recognition in the list of special groups like the National women policy of the country.

13. Critical Analysis of Domestic Workers condition in Malaysia and Singapor : Ameliorated Economic condition Vs. Gateway to Modern Slavery or Servitude by Bustomi Arifin (2012)- The present paper tries to study and
examine the violation of Human rights of the domestic worker who resides in Malaysia and Singapore in the form of modern servitude or slavery.

14. Nagaraj B. and Raghavendra G. (2014) have tried to make an attempt whereby by they have examined the socio-economic conditions of the domestic workers. They have even tried to examine working conditions of the domestic workers, their problems and their limitations. The study further concluded that most of them who are employed in the work force are the women and children and they have been employed as domestic workers. It is found that usually and mostly these domestic servants come from lower caste where they don’t have education, they are literally illiterate and because of illiteracy they are often unaware of their rights. It has been further observed that In India, many women and children domestic workers, who are employed or who are engaged in this labor work, continue to suffer various types of abuses and frequently there is violation of their human rights.

15. Alok Singh, narrated in his document titled “Unionizing Domestic Workers: Case Study of the INTUC- Karnataka Domestic Workers Congress” narrates and explain the experiences of the working conditions of domestic workers of a southern state of India, Karnataka. It is a precise case study of domestic workers from one of the fastest and leading grown urban centres of our country i.e. India, which highlights the experiences, agony, issues, problems, and concerns of domestic workers of this region, which is not entirely exceptional to them. Further comparison have been made to bring out the Similar types of experiences of domestic workers who exist in other parts of the world and the same have been concluded with that there might be come variations which might be related to certain cultural specificities.

16. Kamla-Raj, studied about the Female domestic workers; about the paid and unpaid domestic work; their work and wage. It has been found that if compared with all other categories of the informal sector, the earnings which a domestic servant earns are lowest and very meagre, but their problems are seen then their problems are many. These domestic workers are generally employed by their employers to perform the household tasks which includes
washing clothes, cleaning utensils, fetching water, sweeping and cleaning house along with some few outdoor tasks like going for a irregular marketing, for a grocery shopping, and sometimes to the ration, and sometimes even taking care of the children and elderly persons in the family. It has been further found that many of these domestic workers, i.e. the women, they work for more than one household and spend more working hour. It has also been observed that basically these domestic servants they work far more for their employer’s rather than their own household.

17. Dr. Shinie Poulose, in his article has narrated the role and status of women in the development of economy of a country and also in the society, which is not less important than man, who comprises almost the half of the total world population. Women work or are engaged in a variety of tasks, which in turn leaves or gives them very little time for leisure. These women have a very little control over the income which is earned by them earn for their family. They also have very little control over the resources, which are produced. Women are found working in various spheres of sections like in the agricultural fields, work in the plantations, work in the orchards, work in cottage and are also engaged in small-scale enterprises and in manufacturing and so on. It has been found that in every walk of life or sphere of economic activity they contribute a lot but it should be noted that what they get in exchange is always less than what their male counterparts get for the same type of job. It has also been further found that over last few decades, there have been very fast and rapid growths, wherein the number of women is employed in India. Majority of these women are being engaged in informal sector of the economy where their work or jobs are often paid very low paid.

18. Sarverkshana, explores that a National survey was came to be conducted and according to that National survey which was conducted by the School of Social Work, in Calcutta, it has been found that only 6 per cent of the workers have made some or the other contract with the employers, while in other regions, it is very meagre, where in only 1 to 2 per cent, have entered to into Contract. It was also found that the contract was normally made with a third party, i.e. the agents, which results in exploitation and this exploitation run
beyond the employer-employee relationship. According to the survey which by the School of Social Work, it was also found that the rest taken by the domestic service, is considered a luxury by the employers, which in turn had contributed serious problem on the health of this domestic servants. The National Survey has further found and commenced that though hours of work have been regularized in the State of Kerala, it was found that 76 per cent of its total workers did not ever enjoyed any holidays.

19. Ronald J., Mustafa K. and Lisa F. (2010) have examined the relationship of the apparent presence of organizational practices, which have been designed and framed to support the advancement of the women’s career and their working attitudes and their level of satisfaction and their psychological well-being. It was further observed that Data’s were collected from 286 women working in managerial and professional jobs, working in a large Turkish bank, and got a 72 percent response rate. It was further observed that the five organizational experiences were come to be considered, wherein their attitudes towards women, whether there was equal treatment, their support, their career barriers and male standards came to be observed. It was seen that women reported more supportive organizational experiences and practices, who were more engaged in their work, showed more job and career satisfaction, and there was indication of greater levels of psychological well-being.”

20. Wentling (2003) tried to show the twin roles of women which caused tension and conflict in the society, due to her social structure, which is still more dominant. In her study, she focused on working condition of the women in Delhi, which showed that there is a traditional dictatorial set up of Hindu social structure, which continues to be the basically the same continued for years and because of this the women face problem of role conflict. Further it was also found that the change in attitudes of men and women according to the situation could help them to overcome their problem.
21. Alexandre B. (2013) indicated the principal authors and inceptions in which the studies about domestic work lie like the historical, theoretical, statistical, combination, organizational, legal and relational.

22. Naik (1964) tried to study the working conditions of the women tile workers. It was found that there was a huge difference in the wages of men and women workers working in the tile manufacturing, even when the same type of work was done by both. A crèche without trained personal was provided to the women workers children. In short, if seen then arrangements for women workers were very insufficient. It was found that the drinking water facilities, urinals, latrines and rest rooms were adequate. And 42 percent of the workers were satisfied with the welfare facilities. But no house allowances or housing facilities were provided to the worker, engaged in this work.

23. The third five year plan (1964-69). In this plan cognizance of the plight of unorganized labor have been taken into consideration. It has been mentioned that a considerable improvements had been made in the living as well as the working condition of employees, who work in a large and organized industries, owing to both the state activity and trade union action. However, a great amount of reminder has to be made up in respect of the workers who are employed in agriculture and other unorganized industries. Further it was stated that their condition should be taken as matter of special concern by the government as well as to the labor organizations.

