

CHAPTER-7 **SUMMARY OF THE FINDINGS, SUGGESTIONS AND CONCLUSIONS**

This chapter highlights the major findings of the study, conclusion and suggestions based on the sample surveys.

MAJOR FINDING OF THE STUDY

The major findings of the study are presented follows:

The study finds that total Women Domestic Workers, 71.1 per cent of them are Full-Time workers and the remaining (28.9) parts of the respondents are Part-Time workers. It is mentioned that majority of the respondents prefer to work as Full-Time job because it provides constant earning through out the year.

Domestic Women Workers prefer cooking as the Part-Time job which accounts for 68.1 per cent of them doing Part-Time whereas only 31.9 per cent of them doing as Full-Time job.

It is revealed that 164 respondents involve the cooking; washing clothes, cleaning vessels and sweeping are Full-Time workers which accounts for 84.5 per cent and only those who are involving in the same works accounts 15.5 per cent are Part-Time.

Out of total sample respondents, 76.2 per cent are Full-Time workers and 23.8 per cent of them are Part-Time workers while 26.2 per cent of the total sample respondents fall under the age category of less than 30 years which consisting of 72 per cent of them Full-Time workers and 28 per cent of them Part-Time workers.

It is noted that almost 64.7 per cent of them (291) are illiterate Women Domestic Workers; of this, 78 per cent of the respondents are Full-Time workers and 22 per cent are Part-Time and 35.3 of them (159) are literate respondents which comprising of 58.5 per cent are Full-Time and 41.5 per cent are Part-Time workers.

Among the total sample, 42 per cent of them belong to Scheduled Caste. 21.3 per cent of the sample women belong to Most Backward Caste and 24.4 per cent of the sample who belong to the Backward Caste.

Among Full-Time and Part-Time domestic workers, the nuclear family forms a ratio of 70:30.

The study finds that 49.3 per cent of migrant Domestic Women Workers staying in the sample areas for 10-20 years; 73.9 per cent of them staying as Full-Time worker at working place from 10 to 20 years.

It is noted that nearly 69.6 per cent of migrant Domestic Women Workers families have one to four members because they live in nuclear family system. Mostly nuclear families have at least two to four members.

Out of the total sample respondents, 52.2 per cent of them do have own house but live in rented house whereas only 47.8 per cent own the houses. It is found that 43 per cent of them disburse rent amounts of Rs1500-2000 which consists of 61.4 per cent Full-Time workers and 38.6 per cent Part-Time.

32.9 per cent of migrant Domestic Women Workers (148 out of 450) live in thatched houses which comprising of 81.8 per cent of Full-Time workers and 18.2 per cent of the Part-Time workers.

71.8 per cent of them have electricity in their houses but most of these respondents reside in pucca (13 per cent), semi-pucca (14.2 per cent), tiled (34.4 per cent) and Government quarters (15.2 per cent).

In the case of respondents who residing in thatched houses are not connected to the drainage system but they use public latrine and open defecation which accounts for 25 per cent and 75 per cent.

Among the total migrant Domestic Women Workers family income, 13.8 per cent of them earn at less than Rs.50000 per annum but at the same time, 80.6 per cent of the Part-Time workers households get income in this category.

Most of the Full-Time migrant Domestic Women Workers households earned at Rs.100000-125000 (20.9 per cent), Rs.125000-150000 (48.1 per cent) and more than Rs.150000 (18.4 per cent).

It is noted that 11.8 per cent of the respondents spend less than Rs.1500 per month on food items whereas 60.4 per cent of them spend more than Rs.2250. In Full-Time migrant Domestic Women Workers households, 14.1 per cent of them spend less than Rs.1500 and 55.3 per cent of them spend more than Rs.2250.

27.4 per cent of the respondents save their income at less than Rs.2500 and 13.3 per cent of them save more than Rs.4500. Further, 38 per

cent of them save at Rs.3500-4000 and 21.1 per cent migrant Domestic Women Workers households save from the households at Rs.2500-3500.

It finds that nearly 152 respondents (33.8 per cent) have migrated due to the unemployment problems.

31.6 per cent of them reports that they have come for this jobs in order to overcome the poverty and 29.1 per cent of them opine that they are working for these jobs to earn money and to save the family by adding more contribution to household income.

It can be concluded that on the whole, migrant Domestic Women Workers report that unemployment; poverty reduction and income earnings are main causes for migration in all sample zones. Therefore, it is theoretically and statistically proved that there is a close association between the causes for migration and expansion of cities.

