

DOMESTIC WOMEN WORKERS: CURRENT STATUS WITH SPECIAL REFERENCE TO MIRAJ CITY IN SANGLI DISTRICT

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Abstract:

Domestic work is oldest occupation in the world it has a long history. This term includes both men and women works in others' homes as 'servants'. Domestic workers perform a variety of tasks including cooking, cleaning, laundry, taking care of child and elderly, and housekeeping, shopping foods and etc. Majority of domestic workers found in the urban areas.

Miraj city is located near Sangli city and part of Sangli _Miraj_Kupwad Corporation. This city is located nearby Karnataka state and as the junction of railway services. Middle high class society is located hence the great population of domestic workers is found here. Due to lack of knowledge and time scanty of registration is observed here. Therefore it is required to discuss and highlights the issues related with domestic women workers. It is noticed that domestic women workers attends low type of work which leads them to consider as low status in the society. As the great proportion of domestic workers belongs from lower caste related issues should be highlighted in this concern,

This paper will discuss about the working condition of the domestic women workers, evaluation of their status in the society, their family environment, socio economic status, etc. which will focus on the current status of domestic women workers from Miraj city.

Key Words: Domestic women workers, current status Miraj city, problems, socio economic status.

1. Introduction:

Domestic work is oldest occupation in the world as it has a long history. The term domestic worker includes both men and women who works in others' home as 'servants'. Domestic workers perform a variety of tasks including cooking, cleaning, laundry, taking care of child and elderly, and housekeeping, shopping foods and etc. Majority of domestic workers found in the urban areas.

Majority of the domestic workers found in the urban areas. These domestic workers are unorganized and these workers don't have knowledge about their rights. In this concern there is a great need of trained social worker to attend their various problems. These problems, related issues can be discussed in further paragraphs. As they are suffer from unhygienic condition of work. Due to this these domestic workers face health related problems. As they are getting low income obviously there is a need to study the aspect of socio-economic status of the domestic women workers too. It is observed that the educational background of the domestic workers is also weak therefore this aspect should be studied. Because of lack of education and knowledge they are not benefitted with social security. All this aspects deals with the overall development of the domestic workers and therefore researcher will discuss about the related issues.

Efforts made by International Organization: In June 2011 the domestic workers convention was adopted at International Labor (ILO) conference in Geneva. The convention highlights that contribution at domestic workers is significant to the global economy. It also focused that the domestic workers are underestimated, unnoticed and mainly by women and girls who are underdeveloped communities.

Contribution by Indian Government:

The National Commission for Enterprises in the Unorganized Sector (NCEUS) proposed measures to protect the workers in the informal economy through labor regulation

and social security coverage. As a result, the Indian parliament passed the “Unorganized workers social security Bill” in 2008.

India has draft a national policy which suggests fixation of minimum wages for domestic workers by state government, regulation of placement agencies which supply workers and their compulsory registration under the Shops and Esatabiliments act.

In 1995, Maharashtra government has appointed committee to study the issues related to domestic worker and unidentified workers. This committee had recommended to the Maharashtra government resolution in 2000. This resolution mainly focused on wage and welfare scheme for domestic workers which are failure for implementation. ***In December 2008, government of Maharashtra enacted the Maharashtra Domestic Workers Welfare Board Act.*** This legislation focused to financial and welfare benefiter for this unorganized sector, but the grassroots implementation is lacking behind. Maharashtra has published a code of conduct. ***Under Section 27 (A) of the Maharashtra State Public Service Conduct Act, 1997, the Maharashtra government prohibits government employees from employing children below 14 as domestic workers.*** The Maharashtra Government took a step for domestic workers of ‘Janashree Yojana’ which provide accident, death coverage and limited scholarships for two children.

