The Plight of Female Domestic Workers in Urban Amritsar

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Abstract

The National Commission on Labour (2002), while discussing the safety and protection measure for domestic workers, admitted the strong need to provide satisfactory conditions of work, genuine treatment from employers and social security benefits to domestic workers. These workers, majority of whom are females, usually belong to rural areas and as they lack any special skill, they prefer to do odd jobs at local households, with expectation of good treatment from the members of that respectable family. There are some employers, who treat them with humanity, but very often, they are treated badly. They are forced to work at nominal wages, for long hours, without adequate food and still their job has risk of uncertainity. Where these workers are working on full time basis, they are not provided with safe and clean place for doing rest. Moreover, as majority of these workers are females, they also face the risk of sexual harassment. Need of the hour is that Government and community should join hands together, to uplift their status. This is necessary in order to enable them to live with decent standard of living.

Key words: *domestic workers, employer, harassment, nominal wages, social security, uncertainity.*

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1. INTRODUCTION

According to Report of Committee on Unorganized Sector by National Statistics Commission of Government of India, (2012), which is based on 15th International Conference of Labour Statisticians (1993), domestic workers are persons exclusively engaged by households to render domestic services, for the payment in cash and kind. Therefore, domestic workers should be identified as a separate category in order to enhance international comparability of statistics.

The National Commission on Labour (2002), while discussing the safety and protection measure for domestic workers, admitted the strong need to provided satisfactory conditions of work, genuine treatment from employers and social security benefits to domestic workers. These workers, majority of whom are females, usually belong to rural areas and as they lack any special skill, they prefer to do odd jobs at local households, with expectation of good treatment from the members of that respectable family. There are some employers, who treat them with humanity, but very often, they are treated badly. They are forced to work at nominal wages, for long hours, without adequate food and still their job has risk of uncertainity. Where these workers are working on full time basis, they are not provided with safe and clean place for doing rest. Moreover, as majority of these workers are females, they also face the risk of sexual harassment.

2. OBJECTIVES

The broad objectives of the study are to examine the socio economic conditions of female domestic workers in urban Amritsar, but specifically the study aims at:

- Analyzing the working and living conditions of female domestic workers
- Analyzing the relation between family income of female domestic workers and different socio-economic variables
- Analyzing the social security provisions available to them

3. DATABASE AND METHODOLOGY

3.1 Hypothesis

To find variance in income of other earning members of family of female domestic workers accounted to her monthly income, simple regression analysis was performed.

Null hypothesis H0: Monthly income of female domestic workers did not significantly affect the monthly income of family members

Further, to test the odds of decision-making power of female domestic workers at various levels of monthly income, logistic regression analysis was performed. In both the regression analysis, following hypothesis was tested.

Null hypothesis H0: Monthly income of female domestic workers did not significantly affect the decision making power

To find association between groups, chi-square test was performed with following hypothesis.

Null Hypotheses H0: There is no significant association between family income of female domestic workers and different socio-economic variables[1].

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[1] Different socio economic variables include SNA percentage, decision making power, health, health treatment status, percentage calorie intake to minimum calorie requirement, type of house, drinking water, toilet facility, electricity connection, cooking device, percentage expenditure on food items, percentage expenditure on non food items, percentage expenditure on intoxication, savings etc

3.2 Area of Research

In order to analyze socio-economic conditions of female domestic workers, a micro level study has been conducted in Amritsar city. The study has made use of primary data, collected from female domestic workers with the help of well drafted, pre tested, structured interview schedule. In order to make the sample representative, 20 domestic workers each, have randomly been selected from Central, Northern, Southern, Eastern and Western part of city and thus, a sample of 100 female domestic workers (50 full time and 50 part-time workers) in total has been taken. Study focused on females of 15 years age and above.

3.3 Statistical methods used:

For the purpose of data analysis, use of simple statistical tools like averages, percentages have been made. Further, use of simple linear regression, logistic regression and chi-square test was made, to find the results. The research reporting text consists of various tables, bar diagrams and pie diagrams for effective understanding of the results.

4. METHODOLOGY

SNA percentage was calculated by formula:

SNA[2] percentage= SNA/ (SNA+Extended SNA+Non SNA) X100

To find association between health conditions of female domestic workers and her family income, options of two health variables i.e., health status and treatment status is assigned numbers from1 to 4 thereby depicting bad, average, good and very good status.