42.2 per cent of the migrant Domestic Women Workers do all kinds of works such as preparation of food, washing the clothes, cleaning vessels and sweeping and mopping up the floors.

29.8 per cent of the migrant Domestic Women Workers report that in order to earn income; they perform the domestic works which means that they are looking forward to get income whatever they can involve the nature of works.

7.1 per cent of them are reported that due to age factor, they perform domestic works.

48.3 per cent work two houses, 33.1 per cent work in three houses and only 18.5 per cent of the migrant Domestic Women Workers work in four houses.

Among the sample respondents, half of (51.1 per cent) of respondents travel one to two kilometers which consisting of 70.9 per cent are Full-Time workers and 29.1 per cent of them are Part-Time workers.

37 per cent of the migrant Domestic Women Workers travel by buses especially in public transport among these, 54.3 per cent of Full-Time workers and 45.7 per cent of them are Part-Time workers.

12.4 per cent of migrant Domestic Women Workers come by share auto which run by the private people to avoid the delay of reaching the working place, they come by share autos.

37.7 per cent of Part-Time migrant Domestic Women Workers come by walking.

42.2 per cent are performing in the domestic work at this place which consists of 69.5 per cent of them are Full-Time workers and 30.5 per cent of them Part-Time workers.

Working as a maid servant for about 10-15 years has not made any improvement in the living condition of the Domestic Women Workers and has not changed their life style either.

It is revealed that 10.4 per cent of them work less than two hours but at the same time 53.2 per cent of migrant Domestic Women Workers work

two houses, 40.4 per cent of them work three houses and 6.4 per cent of them work four houses.

The study finds that 35 per cent of them receive wage at more than Rs.150 per hours for domestic work which accounts for 98.8 per cent of Full-Time workers those involve in cooking and other related to activities as compared to Part-Time only 1.2 per cent of them who involve in the lower level category of workers receive the same wage per hour.

The study finds 61.1 per cent migrant Domestic Women Workers who engage in cooking receive at Rs.50-100 per hour, 49.5 per cent of migrant Domestic Women Workers who involve in all kinds of works such Cooking, Washing clothes, Cleaning vessels and Sweeping receive at Rs.150.

The study finds 26.2 per cent of the migrant Domestic Women Workers who belong to the age category of less than 30 years, 17.8 per cent receive wage per hour at less than Rs.50 and 36.4 per cent of them obtain wage at more than Rs.150 whereas the respondents belong to age categories of 30-35 years.

The study finds 53.1 per cent of them have experiences at less than five years which accounts for 33.5 per cent of the respondents receive wages at more than Rs.150 and 14.6 per cent of respondents receive at less than Rs.50.

The study finds 29.8 per cent of respondents earn income at Rs.4500-5500 through domestic works which they constitute of 41.9 per cent of them among the Full-Time domestic workers.

The study finds 26 per cent of the migrant Domestic Women Workers who earn income per month 81.2 per cent Part-Time domestic workers which means the respondents who involve Part-Time especially cleaning and washing earn less than Rs.2500.

Sample migrant Domestic Women Workers perform all kinds' works such as cooking, washing clothes, cleaning vessels and sweeping earn at Rs.4500-5500 which accounts for 40.5 per cent.

The study finds 53 per cent of migrant Domestic Women Workers who earn less than Rs.2500 contribute to the total family income of less than Rs.5000; 47 per cent of the migrant Domestic Women Workers who earn at less than Rs.2500 per cent to contribute to Rs.50000-75000 of household income.

The study finds 19.3 per cent of them earn less than 35 per cent of family incomes which include 77 per cent of them are Full-Time and 23 per cent of the Part-Time workers.

The study finds 31.9 per cent of the sample migrant Domestic Women Workers satisfied with the present domestic to some extent which comprising of 66.9 per cent of Full-Time workers and 33.1 per cent of Part-Time workers but at the same time, 25.8 per cent of respondents unsatisfied with the present works.

The study finds 95 per cent of migrant Domestic Women Workers receive payment in the form of cash which consisting of 71.6 per cent of them Full-

Time and 28.4 per cent of them Part-Time and the 5.3 per cent of them receive in the form kind.

The study finds 74 per cent of migrant Domestic Women Workers receive payments at regularly which they are 74.8 per cent of Full-Time and 25.2 per cent of Part-Time works.