24. Randhawa’s (1975) revealed in the study on women workers working in agriculture field that women workers do every kind of field labor except they don’t drive the plough or the cart. He found out that there was a great and general unwillingness on the part of men folk, who never tried to encourage female education because they apprehend or they had a fear in the mind that women would cease to work hard if they are given or imparted education.

25. Hiranand and Krishan Kumar (1980) made an observation and found out the extent to which their men folk consulted them in making decision on farming
as well as the domestic issues. This study came to be concluded with stating that the setting of marriages, purchase and sale of animals and education of daughter are the major areas which are always and often influence the decisions by the women.

26. Gangrade and Gathai’s book (1983) have worked on women and child workers mostly engaged in the unorganized sector, which was based on the proceedings of a work shop held on 5-6 1983 at Delhi, whereby the outlines was the problems and difficulties of the women and children, who were neglected a lot. The book contains the options and expressions of the participants who have participated in the workshop. It seemed that none of them were satisfied with the prevailing conditions of these laborers. It was observed by Mr. Mukherjee of Gandhi Peace Foundation was of the view that mechanization and modern industries are taking away the job of women.

27. Sisodia (1985) had examined the role of the women who work in the farm of Chambal command area of Madhya Pradesh. It came to be noted that the women mostly participate in harvesting of the field, threshing of the weeds, weeding and other activities. And more than 66.83 percent of the women participate in supportive activities like cattle rearing, cake making, and ghee making, milking and feeding of animals. And it was also found out that more than 30 percent of the housewives are consulted in the choice of crops which is to be grown, seeds sown and fertilizers to be used in the field and the grains which have to be marketed.

28. Malik and Giri (1986) in their study made a comparison of the wage with that of the output of female labor vies-a- vies male labor. It was found that the wages which were paid to female laborers for different operations were very much meager and was lower than the males. And it was also found that the difference in wages was trivial in operations like harvesting and threshing. For female the wages for harvesting and threshing was Rs. 12 while for males it was Rs. 13. It is further opened by them in the study that female labor is paid according to their work efficiency.
29. Molly Mathew (1986) studied the women workers in the unorganized sector, who work for the coir industry in Kerala interviewed 400 respondents. In the said study, it found that 324 respondents reportedly worked under the same employer for about more than 15 years. And it was also found that the majority of the workers reported that their employment with the coir units had adversely affected their intellectual development as well as the studies of the children of the majority of the workers. Many of them even are not aware of the exact minimum wages declared to them by the government. Apart from this many of the workers work for a very long and tediously, in the unsanitary and unhealthy condition so as to make a make a reasonable minimum return. The study came to be concluded that working mothers and young women who work with a long trade union background and also with a measure of economic independence appears to be contributing positively towards the change in the attitudinal and cultural factors of women’s status in Kerala. There are three major reports on women in recent times- towards Equality (1974), Sharmshakti (1988) and National Perspective Plan for Women (1988) have assembled with them considerable data on the working conditions and life styles of laboring women who are engaged in the labor work, their contribution to the economy, which is not at all visible, the states of their consciousness, and unchallengeable efforts to organize them. The above reports have been served as a spark to the movement to input value to women, those who worked home-based work and also the need to give them an identity, so as to pave the way for appropriate Laws and welfare measures. The National Commission on Self-employed Women and Women in the informal sector, who carried out a survey of women workers in the 1987 and whose report came to be submitted as Sharmshakti in the year 1988, was based on 1.5 lac questionnaire. It was found by that survey that more than 35 percent of respondent earned less than Rs. 3000 in a whole year. The survey also put forth that each women and every women are doing a different kind of work for instance, laboring in the fields for wages, working with family plot, nurture the livestock and process the agricultural produce for sale. It was further found out that the work carried out by this women roughly contributed 40 percent to the income of their family.
30. Alphonse M. and Mahadevan (1988) conducted a study which was based on socio-economic and health conditions of women in Madras. From this study they found that the economic and health conditions of women in Madras were in a very pathetic state and it was further found that more than 50 percent of the women who were employed part-time domestic workers and they were employed in more than two houses. Ailments related to the Stomach and the menstrual problems were commonly reported by the women domestic servants.

31. Kalsi (1989) analysed in this paper the various anti-poverty and employment generating programs which were designed for the improvement of the living and working condition of women in the unorganized sector. It further emphasized that these programs have given an opportunity to women who worked in the unorganized sector to participate in productive activity. The main programs which came to be reviewed under this perspective programs were NREP (National Rural Employment program), RLEGP (Rural Landless Employment Guarantee program), TRYSEM (Training of Rural Youth For Self Employment), IRDP (Integrated Rural Development Program), ARWSP (Accelerated Rural Water Supply Program).

32. Singharoy and Aggrawal (1989) examined the nature and extent of female labor employment. It was found that 48 percent of the rural work force is women but it was found that they were discriminated in wages and social status. The author’s, further suggested self-employment for women. They were of the opinion that if education is spread and technical know-how knowledge, is imparted to the worker who works for in the rural area then they can be made self employed. Self-employment projects are bound to bring a sense of pride and dignity among the worker working in the rural area.

33. Sudha Kumari (1989) examined some typical conditions of women working in the unorganized sector in India. It was found by her that the unorganized sector provided employment to the women workers to the tune of 96.33. The women workers working in the unorganized sector gave the women only
insecurity and unprotected employment. She further revealed that women are insecure in their employment and also there was discrimination in payment of wages. It was also found that their wages for the same work was very much lower than that of male workers.