Efforts of Voluntary Organization:

Molkareen Panchayat 2002, Maharashtra Vidarbha Molkareen Sanghatana are working in Maharashtra on problems of women domestic worker. Domestic worker faced problems at work place, at home domestic work in paid employment in India makes it all the more imperative to ensure that such work is given dignity and occurs under decent conditions with adequate pay. In Maharashtra the ‘Vidarbha Molkareen Sanghatana’ is working for different problems of women domestic workers since 1980 to till date. On 30th December 1980 the first step taken by ‘Vidarbha Molkareen Sanghatana’ with the participation of 350 to 400 women domestic workers to gave a demands letter about social security measures to the collector. The first state level campaign was organized in Kolhapur city on 16th January, 2006. ***In Sangli district there is an organization named ‘Sangli Zilla Gharkamagar Molkareen Sanghatana’.*** This organization helps for registration of women domestic workers as well as uses various ways for raising the demands of the domestic workers with the help of Andolan and Morcha.

Reviews of Literature :

In last few decades there has been a tremendous growth in the demand for domestic workers which has led to the trafficking and other forms of exploitation of millions of Women and children of the both sexes and to meet this growing demand there has been a spurt of thousands of placement agencies providing domestic workers in metro-towns of many states who are exploited in various ways as well as trafficked and remain outside the purview of any legislative control. ***(Domestic workers Welfare and Social Security Act 2010.*** According to Indian National Sample Survey (NSS) data, there were 2.0 million female workers and 0.3 million male workers in 2001 as compared to 1.2 million female and 0.3 million male workers in 1983, showing a substantial issues in the number of female workers ***(Mehrotra 2008, 2).*** Domestic workers, in particular women domestic workers, are a constantly growing section of workers in the informal sector of urban India. The last three decades have seen a sharp increase in their numbers, especially in contrast to male domestic workers ***(Neetha 2004).*** Many studies have reported that there are no standard norms that decide working conditions for domestic workers. Specified working hours does not exist for many domestic workers. They can work from 8 to 18 hours a day while live in domestic workers are on call 24 hours each day ***(Kalpana Sarma 2003).*** The wages of urban, part time workers are first of all differentiated by the board division of work, such as cooking,

cleaning, and babysitting, cleaning tasks, which are paid between 100-400 rupees per month (in 2008): the work also includes dusting, sweeping and mopping, laundry and dishwashing, (Palriwala and Neetha).

The rates paid by expatriates are among the highest. Ethnic stereotypes regarding skill and efficiency also affect the wages and treatment of domestic workers (Surabhi Tandon Mehrotra, 2008). In sum, the wage structure and service packages are complex and variable, making it problematic to arrive at a uniform wage rate for domestic work even for a specific locality (Palriwala and Neetha). Social science research is expected to enhance understanding of the society, its functioning and changes; provide inputs for policies for socio-economic management and development; and, generate ideas and information that could be used for teaching at various levels of education. As such social science research renders vital services to the society and, therefore, deserves to get adequate public support and funding. Social scientists, on their part, are expected to carry out research on themes and in a manner that could best fulfill the above expectations (Ref: SOCIAL SCIENCE RESEARCH IN GLOBALISING INDIA Historical Development and Recent Trends May 2010 T.S. Papola)

Objectives:

The proposed study will attempt to deal with the problems faced by domestic women workers from Miraj city, Sangli district. The objectives of this research paper can be describe as follows:. The proposed study will attempt...

1. To study the current status of women domestic workers
2. To study family environment of women domestic workers
3. To study socio economic status of women domestic workers
4. To study the educational status of women domestic workers.
5. To give suggestions for development of the domestic women works

Methodology:

For the proposed study chosen sample includes 50 women domestic workers from the age group of 15 to 60 years. Snow ball sampling method is used for conducting the study. Collection of primary data is made with the help of conducting interviews and secondary data is collected with the help of various articles, reports, journals, etc. published by government and non government organizations.

Study Location:

The study is conducted in Miraj City from Sangli district, Maharashtra state.

Discussion and Results:

Table No 1. Characteristics of the respondents:

Age	Total	Marital Status		Family Type		Migrant Status		Housing	
		UM	M	NF	JF	NM	MG	R	S
15 to 30	4	0	4	1	3	2	2	3	1
31 to 45	25	0	25	4	21	5	20	18	7
46 to 60	21	0	21	3	18	3	18	17	4
Total	50	1	49	8	42	10	40	38	12
% Total	100	2	98	16	84	20	80	76	24

**UM: UN Married, M: Married, NF: Nuclear Family, JF: Joint Family
NM: Non Migrant, MG: Migrant R: Rent S: Self**

The above table no 1 gives us detailed information about respondents' characteristics i.e. their marital status, family type, migration status and housing conditions.