It is noted that 83.3 per cent of respondent's report that one day leave will be given with pay most of them (69.6 per cent) Full-Time works and 30.4 per cent Part-Time works.

The study finds 38.2 per cent of them agree that they get extra payment for extra domestic works. It is noted that among the Full-Time workers, 64.4 per cent 55.4 per cent of Part-Time workers are not receiving extra payment for extra works.

The study finds 66.4 per cent of the migrant Domestic Women Workers report that they have never received any annual increments for their domestic works.

The study finds 17.1 per cent of migrant Domestic Women Workers report that the wages have been received by the domestic works.

58.32 per cent of them meet of their expenses by way of borrowing loans with high rate of interests, most of them are from Full-Time workers (64.5 per cent), 36.7 per cent of them say that the gap between income and expenses are filled up by pledging their jewels, household articles and other items.

40.9 per cent of them strongly agreed for the employers caste feeling, 18.9 per cent of them agreed to this issue.

Of the total respondents, 33.8 per cent of migrant Domestic Women Workers strongly agree that they are not allowed to visit the kitchen areas because most of them involve the house cleaning, cloth washing and cleaning bathroom and toilets.

Out of the sample respondents, 32.7 per cent of them strongly agree that the employers are trusted to us whereas 24.4 per cent of them disagree that the employers do not have trust to us.

The study finds 33.8 per cent of them strongly agree that they have been orally insulted by the employers and nearly 19 per cent of them agree for the same reasons whereas only 24.4 per cent and 19.3 per cent of them strongly disagree report that they have not insulted by the employers.

The study finds 60 per cent say that they have to give money for husband's drink and 62.7 per cent are physically abused by husbands. However 50.4 have sexual relationships with their husbands without their consents whereas 36 of total respondents are sexually abused by other family members at least once.

It can be concluded that there is significant relationship between rural-urban migration and increase in domestic work in urban areas. As a result, migrant female domestic workers prefer part-time domestic work to full time domestic work.

Higher caste respondents engage the high level and recent works whereas the lower caste respondents employ the low level and degrade works.

Domestic women workers significantly contribute to the family income by the earnings.

Most of the young migrant Domestic Women Workers earn higher income as compared to the old migrant Domestic Women Workers because the young respondents are involved in all kinds of domestic works.

Higher percentage of the widow/separated respondents earn as compared to a lower percentages of married and unmarried respondents.

There is significant relationship between the monthly earnings and migratory status of the respondents. Economic conditions of those respondents whose husbands/fathers are self-employed and they are comparatively better than that of others.

CONCLUSION

Overall, socio-economic condition of the women domestic workers is not good. The reason is that they face problems both at home and work place. At home they perform all kinds of domestic work without remuneration whereas at work place they have a very heavy work load with less remuneration. Because they belonged to the economically underprivileged group and most of them live in urban slums.

However, domestic work is a foremost and upward informal sector activity in the urban areas among women migrants and it plays significant role to provide employment opportunity. For a huge proportion of such women workers domestic work is the only option accessible in urban areas.

The working conditions of domestic workers are appalling with long working hours and absence of job security. Because there is variation in their wage structure and their wage level is very low as compared to the other works. On the other hand, they are bound to do this work due to low education and poor financial background.

Often, they are considered as traditional and low skilled workers according to the requirement of the market. This again lowers their wage. They also have to take care of their children at home and at the same time they have to work to support their families. In fact, they are doing double the amount of work and paid less than half when compared with their male counterparts. The women engaged in domestic work face such difficulties such as sexual harassment and abusive language.

Domestic workers have to work in three to five houses daily without any offs or bonus or overtime wages to earn a meager income. The importance of the domestic workers and the need to treat them with respect is the consistent message. It is important to recognize that women workers who are forced to work in the unorganized sector are often from the poorest sections. Poverty traps them into working in the least protected and most low paid jobs. Maternity benefits and childcare, which are crucial for their mental and physical well being, are denied, because of which they often lose their jobs. Pension and a minimum insurance cover for unorganized sector workers remain pipe dreams. The real challenge is to ensure that the labour laws and social security schemes that exist for the diminishing number of

workers in the organized sector are extended to the 90 per cent workers in the unorganized sector and then actually implemented. It urgently needs social policy to protect the rights of women workers in the newer as well as older forms of work in the unorganized sector.