34. Swamy and other (1989) in their study which was conducted in Andhra Pradesh examined the socio-economic life of female agriculture labors. The study further showed that there is a predominance of female child labor in order to supplement the family income. The study further revealed that the female agricultural labors who were employed in the agriculture work, irrespective of their caste and religion were at disadvantage vis-à-vis with their male counterparts in terms of wages in agriculture operations and there by enjoyed a very low economic status. Further, the social status of female agriculture labor revealed that most of female agricultural female labor belonged to socially backwards and economically disadvantaged groups like the scheduled castes and the scheduled tribes. It was also found that most of the female agricultural labor are illiterate and thus find it very difficult to take part in development.

35. Verma (1989) analyzed the various development activities undertaken during the five year plans for the upliftment of the status of rural women. However, while analyzing the same, it was found that the various programs which were aimed at improving the situation of rural women failed very miserably and failed to fetch the desired results. It was further found by the author that the rural women were not included into the main stream of development and therefore, she suggested that it is highly very necessary and important to help women who work in the agriculture labor and change their living as well as the working condition, as they form an important section of the entire labor force. Further, it was suggested that in order to bring women in the mainstream of the society, the opinion of the people towards women should be changed.
36. Sahoo (1990) included some articles in his book Women Employment in India and highlighted and reflected the overall picture of the occupational pattern, their trends in employment. But the same has not touched the problems of women labor working in the unorganized sector in different sectors.

37. Ignatius (2014) has attempted to study the demographic details and also the problems which are faced by the domestic workers during the working hours. The primary data came to be collected from 26 respondents in Illuppur, Pudukkottai District. A very simple random sampling method was used for the selection of samples. Further suggestions were given that there is a need to organize the domestic workers by becoming the members of the Federation of Unorganized Workers, Tamil Nadu, by taking the membership. Being the member of the Federation, they can avail the pension and also other welfare schemes which are implemented for the Women Domestic Workers from the Government Board for Unorganized sector.

38. Sara D. (2000) points out that in the city of Madurai, the servant’ movements into and out of middle and upper class homes created a mixing of outside and inside spaces. It is been felt by the employers that this mixing threatens the security of their homes and class standing. Yet because the presence of servants is a very necessary marker of class. Attempts have been made by the employers to contain the threat by strengthening the symbolic boundaries of the household, thereby controlling the domestic workers movements through space and to manipulate the closeness to and maintain the distance from the employers.

39. Sandra R. and Surthi A. (1999) try to argue that the gender separation of jobs has two distinct elements, i.e. one which refers to bunching of workers in jobs and the other to the social and occupational hierarchy. According to them, in India, Women’s economic tasks can be divided in to three categories, one who is an entrepreneur, secondly, who is a participant and the third as a contributor to the family’s real income. So in order to measure the women’s employment,
there is no uniform official policy as to whether or not all these three categories of tasks have to be taken into account or not.

40. Dr Muna Kalyani, observed that as per a survey which was carried out, in 2009-10 by the National Sample Survey Organisation (NSSO), it was surveyed that the total employment in the country was 46.5 crore which consisted of around 2.8 crore in the organised sector and the remaining 43.7 crore workers are in the unorganised sector. It was further found out that of these workers in the unorganised sector, there are 24.6 crore workers employed in agricultural sector and whereas about 4.4 crore workers are working in the construction work and remaining are working in manufacturing and service.

41. Neetha (2005) has observed and stated that Domestic service which is emerging as the largest section of female employment in India’s service sector. Yet, it is very difficult to figure out the exact number of domestic workers. The reasons for this is that many of these workers are often not captured by current macro-data sources or are spread across liquefied categories which are not at all defined.

42. Bhattacharya (2010) stated that domestic work is not only one of the main employment avenues which is available to poor uneducated women but it also offers to the women a more upwardly-portable and capable socio-economic classes with services that assist the domestic worker to enable and further their work-life balance, and increase their leisure time and market engagement.

43. Sharma (2009) has stated that the domestic work has emerged as a key urban livelihood strategy for a woman who allows them to manage with their current economic state of affairs of agrarian decline, increase in commodity prices, and user-fees for essential infrastructure and services such as water and electricity.

44. Vimala. (2000) states that, it has become clear and evident that the current economic and societal changes in India has resulted into large numbers of women joining the workforce. The importance of domestic work as a sector
that unleashes the prospective of the female labor force which provide income support to the poor working in the present economic scene is supreme. It was found that women represented 50 percent of the adult population. And one third of labor force performed the work of nearly two thirds of the population and received only one-tenth of the world’s income. According to the Human Development Report for the year 2000, which considered the working hours spend on market and non-market activities by both men and women, it was revealed in 31 countries that women spend longer hours working than the men in all most all countries. It has been further found out that women on average carry 53 percent of the total burden of work in developing countries and carry 51 percent of that in industrial countries. It was also found that two thirds of women’s total work-time is spent on unpaid non-system of national accounts activities.

45. Singh Mor (2001) observed that there is no amplification in saying that the backbone of Indian work-force is the unorganized sector, which means that that the unorganized sector is the backbone of the Indian work force. As per the 1991 census, it was found that the total women-work force was of 87.77 million and their contribution of share in the organized sector was only 4.2 percent. The rest of 95.8 percent was in the unorganized sector where there are no legislative safeguards, not even to claim either minimum or equal wages with that of their male counterparts. Therefore, it can be rightly said that the unorganized sector is the women’s sector.

