Summary of Findings, Conclusion & Suggestions
8.1 CONCLUSION

Women domestic workers in Gulbarga city, against the backdrop of working and living conditions of work belonging to this occupational category. In the emerging global economic order, characterized by global cities, new forms of division of work and change in demographic composition, paid women domestic work, mainly supplied by the poorer families, in particular women, tends to substitute unpaid production activities and services within a family such as cooking, cleaning utensils, washing clothes, caring children and old aged and so on. This makes domestic work as a pivotal occupation in determining the linkage between family and the dynamics of open economy. Across the globe, although this linkage is quite vivid, reflected in ever expanding demand from families for domestic worker’s service, provision of entitlements to this occupational category varies across Gulbarga city. Having systems of social security for domestic workers, some of large transition economies such as Gulbarga city are yet to come up with system of entitlements for women domestic workers. In Indian context, the enormity of informal work is quite a discernible phenomenon; for which they are not entitled to any of social security benefits. Moreover, these workers tend to receive relatively lower wages than formal workers get. Going by patterns generated from employment data published by National Sample Survey Organization, Government of India, persons with more years of schooling (close to ten years), appear to have higher chances of getting formal work which makes them eligible for entitlements like social security, while persons with less years of schooling may end up in lower echelons of labour market, earning lower wages and that too without social security. Quite importantly, the dichotomy of formal-informal work coexists with glaring low labour force participation of women. Although across age groups, female work participation rate is much lower than male work participation rates, in some occupations
female far exceeds male. For instance, this is quite evident for the occupational category ‘domestic work’. As it appears from data, domestic work seems to be a feminine occupation for which significant part of demand for labour comes from the urban sector. Domestic work seems to be the destiny of significantly huge number of women workers in India who seek employment opportunities in urban sector, often rendering an invisible workforce who are not paid well, and deprived of rights to ensure decency in work. Reflecting on indecent working and living condition of women domestic workers: “Working in the unregulated domain of a private home, mostly without the protection of national labour legislation, allows for female domestic workers to be maltreated by their employers with impunity. Women are often subjected to long working hours and excessively arduous tasks. They may be strictly confined to their places of work. The domestic workforce is excluded from labour laws that look after important employment-related issues such as conditions of work, wages, social security, provident funds, old age pensions, and maternity leave.” It is important to note that there were active initiatives to mobilize domestic workers in India, paving way for lobbying for rights such as minimum wage. Interestingly, this initiative attracted legislators’ attention; two bills – on minimum wages and the timely payment of wages, maximum working hours, weekly rest and annual leave periods, as well as the establishment of a servant’s registry to be maintained by the local police, in deference to employers- were introduced. However, these bills were withdrawn later. Further, the development of organizing workers had a major setback when Supreme Court of India ruled that isolated workers cannot form organized labour, implying that occupational categories like domestic work is not entitled to the status of organized labour. In fact, discrete outcomes of this nature punctured the organic growth in organizing domestic workers, one of the reasons why domestic work remains as an occupation not entitled to rights such as minimum wage and social security. However, ongoing legislative initiatives such as Unorganized Sector Workers’ Social Security Bill, which covers a broad range of security schemes for workers in the informal sector, including
domestic workers, is a major break-through with a potential for desirable improvements in working and living condition of domestic workers. While pervasive deficits in working and living conditions remain scary, inducing voices of dissent against lack of volition from the state to assure decent work for women domestic workers.. Another important deficit is lack of social security to domestic workers in India while there have been noteworthy initiatives by other countries to provide different types of social security to domestic workers – occupational safety and health, workers’ compensation for employment injuries, general health care, pension and unemployment insurance-. In fact, for women engaged in domestic work, in particular in urban India, even generating subsistence level income entails a complex process of scheduling of activities since they tend to work with multiple employers, who prefer flexible forms of labour contracts like part time engagement of domestic workers. Unfortunately, these workers, incurring the risk of working in indecent conditions, are enmeshed in a system with excess supply of workers; they tend to offer services to relatively well-off households, who are likely to have much better availability of rights and entitlements. Against this backdrop, we discuss fundamental socio-economic aspects of female domestic workers in urban India, with special reference to sprawling urban agglomeration, this thesis covering demographic, socio-economic and their family life characteristics of domestic workers. delineating living and working conditions of women domestic workers in Gulbarga. Discussion in section 3 is based on the sample survey of domestic workers, outlining basic demographic features, nature of services, work profile of the domestic workers, access to social security, consumption of edible items, consumption under PDS system, health profile and present status, union awareness, time use, household assets and liability, habitat profile, attitude of domestic workers towards gender and Domestic workers in Gulbarga city belong to a greatly disadvantaged working sector in the country. They are part of the informal economy with very minimal if not absent regulation by the government and have in most cases no protection in law. Mostly composed of women and children, they hardly figure
in the statistical records and the laws of country and remained invisible workers. They usually come from lower caste, with very little education and are often unaware of their rights. Within India, many women and children domestic workers are vulnerable or continue to suffer other kinds of abuses in violation of their human rights. Inside the home of their employers, where there are no checks and controls in place they do not have protection against employers or other members of the family who exploit and sexually, physically and psychologically abuse them. Activists and researchers have regularly pointed out that women workers face discrimination in the form non-recognition as workers, inequality of wages and denial of rights, especially in the unorganized sector. The constantly changing urban scenario, with evictions and displacement, has affected their life, livelihood and, in turn, their dignity. The challenge, then, is to involve workers, unions and workers organizations, employers and the state in this debate to identify steps to address the issues. Domestic work is not recognized as ‘work’ by the Indian government. The state does not value or recognize this work as a contribution to society and the economy. Trade unions and other organizations working with domestic workers have been pressurizing the state for a shift in its policy on domestic work. As in the case of anganwadi workers, limited recognition means that the economic value of non-familial care continues to be devalued. This is compounded by the fact that a workforce of women is constantly available to meet the rapidly growing demand. Poverty, lack of options and lack of information about organizing forces these women to accept the working conditions. The process of mobilizing domestic workers is complex and long term. To begin with, this would involve empowering domestic workers. This is possible only when the right to form collectives is granted. The understanding of collective bargaining power can bring about this change as there has to be a sense of solidarity among them to challenge ill treatment or unfair wages. The collectives in the form of unions or organizations will, in turn, work towards demanding and implementing legislations. The onus thus lies on the state to protect domestic workers by law and enable them to join and form associations.
and unions. These rights must be publicized and supported by the state by ensuring that employers are aware of their workers’ rights. In conclusion, one can assert that rules and laws that recognize domestic workers as workers in the home, and that regulate their working conditions and pay, as well as the agents who mediate the worker-employer relationship, could have a fundamental impact on the conditions of work across the informal sector and the nature of social policy in India as well as on the valuation of women’s work and the gendered divisions in work, marriage, and the family.