Further, calorie intake of female domestic workers was calculated by taking the total of their milk, non-veg, curd, pulses, vegetables, fruits and rice/chapatti consumption per day and total so obtained was converted into calories intake by consulting calorie chart of Indian Institute of Nutrition, Hyderabad. Resultant figures so derived were again measured as percentage of minimum calories requirement of 2250 per day as suggested by **Rath and Dandekar (1971)** Via formula:

Calorie intake as a percentage of minimum calorie requirement=Calorie Intake/2250X100

To analyse housing facilities and family income of female domestic workers, types of different housing variables that is type of house[3], toilet facility, drinking water facility, cooking device and electricity connection status were assigned numbers 1 to 3 thereby depicting bad, average and good housing facilities.

The monthly income of females has been categorized as up to Rs. 1500, Rs. 1500-3000 and Rs. 3000 and above, similarly, family income has been categorized as up to Rs. 9000, Rs. 9000-18000 and Rs. 18000 and above.

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[2] The central statistical organization of the GOI provides official visibility to the double burden of work. The report classifies the activities based on 1993 system of national accounts (SNA) into 3 categories:-

- *Those coming under economic activities that are included in the SNA.*
- *Those that are not included in the SNA but are characterized as extended SNA, which include family maintenance and care for children, old and sick in the family.*
- *Non-SNA consisting of the social and cultural activities, leisure and personal care.*

[3]Type of house: Bad (slum with bamboo wall, kucha floor and plastic roof), Average (single room, mud wall, cemented floor and baale wali roof), Good (more than one room, bricks wall, tiles floor and concrete roof)

5. RESULT AND ANALYSIS

5.1 Self aspect of female domestic workers:

Self-aspect includes distribution of female domestic workers on the basis of their age, marital status, education, caste and religion, domicile status, attitude of waste trader towards them, working conditions and exploitation during work.
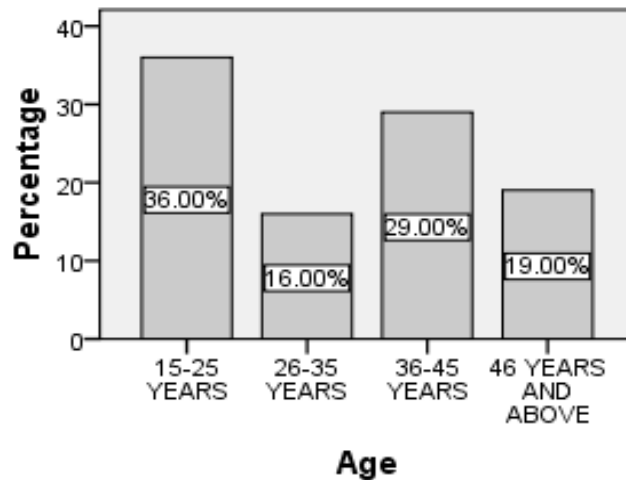
5.1.1 Distribution of female domestic workers on the basis of their age and marital status:

Distribution of female domestic workers, on the basis of their age, has been shown in table 1 as well as with the help of Bar Chart (figure 1). It is clear from the table that 36 percent of female domestic workers were in the age group of 15-25 years, 16 percent were in the age group of 26-35 years, 29 percent were in the age group of 36-45 years and only 19 percent were in age group of 45 years and above. Majority of these females were young, belonging to the age group of 25-45 years, when (if they were married), family responsibilities like rearing of children, are maximum.

Table 1: Age wise distribution of female domestic workers

Age Group	Percent
15-25 YEARS	36.0
26-35 YEARS	16.0
36-45 YEARS	29.0
46 YEARS AND ABOVE	19.0
Total	100.0

Diagram 1: Age wise distribution of female domestic workers

Source: own survey

Further, it is clear from table 2, that 28 percent of them were unmarried, 21 percent widows or divorcees and 51 percent of them were married. Full time domestic workers were mostly unmarried or widows.

Table 2: Distribution of female domestic workers on the basis of marital status

Marital Status	Percent
UNMARRIED	28.0
WIDOW/SEPERATED/DIVORCEE	21.0
MARRIED	51.0
Total	100.0

Source: own survey

5.1.2 Education of female domestic workers: Study found that 54 percent female domestic workers were illiterate where as 46 percent were literate. Maximum education level among them was found to be upto middle class.