46. Bharat (2008) observed that worldwide, the main occupation of the women is the domestic work. It is one of the few options which are available to the women for paid employment. It has been observed that many of the women they belong to the poor sections of the society and many are migrants, who come from rural areas to the town and cities. Many children are also engaged in this work and they are too susceptible to abuse. Basically it is seen that the domestic workers are not considered as workers and the reason is that their working conditions are not regulated. For the general frame work of today’s existing laws, the employment situation is not considered to be fit. And the reason is the work done by the domestic worker is generally invisible, which is
done in the houses which are not considered as workplaces of private persons, who is again not considered as an employer. It is further found that these domestic workers are not at all included under the national labor codes, neither these workers get any benefit of work contracts, social security, and security of employment, wage increment, paid leave or medical facilities. Domestic workers are those workers who provide domestic work like cooking, cleaning/dusting, sweeping and mopping the house, washing clothes and utensils, ironing, shopping, running errands, childcare, care of the aged or disabled, etc. These people are employed on a temporary either, part time or full time basis on the terms and conditions may be expressive or implicit. Domestic work is considered to be the most unrecognized and disorganized sector according to report of the National Commission on Self-Employed Women and Women in the Informal Sector, when compared with all the services in India and often this people are most denigrating and humiliating. These domestic workers mostly do the most menial laborious tasks where they work for long hours with no social security, no security of employment, any wage raises, paid leave or medical facilities etc. An important role is played by the house workers in the social life of the community. Domestic work does this vital for the well-being of the family. It is further found that though domestic worker play a very important role, they are mostly neglected, they are exploited like anything.

47. Kingston (2011) observed that there has been created much difference between men and women in their aims and objectives, their desires and aspirations, their duties and responsibilities, their dress style and behavioral patterns, their roles and status, even under the same way of life, culture and heritage has been created by the biological fact of sex. Men and women were nowhere in the history were treated and assigned alike nowhere in the history of humanity were men and women treated alike. In spite for the urge for equality, women have not been deprived of leading a life exactly on par with men. It was found that throughout the world women were subjected to inequality, discrimination and exploitation. However, in some societies the position of women was found to be better than that of their counterparts in some other societies. It keeps on changing according to the change in the
conditions of the general society. It is very hard to know the exact position of the domestic worker all around the world.

There is no precise and tantamount information of local specialist is available. Domestic workers are often not declared or are underreported and the reason is that there are distinctive meanings of the household work. Factual overviews are not considered distinctive class. They are enlisted under headings, for example, 'Network, social and individual administration exercises'. In any case, the estimation is that in 117 nations, there are close about 52.6 million of local laborers around the globe. This number displays an imperative offer of worldwide wage work i.e. about 3.6 percent. Domestic work is very often hidden and it is not registered. It is considered by ILO that the total number of neighborhood work may be high as 100 million. It has been found that 83 percent of the private pros are women or young women and countless are vagrant workers.

Chandrasekhar and Ghosh (2012) observed that the reform movement and the national movements which took place in India generated social consciousness among women. The process of liberalization, privatization and globalization, through which India is going through, is definitely going to affect the social life of the country as a whole and the social life of the women in particular. It was observed that in rural India, women were not usually asked for advice in serious social and family affairs, though she had the hold of all the household affairs. She looked after children and helped her husband in agricultural activities. She did everything she can do for the welfare of her family, yet her work was not assessed in monetary terms. But due to literacy and development of status of women in urban area there was a considerably change. It was also observed that since large number of domestic workers was women and many of them are migrant women, they are not in a position to organize themselves and are also not in a position to collectively, demand their rights. Domestic work was perceived as something which was very much less than that of the regular work from both the sides, from the employer’s side as well as from the workers side. There was no bargaining power. No one was either aware of the strong labor market conditions and also about the legal rights of the domestic workers. Another problem faced was that there was very high proportion of
child labor in this activity, which again made it very difficult to monitor and to regulate it. Hence, it was found extremely very difficult to get the perfect and reliable date of the domestic work. Therefore, the surveys which were available were under reporting. There was no official statistics available. The official statistics, which is often multifarious by the varying definition used for categorizing domestic work and it, is also the fact that agencies which collected official data tended to curtail such work by giving them different headings like Social, Community and Personal services.

48. Pereira (1984) stated in his article about the provision of the Indian constitution which provided equal rights and opportunities to the women. Further he also pointed that Indian constitution does not make any kind of discrimination on the ground of sex, which means that there is no difference between men and women. It was also found that even the women were giving a positive response and also the socio-political situation. However, it should not be taken in the other sense. It never meant that women are completely free and there is no problem which is faced by the women. On the contrary, with the change in the situation it was causing them new stresses and strains. Some of the major problems which haunted the modern existing women are increasing violence like physical, mental and sexual abuse against the women within and outside family, negligence of health, unemployment, harassment at work place, and many more things. It came to be observed further that recently there has been an increase in number of women in India, who were working outside the family, so as to give them or bring about more income for the family. Further it has been observed that women workers constitute only one third of the total workforce. The unorganized sector in India has been previously a neglected segment.

However, the passage of the Unorganized Sector Workers Social Security Bill 2008, it can be seen as a milestone in the economic history of the nation. The National Commission for Enterprises in the Unorganized Sector which came to set up recommended of setting up of a financial institution like the National Fund for Unorganized Sector called- NAFUS and also like NABARD, where the unorganized sector can avail the benefit of loan which will be made
available to them, comparatively at a lesser interest rates and that too, the same will be provided more conveniently. A more generous policy is the need of the hour them in the country as they are contributing marvelously to the overall growth of the nation. The most utilized one, as a part and parcel of an unorganized sector, is the Domestic worker, even after India got freedom in 1947. It has also been observed that there have been many evidences which indicated that with the passage of time and also as time passed the work of the domestic workers have been feminized. It is reported that, in 12 cities, more than 78% of domestic helpers were female.

49. Mazumdar (1981) it has been observed that the recent years have witnessed a excessive literature on the role of gender and women’s studies. The studies related with the education of working women are in excess and those on illiterate women it ends up with various low- status occupations like the agricultural labor, construction workers, domestic labor and such many other similarly situated workers, if comparison made it is very less. In 1981, it was this area of research which particularly attracted the attention of the members at the National Conference on Women’s Studies.

50. Dighe and Choudhury (1988) pointed that from 1971 to 1981, there is an increase of 21.3% in the number of female workers in the Union Territory of Delhi.

51. Tandan and Kumar (1998) submitted that though there are implementation of many development programs meant for the development of women, women still are suffering from many problems which range from early marriage, illiteracy and other problems which is more frequent, particularly in the slums.