SUGGESTIONS

On the basis of the sample survey results, the following suggestions are presented:

- The agriculture development should be given high priority in the government programmes in order to reduce women migration to urban areas.
- The study suggests that unemployment and poverty alleviation programmes should be converted into self- employment programmes. If this would become possible, women would obtain gainful productive employment at their native place. Therefore the rate of women migration would automatically decline.
- Improved infrastructure for migrants is required in the working place, for example better transport for movement to centres and service provisions such as access to health services.
- Employment generating activities should be introduced in the off season periods.
- There must be provision for alternative non- agricultural employment opportunities in the rural sector. Cottage industries with improved

machines should be introduced in rural areas to solve the problem of migration of rural population.

- The proper facilities for the health care and education of children of the women migrants should be created at the working of migration.
- Employee should give the respect and security to their domestic workers.
- In order to protect domestic workers from abuse, harassment and violence, appropriate assistance should provide to form association the effective recognition of the right to collective bargaining.
- It is needed to make them aware about the exploitation and inspire them to organize themselves for protecting their rights and also to work for implementation of laws by the government.
- There should be regulated the maximum number of hours per week, month or year that a domestic worker may be required to be on standby.
- Domestic workers should be given at the time of each payment an easily understandable written account of the total remuneration.
- In the event of termination of employment at the initiative of the employer, for reasons other than serious misconduct, live-in domestic workers should be given a reasonable period of notice.
- The government should notify minimum wages for domestic workers and issues such as wage structure, working conditions, leave and absenteeism need to address through legislation.

- Wage should be fixed to keep pace with other paid work in the informal sector.
- There should provide support service like day meal to all domestic workers irrespective of their nature of work.
- There should provide the workers with some degree of flexibility in working hours.
- The annual increment to all workers should be included in the contract
- There should be provided minimum leave facilities to the workers.
- 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 should be included in the contract.
- One of the most important and urgent giant steps to be taken is to build a data base of domestic workers in our country, which will enable us to ascertain the magnitude of the domestic work sector.

CASE STUDIES

Case study-1

I am Vanaja and my family is middle class family and I studied up to 8th standard. I am 49 years old having one son and two daughters. My husband is carpenter. In order to grow up my children I decided to do domestic work. I involve washing clothes and Cleaning Vessels work. I am working as servant for more than five years in four different houses. My salary is Rs.1000 each house. With low income, it is very hard to run the family. Because of the low salary, I am not able to live a stable life.

Case study-2

I am Akila and I am working as sweeper for more than two years. I am illiterate and widow having two children. My husband died in an accident before three years. I am struggling to lead life because I do not have proper income. Because of uneducated, I decided to do this work. My salary is Rs.3000 per month.

Case study-3

I am Saikala working as a cook in one house and in, other two houses. I just help the mistress in cooking and washing utensils. I am mostly given kitchen work which I do enjoy. Though I work for three families my income is only Rs.4000/- per cent month. I took up domestic work only after the death of my husband. He was ill for quite some time and due to negligence his condition worsened and by the time a doctor was consulted it was too late to do anything.

Case study-4

I am Anjalai working as a domestic worker for the last 15years. And I got married 10 years ago and have got three children. Now, I have lots of problem both at home and work place. Every day we (husband & wife) fight with each other because he has brought the second wife who has two children. I came to know only when he brought her to our house. We both the women came to learn about the fact that this guy cheated both of us (wives). There is no peace in the house. Children are neglected by us and we quarrel for no issues and no reason, except this fact. After learning this truth I feel more exhausted, tired, tensed and worried.

Case study-5

I am Shanthi working as a domestic worker for the past 12 years. I work from 8.00am to 8.00pm in six houses to earn Rs.2500/- a month. I leave my children at the mercy of my neighbours. Now, they are a bit grown up i.e., eldest son is 9 years, second son is 8 years and third one is daughter, 6 years. They have been admitted into a local school. When they return home I am not in the house. I am not in a position to help them in their studies or give them proper care. Sometimes, I am too exhausted to have left with any energy, even to cook for my children. I can never turn to my husband for any help. He is a drunkard. If I ask him to help me in the household works like fetching water or buying provisions he goes mad and starts beating me and the children.

Case study-6

I am Devi working as maid for 10 years, get up early and prepare food for my kids and rush out of the house. Though I reach my work place on time my mistress has to say daily something unpleasant to me. Many times I thought of leaving the present job and looking for it somewhere else. I continue to be here just because it is close to my living place and some kind of attachment towards the child whom I reared up by taking care and looking after at his initial stage. He is very fond of me who does not treat me like a servant but his family member.

APPENDIX