1. 100% respondents between the age group of 18 to 60 years are married.
2. Most of the respondents (84%) live in joint families. So to cater the needs of bigger families these respondents are compelled to accept the domestic work as a job.

3. Almost 80% of the respondents are migrant it means their families have shifted to the urban area in search of livelihood.
4. The significant no of respondents (76%) do not have own their house, as getting settled in the cities with very small earning is very difficult. Thus they prefer rented houses and can never get secured shelter.

Table No 2. Socio Economic Information:

Age	Total	Education				Working Hours		Total Income AVG M
		IL	P	S	HS	1 to 4	5+	
18 to 30	4	2	1	1	0	3	1	3200 to 4800
31 to 45	25	6	18	1	0	22	3	
46 to 60	21	14	7	0	0	20	1	
Total	50	22	26	2	0	45	5	
% Total	100	44	52	4	0	90	10	

IL: IL Literate, P: Primary, S: Secondary, HS: Higher Secondary M: Monthly, Y: Yearly

Table no 2 deals with socio economic status with special reference to education, working hours and average of monthly income of domestic women workers.

1. The above table clearly shows that the 44% of the respondents are illiterate and 52% respondents completed their primary education. Hence lack of education is a leading factor to the domestic women workers to accept this job as well as because of lack of educational background they are not possessing any professional skills to join such type of sector.
2. As all the respondents are married and they have to take care of their families, they prefer to work for part-time. It is found that 90% respondents works for part-time i.e. up to 4 hours whereas remaining 10% respondents works for full time i.e. above 4 hours.
3. As the job of domestic women workers is considered as unorganized sector hence these domestic women workers are not getting their wages with satisfactory rate or the criteria of minimum wages is not followed by the employer. It is noticed that average monthly income of the respondents is between Rs. 3200 to 4800. So it is not possible to attain all basic needs within their monthly income. In such a way their routine life is affected with less family development, lack of basic accommodations, unhygienic conditions of domestic women workers.

Table No 3. Domestic or Family Environment

Age	Total	Electricity		Toilet		Water Source			Entertainment			Husbands Behavior		
		Y	N	Y	N	FP WC	T	W L	TV	RD	MB L	G	B	W
18 to 30	4	3	1	2	2	2	2	0	3	1	0	2	1	1
31 to 45	25	17	8	12	13	8	10	7	19	3	3	14	5	6
46 to 60	21	16	5	13	8	6	12	3	12	8	1	13	5	3
Total	50	36	14	27	23	16	24	10	34	12	4	29	11	10
% Total	100	72	28	54	56	32	48	20	68	24	8	58	22	20

TV: Television, RD: Radio, MBL: Mobile G: Good, B: Bad, W: Worse, FPWC: Free Public water connection T: Tap, WL: Well

Table no 3 describes about the availability of basic facilities in the house of domestic women workers. this basic facilities are related with income of domestic women workers. So the relevant data can be described as follows:

1. Today electricity is a basic need of every individual and family. It is found that 28% of the respondents do not have available connection of electricity. It clearly indicates that because of absence of electricity they are not accommodated with basic facilities like TV, fan, freeze, etc. which indicates their lower type of livelihood.
2. Government and NGOs promote sanitation programs in all over the country but it is found that 56% respondents do not have available toilet facilities at their home. Much time

they work in unhygienic conditions and at their home also they lack these basic facilities which are essential to lead healthy and hygienic life.

3. To fetch water is always considered as responsibility of women. Having individual taps at home can be a relief to them. But it is found that more than 50% respondents do not have their own water taps in the home and so they have to invest the time and energy to fetch water from free public water connection and bore wells.

4. The data regarding entertainment shows how the respondents give priority to entertainment needs over the basic facilities. Almost 68% respondents have TV sets.

5. In addition to all the problems at work place, almost 42% respondent's husbands are not supportive. In spite of earning money the respondents have to face torture, verbal abuse and doubts by their husbands.