52. Nikore (1992) in his article observed that in economic distress States like Ranchi, Bihar, Madhya Pradesh and Gumla, there is migration of the young tribal girls to Delhi. These tribal girls work for long hours without any fixed income. Many a times these girls are physically and sexually harassed.
53. Siddiqui (1990) in his article has stated and observed that women are generally treated as an object of pleasure, they are played with and thrown away or merely they work as a machine to serve and reproduce small puppets.

54. Roy (1997) presented that the socio-economic culture of the women. He pointed out that women are meted out with social injustice. This social injustice is inherent in our customs and religion which prevent a woman to take part in any outward activities. Therefore, it is very essential that some corrective steps need to be taken to improve their condition, before it is too late.

55. Pravin Sinha (2002) in his paper meticulously discussed the present total employment scenario of women in India. He mentioned many reasons which contributed to the employment of the women. The most important being the mass poverty and high level of illiteracy and of course condition of the migrant workers. He further boosted for the empowerment of domestic women and also of the skill development as two important remedial measures to tackle with the problem faced by these women.

56. According to Kiran Moghe (2000) it has been observed that in India almost 400 million people, i.e. more than 85% of the working population are working in the unorganized sector. It was further pointed that of these 400 million, at least 120 million are women.

57. The Arjun Sengupta Committee Report (2006) is a bleak reminder of the large size and miserable conditions in this unorganized sector. Intense debate has been generated by the subsequent draft Bill which was to provide security to workers and which sidetracked the regulatory measures and budgetary provisions. It has been observed that the workers who are engaged in the unorganized sector do not have the benefit of Labor Laws such as the Minimum Wages Act or the Factories Act. Even these workers are not covered by statutory welfare measures like the maternity benefits, provident fund, gratuity, etc. The rest of the sectors are included after the intense struggles by the Indian working class in the pre- and post-Independence period. In India, in
the last 50 years the two National Labor Commissions, along with many other international and national commissions, committees and conferences have documented the socioeconomic conditions of workers in the unorganized sector. The latest one is the National Commission for Enterprises in the Unorganized Sector (NCEUS), which is well known as the Arjun Sengupta Committee. In the year 2006, this committee submitted its report to the Government of India. As per the Shramshakti report which was carried out in the 1989 there were more than 16.8 lakh female domestic workers in the country where the presence of male domestic workers engaged in the domestic work was very negligible. This has also been observed in Kolkata (Banerjee 1985) though recently there was no proper study done on female domestic workers.

58. Shramshakti Report (1988) was highlighted by the Government of India that in spite of the existence of various Constitutional and legal provisions enumerated in the Indian Constitution for safeguarding women’s employment though a large number of women workers, particularly who are engaged in the unorganized sector suffer from various disadvantages related to their working conditions as well as at their family conditions. In many crucial and sensitive areas, especially like the area related with the health, maternal and social security, there is no coverage of the Labor Law. Further it has been observed by the Government of India that it is very necessary and important to conduct a complete and comprehensive study on self-employed women workers. According to the Government of India, it is in this area there is lack of access to credit marketing, health and social security. Therefore, it was decided by the government of India, to constitute a Commission on Self Employment Women. Further the terms of reference of this commission covered all unprotected women labor in the country and it even extended to the women in the informal sector. (GOI 1988:332-33).

59. Neetha’s paper (2002) in her paper talks about two important things i. Social networking and ii. Identity formation. Social Networking is one where both before and after the migration take place. It also talks about social networking which plays a major role in overcoming the migrant worker’s social and
psychological insecurities and also about the low socio-economic status, after the migration.

60. Alex Ekka’s (2008) paper focuses mainly on the tribal women who migrate to the urban centers. The paper in particularly mentions about the various problems faced by these tribal women in Delhi. He further suggested some better measures, in the interest of domestic workers and action plan for the future, must be taken.

61. Leela Kasturi (2008) in her paper discussed the issues that are related to migration of female domestic workers of Delhi. She has argued that the poor domestic workers are hunted as a ‘coping strategy’ for the survival of the families by the migrant workers. The paper further highlighted the social economic and psychological problems in a detailed and effective manner that is faced by these migrant domestic workers.

62. Sanjay Kumar (2008) in his paper discussed the basic issue that are involved in the whole problem and suggested four focal and important points to deal with the problem; namely, (i) provision of registration of the domestic servant, (ii) inclusion of the minimum wages in the income, (iii) collaboration and networking of the placement agencies and (iv) collective bargaining among the employer and the employee.

63. Smita Snehi (2008) and representatives of ANKUR (2002), these two papers, respectively discussed about the various problems being faced by women domestic workers. Particularly, the women domestic workers, who are displaced to the new resettlement colonies of Delhi is highlighted. The real life experience of some women domestic workers are quoted in these two papers, which makes it easier to come across their difficulties and also their various problems. These papers also focus and also give a deeper understanding of the lives of these domestic workers.

64. According to Sathya Sundaram (1996) points out that the workers who are engaged in unorganized sector remain unprotected by law, i.e. they are not
given protection by any legislative laws. They are the most helpless section of the society and they never enjoy any kind of job or income security with very little bargaining power.

65. Sanjay Kumar, Leela Kasturi, Pravin Sinha, Alex Ekka, Neetha N. Smita Snehi (2008) all these authors wrote that a major obstacle in providing a solution to the problem of the domestic servant is they don’t have any legal protection system and is no any protection given to them.

66. Seema Durrani’s (2008) in her paper observed that it is very useful to know the legal rights available to the women domestic workers. If taken together the views of the above mentioned authors, it represents a very modest beginning of efforts of all of them to understand the major problems that are faced by the domestic workers.