8.2 MAJOR FINDINGS:

As described earlier, the present study poses certain problems which have been formulated and the findings of the study are as follows.

1. Women Domestic Workers are found in the age group 54 respondents are belonging to age category of 18-28 years and above constituting 27% of total respondents. It is clear from the above table that lowest No of respondents 30.05% were following the age category of 29-38 years. It is followed by respondent’s age category of more that 39-48 years 19%. Distributed city-wise, the age pattern is almost similar. Most of the Women Domestic Workers 83.75 per cent of the respondents are married followed by 9.5 per cent are unmarried; 1.75 per cent are separated, 2.25 percent respondents belongs to divorce and only 2.75 per cent respondents are widowed.

2. Most of the Women Domestic Workers are found living in nuclear families 92 % of the respondents are staying Nuclear family, 8% of the respondents are staying in joint family and remaining 1.5% of the respondents have alone whereas 9.75 percent respondents have two members, 28 percent respondents have three members, 53.75 percent respondents have four members and 7 percent respondents have five members, Women Domestic workers in Gulbarga city only 21.5 %. Belongs to illiterate, 70.75 % of the respondents are educated up to a level of primary, where as high school level Constitute nearly 7.25 %,
P.U.C. account for only 0.50%. Where women have a best educational status. As regards an almost most percentage in the category of primary level.

3. Almost all the Women Domestic Workers spouse surveyed report having secondary occupation. wage labour etc. majority of them are skilled labour 18 percent, unskilled labour 68.5 percent, whereas 3 percent respondents come from agriculture labour, petty business 7.5 percent, jobs including working in factory, vegetables sellers, shop keeper etc, 02 percent private labour and only 1 percent of any other work.