Table No 4. Work Place Condition:

Age	Total	Working Condition									
		1 H to 4 H	EW/EP	Pay	SF Y/N	5+ H	EW / EP	Pay	SF Y/N	S O L Y/N	HD or WO Y/N
18 to 30	4	3	3/1	1000 to 2000	0/3	1	1/0	2000 +	1/0	3/1	0/4
31 to 45	25	22	22/2		1/21	3	3/0		2/1	22/3	0/25
46 to 60	21	20	20/1		1/19	1	1/1		0/1	19/2	0/21
Total	50	45	10/4		2/43	5	5/1		3/2	44/6	0/50
% Total	100	90	90/8		4/86	10	10/2		6/4	88/12	0/100

EW: Extra Work , EP: Extra Payment, SF: Satisfied H: Hours SOL: Shouting on Late, HD: Holidays WO: Week Off

Table No 4 shows the workplace conditions of the respondents in which information about extra workload, pay for extra work, respondents satisfaction about work is described.

1. Almost 90% of the respondents are not satisfied with their remuneration.
2. All the respondents attends overtime duty whenever the employer needs. But extra benefits of over time is received by 10% respondents only. Remaining 90% respondents forcefully do the extra work to retain their job.
3. When we think about the problems and perspective of domestic work, it is important to notice that this work doesn't have dignity. And so the domestic workers are not respected by the society as well as the employers. As the study shows all 88% respondents receive humiliating reactions at their workplace especially when they fail to their time scheduled.
4. The sector being unorganized the job does not have standardize rules and regulations. Thus we find the difference in the remuneration paid for same kind of work and rules of holidays. In the geographical area where the study is conducted the respondents informed that all of them do not get holidays on the days of festivals and they do not have the facilities the paid holidays.

Major Findings:

- ✓ Most of the respondents (84%) live in joint families. So to cater the needs of bigger families these respondents are compelled to accept the domestic work as a job.
- ✓ 44% of the respondents are illiterate
- ✓ Almost 80% of the respondents are migrant it means their families have shifted to the urban area in search of livelihood.
- ✓ This work did not need professional skills and education, the respondents work in unhygienic environment with bearing tremendous physical stress, they get very less remuneration. The above table shows the average monthly income of the respondents is between Rs. 3200 to 4800.
- ✓ 76% domestic women workers do not have their own house, Still 28% of the respondents do not have this basic facility, and 56% respondents do not have toilet facilities at their home.

- ✓ 42% respondent's husbands are not supportive.
- ✓ 90% respondent's works part-time i.e. up to 4 hours. Remaining 10% respondents work full time i.e. above 4 hours.

Suggestion:

1. Federation of domestic workers should be established to produce network as well as to offer helping hand for the problems faced by the same workers.
2. There is a great need of counseling center where family members should be guided by trained social worker concerned with the adjustment of family problems.
3. Employment should be generated at rural area to stop migration.
4. As the housing is a basic need of the domestic women workers priority should be given to such workers as a beneficiary of housing schemes launched by government sector.
5. Though the right of education is implemented, it is essential to lead the child's of domestic workers for further education, therefore with the appointment of school social worker special efforts for such type of work are required.
6. With the help of implementation of labor rights working hours should be supervised by competent authority.
7. Minimum Wages Act should be followed under the supervision of concerned domestic women worker federation constituted at cluster level.
8. To raise the standard of livelihood it is required to offer basic facilities at affordable rate in this connection the facility of electricity, toilet, water source etc. should made available with special rates by local self-government.
9. With the help of social work methods efforts should be made by trained social workers to meet the problems of domestic women workers regularly.
10. There should be organization constituted by domestic women workers only. With the help of such type of organization. Domestic women workers will work for their own welfare.

Conclusion:

The study of the problems of women domestic workers at their work place and home was carried out in Miraj city. The study highlighted that still majority respondents do not even have basic services like toilet and electricity. In addition to this they have to face the problems due to their husband's addiction. They very often become victim of verbal and physical abuse and economic problems. At work place they regularly need to work for extra hours and they do not remuneration for it. Thus even after many government and non government measures taken for the upliftment of domestic workers, they suffer with many problems at their work place as well as at home.

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