67. Chandrasekhar and Ghosh (2012) has mentioned in the paper that according to ILO (2010), in the year 2009-10, of all the total domestic workers in the country, more than two third of the domestic workers lived in urban India and where as 57 per cent of them were women. In this type of employment, there is a lower rate of female involvement when compared with the other countries, and it further reflects the mixture of several forces like the ancient history in India of the prosperous and wealthy employer, employing domestic servants, which created aspirations of such hiring patterns also among the newly wealthy people, near to the ground employment generation in other activities as well as uncertain household income generation scenario that have increased the supply of such workers and changes in income distribution and GDP growth patterns which in turn have created a new middle class that is able to meet the expense of to such demand of such workers. This activity is not only becoming more feminized, but especially in urban India it is also becoming more important in the total employment of women, where domestic work accounts for a growing and increasingly important share of the total employment of women.
68. Banerjee Nirmala (1985) points out in her paper that in the wage rate sex discrimination are a common feature though the provisions has been provided under the Indian Constitution and under the 1976 Act, i.e. equal work for men and women under the Equal Remuneration. The reason behind this is because women engaged in the unorganized sector belong to families on the edge of survival. It has been observed that there is a close connection between women’s decision to look for employment in physical work and the underperformance in the family. Usually these workers work for very long hours outside the home, few of them hardly could afford to buy any gadgets, for the reduction of drudgery of the housework, nor their children get significantly better life because of their work, this was what was revealed in the study conducted in Calcutta, revealed. It was also further observed that the children of these workers, regularly very often helped their mothers so as to enable the latter to keep on going with their work both at home and outside, and the children of these workers were also forced to take up regular paid work themselves.

69. Ilina Sen (2002) views globalization as the fusion of global markets had resulted in large number of displacement of women workers which resulted, increase in the demand for cash crops, substitution of local goods and the growth of totalitarianism. It has also been observed that a large number of industrial workers are first- time migrants who live in terrible conditions. It is further explored that the women had to look after their households in these cramped conditions and with no income or had to satisfy themselves with very low salary. Particularly in the Export Promotion Zones these few women get jobs at very low wages, where in they lack job security, their living and working conditions are poor and wages are low. Apart from this Globalization of agriculture, security of the food is affected which involves commercial crops getting priority over staple food. Besides, when they move away from traditional systems, it provides knowledge to the women and the role of agriculture is considered to be useless, which affects both their economic and social status.
70. Sundaram (1996) found out in his paper that among all the categories who are engaged in the informal sector is the domestic servant and the income of this domestic servant is the lowest and the problems faced by many are in large numbers.

71. Gathia (1983), finds that the domestic workers who are those who are engaged in household tasks, which include cleaning utensils, floor cleaning, washing of clothes, cooking and outdoor tasks such as purchase of vegetables etc. It was further found that most of the domestic servants live in slums which lead a monotonous life without any color but have to struggle every day for their survival and also for fulfilling their basic requirements. They face numerous problems in their day-to-day life like long hours of work, insecurity of jobs, low status at home and outside.

72. Dolly Phukon (2002) brings out the present status of women in Assam. It is being argued by her that the economic independence of women have hardly improved the condition of women as they have now to look after the unpaid as well as the unrecognized domestic work and also to work in the public sphere. It was further found out that in the industrial sectors of Assam such as Oil, tea-gardens, and handloom industries and in the private firms a large number of women workers who are employed are employed as casual workers. Apart from this, many women also work in the informal sector, where their labor is unacknowledged, under-paid and many a times even not paid also. These sections of women face lots of problems at their work place. It was further found that majority of these are deprived of the privileges like maternity leave, pension etc.

73. Haque (1993) has analyzed that there is concentration of large number of women in low paid occupations. He further argued that the socio-economic conditions of women workers, who work in South Asia, are poor, and the reason is they are mostly concentrated in low paid occupations. It has also been observed that the primarily reason behind this is the discrimination of the society has against women by not allowing them to act or to take part as an active member to play a major players in economic activities.
74. Nirmala Banerjee (1999), the author argues that the rising labor market will be dangerous and it is likely to prove more problematic for the women workers than for the rest of Indian workers.

75. Dhanalakshmi (1988) pointed out in her paper some general issues related with the women in labor market. The general issues that are included are the separation of women into certain occupations, differentiation of wages between men and women for the same job, low participation of work rates of women etc. She had also made an attempt to study the conditions of the domestic servants in Thiruvananthapuram city. She highlighted the socio-economic conditions of the domestic servants and also the need of servants in the city has studied in length.

76. Padmini (1960), It has been observed by the author that of all the services in India domestic service is the most unregulated and unorganized form of work. She pointed out that there is no fixed time of work for women in domestic service. Neither have they had any laws passed to protect them. If ever there is any then it is just on the paper and nothing else. The life of these domestic servants is very miserable. They lead a life which is below poverty line.

77. Murugaiah (2002) has analyzed in the paper about the occupational risk which a domestic servants in Tirupathi, in Andhra Pradesh, seldom faces. The occupational risk areas covered here is the high level of insecurity, deplorable wages, long working hours, no fixed income, physical and mental abuse, etc.

78. Heggade (2000:238) has found out that in a situation where there is very low participation of women in employment, education and other development processes, the rural women can play a very important role in rural development by increasing the production of their farm and by having increment in their family income and by changing the attitudes of individuals.

79. Manohar (et al. 2000:328) has tried to bring before us the position, the status of women in India. He says that though the position of women in India is not
unique or new as compared to the other women of the developing countries, still is presents a certain distinct and unique features which is based on account of their traditions, their economic backwardness and a very long history of their exploitation in various aspects of social life.

80. Khan and Ayesha (2000:234-35) both the authors have tried to show the impact of social change that indicates that neither sufficient awareness nor the participation of women as social values, attitudes and customs seize them back to be tradition-oriented. The things which are possible for women in theory are hardly ever within their reach, in fact.

81. Caroline Marak (2002) speaking about the status of Garo women who resides in a hilly tribe of North-Eastern India with a tradition of ‘shifting hill cultivation’ mainly found in Meghalaya State. The author further says that the modernization has brought in wearing down of the little power that the woman had in her society. The author further stressed that there is a need for women to create a situation that is in favor of gender equity in Garo society and to their economy.