4. It is also observed that Women domestic workers were Hindus while of 65.75 %, Muslim only 7 percent, Christian only 10 of respondents and 17.25 percent respondents belong to Buddhist. About frequency of 47.25 which belongs to schedule caste that where as 08 percent belongs to Schedule tribe, Other Backward Class covers 143 (35.75 %) respondents, and it is General Category followed by 09 percent only.

5. Majority of the women domestic workers 83.75 per cent of the respondents are married followed by 9.5 per cent are unmarried; 1.75 per cent are separated, 2.25 percent respondents belongs to divorce and only 2.75 per cent respondents are widowed, 1.5% of the respondents have alone whereas 9.75 percent respondents have two members, 28 percent respondents have three members, 53.75 percent respondents have four members and 7 percent. Whereas 292(73%) of the respondents stated that their children are attending to the schools and only 108 (27%) of the respondents stated that their children are not attending schools. most of 70.75 percent respondents opinion that leave school at higher primary level 7.25 percent said that secondary level and only 2 percent said that we leave college at P.U.C. level. Women domestic workers dropped out from schooling 21.5 percent respondents.

6. It is observed that majority of Majority of the women domestic workers 23.75 percent respondents afford about 1-5 years, 12 percent
respondents expressed that their opinion about 6-10 years, 25.25 percent respondents expressed their opinions from 11 to 15 years and lastly 39 percent respondents expressed their opinion we have been working in this teacher job from 16 and above years. 87.75% universe have stated that satisfied with your work profession and 12.25% opinion that they have not satisfied.

7. It was found that 7.25% of the respondents come from rural migrated and remaining 89.75% of the respondents are having localities domestic workers in the study area. 14.89% respondents were of the opinion that they joined mahila sangha, 13.47% percent respondents joined monthly B.C. association, 71.64% percent respondents joined W.S.H.G. Several specialized bodies have been established for the Socio-economic develop and specific purpose of assisting the Voluntary sector in the areas of finance, knowledge, education etc. When the issue of domestic women workers 46.5% respondents expressed their opinion about good whereas 33.5% respondents expressed their opinion about bad 14 percent respondents not satisfied and lastly 6 percent respondents said that about domestic work is bad.

8. A large majority Women domestic workers. In the sample 71.5 per cent of respondents stated that continue with this job because of The majority of Women Domestic Workers belong to the socially and economically backward sections of the community and 28.5 percent respondents stated that they did not continue with this job. The amounting to 349 (87.25%) were being found in consider women need to be economically independent 51 constituting 12.75 percent respondents need not economically independent. investigation revealed that 211 respondents (52.75%) have expressed that Improvement in living condition 24.5% respondents economically development 19.25 percent educationally development and lastly 6 percent wealth with development women domestic workers.
9. Most of the domestic workers 86.25 percent respondents, said that feel about improvement of working condition and 13.75 percent respondents expressed we did not need for the improvement in working condition. Even when the workers are paid, it is not always sufficient to provide for themselves and their families. Women domestic workers wages in the study area 64.5 percent respondents expressed that employers gives the regular salaries whereas 24.5 percent respondents said employers gives Yearly increased wages, 11 percent respondents opinioned that employers gives others facilities at time of festivals.

10. It was found in the present study that women domestic workers tend to neglect their health. Related causes for their illness. 86.25 percent respondents expressed their opinion that the main cause comes that time by taking leave for whereas 13.75 percent respondents said Assigning another family members to owners home. The analysis of the present study beneficial in fighting for the legitimate rights of workers 42 percent of the respondents opined and said During festival occasion, the employers usually give gifts in cash or kind as reported by get breakfast, lunch or dinner at the work place whereas 52.75 percent of the respondents said do not get breakfast, lunch or dinner at the work place and 5.25 percent respondents said that some time we get breakfast and dinner. 62.75 percent respondents said now a day’s domestic work is bad and 5.75 percent respondents said we are manageable of our work.

11. It is observed that majority of 15.25 percent respondents said that we are socially got harassment whereas 9.5 percent respondents opinion that owner harassed by mentally and 75.25 percent respondents expressed their opinion we did not get any harassment by owner, so women are protected against sexual harassment at all the work places, be it in public or private. 27 percent universe have stated that owner viable abuse to me, main factor and 31.25 percent respondents expressed that owners
gives Late payment of wages, 41.75 percent respondents were of the obtain that employers Not allowed to take day off Holiday.