82. Wadhera (1976) had highlighted the status of women in our society and has reached to a conclusion the status of the women in our country is only a secondary status. He further stressed that the economic dependence of women upon men is one of the most primary reasons which has pushed the women into the background and has thus resulted in a secondary status within the family as well as outside the family.

83. Tripathy (1991) reported the economic status of women in India. He reported that the economic status of women is very low as reflected by the census data itself. He further presented the present hazy picture of women particularly of those who were engaged in the informal sector of urban economy.

84. Susan (1994). The author has brought into picture the unorganized sector. According to her the unorganized sector is divided into institutionalized and non-institutionalized sectors. Workers those who are engaged in the casual
work like the domestic workers, sweepers, scavengers etc are included in the non-institutionalized unorganized sector. Plummeting value of wages is the key factor in the growth of informal activity in most developing regions. The informal sector has offered the possibility of work to the unemployed, and at the same time has allowed survival of many households with wage earners. On the basis of gender inequality, there existed some division of labor between formal and informal sectors on the basis of gender. It has been further suggested that women leaned to stay within the informal sector because of there is flexibility of working arrangements and also there is diversity of opportunities in the informal sector.

85. Boserup (1970), Government of India (1975), Agarwal (1981), and IRRI (1985) all of them highlighted the status and role played by female laborers. They further highlighted the economic contributions of these laborers. Further the studies also went to show how important is the share of the female laborers in the developing countries and also the economic resources of these females, in addition to their family income.

86. Mazumdar (1975) have expressed in the paper traditional categorization of some jobs which is considered as the monopoly of women and also the paper analyzed the responsibility of female agricultural laborers in economic development of the country.

87. Das (1976) and Sethi (1982) observed the role of women in the unorganized sector i.e. agriculture sector. Sethi analyzed the hours of work normally performed by the female laborers and also the working conditions of these labors. At the same time, Das also tried to bring the financial position of these laborers earned through work pushes, their power and status of the females in their society. They explored the fact that working women provide for the economic development and thereby there is an increase the status of women.

88. Acharya and Parker (1983) in their paper highlighted the expanding importance and growth of female as agricultural laborers. This study also
highlighted the combination of mechanization and its impact upon the degree of employment in agriculture and specifically the female laborers.

89. Mencher (1984) focused on various roles of both the sex and found that women as laborers in the customary rice growing regions of Kerala and Tamil Nadu. In another study (1985) she also provided the ample variety of female work participation and its imputation in the development stratagem.

90. Wanshi and Kapse (1985) through studies tried to find, in the farm sector the contribution of female workers. In the Una district of Himachal Pradesh, there is a large participation of rate of females. Fruzzetti (1985) in his paper studied the position of rural women in the community of farming. She also brought into notice the consequence of female employment in agriculture which, in turn provides them income and to have better living standard of the workers.

91. Marothia and Sharma (1985) and Desai and Patel (1985) in their studies gave prominence to the position of working women in agriculture. The contribution and participation rate of female laborers in agriculture in rice farming systems of Chattisgarh region was investigated by the first one. Meanwhile, Kelkar (1985) observed the relationship between women's work in continuation with agricultural and rural development stratagem. Volimiheni (1987) in Telangana examined the level of participation of women and their Socio-economic status and further recognized the jobs which are available for women in agriculture. The role of rural women in the economy is also assessed by her.


93. Laxmi Devi (1988)' Saradamoni (1989) and Singh et al. (1988) noticed the importance and growth of women in agriculture. They observed that most of
women in the rural area go for agriculture and also stressed on the status of women in agriculture. Meanwhile Satapathy (1989) conducted a study which was based on the role of women in area of agriculture.

94. Pradhan (1990) Nambiar (1992) and Varma (1992) and Roy (1993) went for the analysis of the fraction and the significance of female agricultural laborers. Income is provided to the family. The socio-economic status of the laborer will be determined by the economic resources they get. The conditions of these labors were analyzed by them.

95. Umadevi (1994) The rate of participation of the female laborer’s in the agriculture is shown in this paper and further the economic role and wage condition they played in the development have been discussed by her in length.

96. The Human Development Report (1995) tried to identify female laborer’s importance and role played by hers in unorganized sector. A clear vision about their share of income and their economic contribution in the economy is stated in it. It was also found that the rural female laborers are engaged in the unorganized sector and they are especially in agriculture.

97. Jain (1996) observed that the main wage earning occupation for the agricultural laborer’s in many part of the India is the agricultural operations especially the weeding and the harvesting. This study brings about the awareness that the feminization in the agricultural sector is important those engaged in the agricultural and allied activities are mostly the rural female.

98. Chackacherry (1997) and Banerjee (1997), both of them have pointed out the implication of female laborers and feminization in agriculture. They analyses the status of female laborers in agriculture and at the same time highlighted their role that is important for the development of the economy.

99. (Mehrotra 2010) The Jagori study exposed that more than 61% of the domestic workers belong to Scheduled Castes. Further it was found that 31% of the
general category worked as domestic servant and only 5% belonged to the OBC’s. Traditionally, it can be seen that the higher caste Hindu families normally did not allow the “lower caste” Hindus or Muslims to perform work in their homes. However, there is a breakdown of this trend has begun to break down and the same is pondered by large number of women of “lower castes” entering domestic work. It was also found that a large number of domestic workers hardly enter into the domestic work in the place of their origin because of their “higher” caste status but they normally prefer to do it somewhere. The same is found with that of the “low caste” women where in they hardly find employment in their place of origin, but the same is found by them in the place where there is no restriction on this caste system like in big cities.