8.3 SUGGESTIONS:

In this section an attempt is being made to provide suggestion package in the light of the above findings of the present study to improve the functioning of women domestic workers in Gulbarga city.

1. It was found in the study that 48.29% of the women domestic workers were illiterate. It is therefore suggested that women domestic workers be made beneficiaries of adult/continuing education. This will empower them and make them better prepared to face the challenges of life.

2. Just like all women in India, women domestic workers tend to neglect their health. They must be made be aware of the importance of a balanced and nutritious diet. Support may be extended to them through the provisions of the National Food Security Act, 2013.

3. The wages they earn are less than Minimum Wages and woefully inadequate to meet daily needs, let alone plan for savings. In the light of the high cost of living seen in the present day and age, it must be ensured that employers pay the legally prescribed Minimum Wages so that domestic workers are not exploited and so that they may be able to lead a decent standard of living.

4. It must be ensured that they get extra remuneration for extra work done. A weekly holiday must be given so that they get to rejuvenate themselves once a week and also strike a work-life balance.

5. They must be granted paid holidays during major religious and national festivals. They must be extended 15 paid sick leaves per year. No social security benefits are extended to

6. Workers what so ever. They must be brought under the cover of all the social security measures that are extended to workers employed in the unorganized sector.
7. A considerable number of respondents reported that they did not feel respected at work. Domestic workers should not be referred to as servants. The traditional master-servant relationship must make way for a professional employer-employee relationship. The work done by domestic workers must be accorded dignity and respectability.

8. Measures should be taken to prevent verbal/physical/sexual abuse at the workplace. A local level Board should be set up to receive, examine and resolve complaints related to harassment. Employers must be made aware of the importance of developing and maintaining healthy employee-employer relations.

9. Govt. should increase the employment opportunities so their husbands and family members can get good jobs which will increase their monthly income. The people or owners should give the respect and security to their domestic workers. Owners should fulfill their rights.

10. The fact that domestic work is work and that those who do it are workers with the rights that all workers have should be recognized.

11. The government and the society at large should recognize the economic and social contributions that women domestic workers make.

12. The women domestic workers’ right to ‘decent work: inclusion in labour laws, trade union rights and employment contracts to achieve good working conditions and access to social benefits including pensions etc should be enforced.

13. Systematic mobilization and organizational skills training to help women domestic workers build their own associations and unions for common solidarity and leadership building should be organized.

14. There should be women domestic workers’ unions to represent them at various levels and to secure the support of the wider labour movement. The domestic workers should be registered with issue of identity cards.

15. Advocacy programs should be organized for trade unionists for their greater involvement in supporting women domestic workers and their self organizations.
16. The National Day for women domestic workers’ rights should be observed each year to highlight the contribution that domestic workers make to the society and economy.

17. The State Government should notify minimum wages for women domestic workers workers and issues such as wage structure, working conditions, leave and absenteeism need to addressed through legislation.

18. Steps should be taken to ensure job security and safe working conditions of domestic workers and stringent laws enacted to prevent their exploitation and sexual abuse.

19. Labor legislation should be complemented by criminal laws allowing for successful prosecution of offenses such as physical, psychological and sexual abuse.

20. Domestic work undertaken by children should be included in the list of the ‘worst forms of child labour’. Child Domestic Work up to 18 years of age should be banned.

21. Public awareness should be raised regarding the vulnerabilities of women domestic workers and the issues relating to their social security, dignity and minimum wages

22. Emphasis should be laid on building the skills of the women domestic workers for their alternative gainful employment and Advocacy should be held with the employers to treat workers in a humane and dignified manner

23. An enabling environment may be created through advocacy with the public where the domestic workers may enjoy their rights, duties and interests like other segments of the society.

24. An advocacy campaign for reservation of a fraction of the national gross domestic product (GDP) for the unorganized sector, to be used in welfare schemes such as health, education and pension should be launched.

25. Advocacy, lobbying, campaigning and wider networking with the people and organizations working on domestic workers is required to
intensity the movement of improving the overall condition of domestic workers.

26. A Comprehensive Central Legislation specifically designed to meet the working condition of the domestic can ensure the end of the exploitation of these domestic workers.