100. Mehrotra (2010) in his paper found the women domestic workers working in Delhi were first-generation migrants are of 84 % and hardly 14 % of them are born in Delhi. Further it was observed that 48% of them are from Uttar Pradesh which is followed by 16% from West Bengal. The study further found that the rest of the domestic servants are migrants of states like Tamil Nadu, Bihar, Rajasthan, Madhya Pradesh, Assam, Jharkhand, Assam, and Chhattisgarh. The prevalence of migrants from West Bengal can also be seen in Rajasthan as well, where in according to the survey more than half of the live-out domestic workers belonged to West Bengal. It was also further observed that 48 % of the domestic workers are inner migrants from Rajasthan and the other domestic workers came from the States of Uttar Pradesh, Bihar, Madhya Pradesh and Andhra Pradesh.

101. Neetha (2003) reveals a case study of migrant women domestic in Delhi where only on their own 4.2 percent women domestics migrated and the rest migrated along with their families. Before migrating to Delhi, some of these domestic women servants had worked in other regional cities like Kolkata, Patna, Chennai and Jamshedpur. She clarifies that the “decision to migrate was taken mostly in the context of the household, as for many it is part of the family survival strategies. Poverty, lack of food and scarce job opportunities at the place of origin were found (about 98%) to be the most
important reasons for migrating to Delhi”. According to the study, due to the unavailability of job for the male members, it forces women to migrate for their survival and support the family and children.

102. Madhumathi (2013) in her study on domestic servant argued that in Bangalore due to lack of employment constituted that 46% of the women domestic workers to migrate which in turn is followed by poverty, marriage and children’s education. The main and the major reason for the women to take up the domestic work, in most cases, is the husband’s unemployment. In a study, it was revealed that more than 42.27% of the husband of the domestic workers who were engaged, in the Bangalore city were found to be unemployed.

103. (Chandola 1995) in the present paper the status of the women was highlighted. It was found that in the primitive societies, the status of women was much higher than that of men. Both household and food production functions were assigned to women, and the men, search of game, roamed the forest. Social relationship gradually started to change, with the emergence of new productive forest. The concept of the private property, in the process gave birth to the new social classes which are known as the employer and employee. Thus demand for labor, as a factor of production was created to accommodate the want of the new productive forces. However, with the passage of time, it was found out that men started to take the primary and important position in the society and women were took the pr In due course of time men took the dominant and primary position in the production as well as society and women were obsessed to a secondary position that constituted of household chores and child rearing.

104. Kasturi Leela (1997), in her paper tried to bring about the problems and issue faced by the female domestic workers with regard to the issue of migration in Delhi. In her paper she has shown that poor domestic workers are sought as a ‘coping strategy’ regarding migration for the survival of the families. She also brought to the notice as to what much trauma is required to be faced by the migrant women. The paper also tells about the mental trauma
faced by migrant women. The said paper projects the psychological, social and economic aspect of the problem of the migrant worker in a very minute and effective way.

105. Sanjay Kumar (2002): has prepared the outline sketch of the working condition, legal status and also the coping strategy of the Female Domestic Servants. It has also observed the basic issues and the problem and the difficulties which a domestic servant faces. He has described the problems of the domestic servant as multifaceted. He further suggested that the studies on these issues should be studied in depth thereby covering each and every single aspects of the life of domestic servants like – social, economic, legal, psychological and physical. And in order to achieve this there is a need of this servants to be organized and also and For this, it is immensely needed to have an incorporated approach to appreciate the issue and to develop a important to develop a combined and cooperative program is needed to look up their social status as well as the working condition. A major role in migration of women from far flung rural or tribal areas are being played by the increasing demand of the domestic workers in Delhi. It was further found that a large number of migrated women belonged to a poor family and at the same time they were illiterate. Due to lack of education and skill, these women are mostly left with no other choice then to make their way to big cities like Mumbai, Delhi etc. And here the journey of exploitation starts. They had to face literally ‘n’ number of problems and the valid reason behind this is lack of education and skill because of which become easy prone to physical as well as sexual exploitation.

106. Samshath M, Vijayapriya, (2002): has narrated in their study that a child no doubt whether he is a girl or boy are the future of the nation and they are the citizens of tomorrow. Observation to this has been made that majority of the child workers, who work as a domestic work are the girl child and are considered as the most invisible section. The main objective of the study is to study the socio-economic features of the girl domestic child, the reasons behind working of these children, their problems. The age group of 8 to 14 years, in the Chennai city was selected by taking 100 samples for using the purposive sampling technique. In order to collect the data Interview schedule
has been used. The study further revealed that the main reason for the child to enter into these child domestic works is poverty. Poverty is one of the reasons for the child to enter into this work, but it is not very true. There are also many reasons like to provide additional income to the family, due to death of the father, nor any other earning member in the family, no one to take care of the child, last but not the least, to Though partly this is true, this is not the sole reason for the working of child domestics. The reasons stated by the sample were to supplement family income, death of the father, no one to look after, no other earning person in the family, to get away from going to school and of course large family. It was found that 76% of the girl children were working as a full time servant, among the selected one. These girl children worked continuously for hours together without any time to take rest. It was also found that these girl children were always the first to rise every day in the morning and always the last to go to sleep. They worked for more than 300 days in a year, without any holiday. They got the holiday when they are very much ill and not able to do the work or on festivals. Further, the other major problems faced by these girls. The other two major problems encountered by them were dissent of education and hardly any time to play. Lastly, it was found that these girl children did hard work, got low rewards, no education thereby having adverse effect on their development as well as welfare and further by destroying their future and all hopes for having a good future.

107. Murugaiah K.M, (2002): in her paper revealed that the study has been conducted in the Chittoor Dist. Of Andra Pradesh, where out of 41 slums, 14 slums were selected. The study revealed that though slavery has been abolished through the country, women domestic workers, till today are considered and treated like a slave. Years come and go but the struggle of the women domestic workers continues just to survive. She is the person who toils day and night just to get the very low income when compared with the other unorganized sector. She is physically, mentally and sexually exploited, but there no any law for her, which come to give protection to the victim. No justice is given to her.