5.1.3 Distribution on the basis of caste and religion: It is clear from table 3, majority of female domestic workers were from scheduled caste (66 percent), 10 percent were from other backward class and 24 percent were from other class. Furthermore, study found that 46 percent of female domestic workers were from Hindu religion, 41 percent were Sikhs and 13 percent were Christian.

Table 3: Distribution of the female domestic workers on the basis of caste

Sub caste	Percent
SC	66.0
OBC NON CREAMY LAYER	10.0
OTHER	24.0
Total	100.0

Source: own survey

5.1.4 Distribution of female domestic workers on the basis of domicile: Efforts were also made to find out, that whether female domestic workers belonged to Punjab state or have migrated from other states. Distribution on the basis of domicile is presented in table 4, which shows that 80 percent of female domestic workers were from Punjab state and rest 20 percent of the these workers were migrated from states like U.P. (11 percent), West Bengal (5 percent), Tamil Nadu (2 percent) H.P. (1 percent) and Jammu and Kashmir (1 percent). Study has also found that 53 percent of these female domestic workers were migrated from rural areas and 47 percent were from urban area

Table 4: States from which female domestic workers migrated

State	Percent
J & K	1.0
H.P	1.0
West Bengal	5.0
Punjab	80.0
Tamil Nadu	2.0
U.P	11.0
Total	100.0

Source: own survey

5.1.5 Attitude of the employer towards female domestic workers: In case of full time domestic workers, mostly their employers were doing jobs and that of part time workers, employers were doing job as well as doing business. When the female domestic workers were asked , about the attitude of their employer towards them, 70 percent of females felt that they were caring towards them, whereas 18 percent felt that they were harsh towards them and 12% felt that employer was indifferent towards them, as shown by pie chart diagram 2. When asked about receiving gifts on festivals or occasions from their respective employers, majority of them replied in affirmative.

Diagram 2: Attitude of employer towards female domestic workers
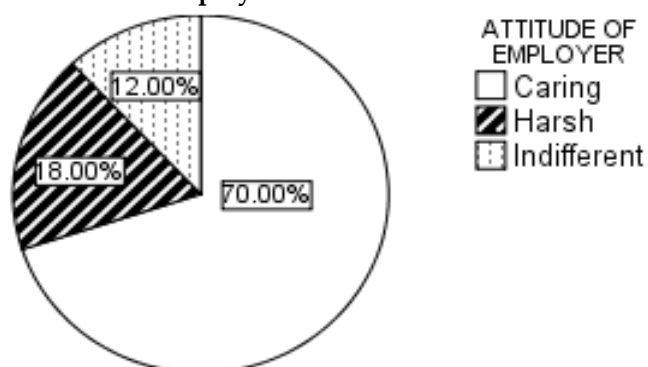
Source: own survey

5.1.6 Working conditions of female domestic workers: Study found that female domestic workers were completely satisfied from drinking water and toilet facilities at their work places.

5.1.7 Any sort of harrasment at work place: Further, the study found that 20 percent of female domestic workers were tolerating mental harrasment due to harsh and abusive language from employer or fear of sexual exploitation from male members of family, whereas 80 percent were of the view that there was no exploitation at work place.

Table 5: Any sort of harrasment at work place

| Any sort of harrasment at work place	Percent
YES, MENTAL HARRASMENT	20.0
NO	80.0
Total	100.0

Source: own survey

5.2 Family aspect:

Family aspect includes family type, family size, husband's employment status, head of family, child care during working hours, family atmosphere and incidence of domestic violence of female domestic workers.

5.2.1 Type of family and family size: Study found that 66 percent of female domestic workers were living in nuclear families, whereas just 30 percent were living in joint families and 4 percent in extended families. It is clear from table 6 and bar diagram 3 that there were up to 4 members in 15 percent of female domestic worker's family, between 5-8 members in 78 percent of families and 9 and above members in remaining 7 percent families.

Table 6: Family size of female domestic worker

Family size	Percentage
0-4 members	15.0
5-8 members	78.0
9 members and above	7.0
Total	100.0

Diagram 3: Family size of female domestic worker
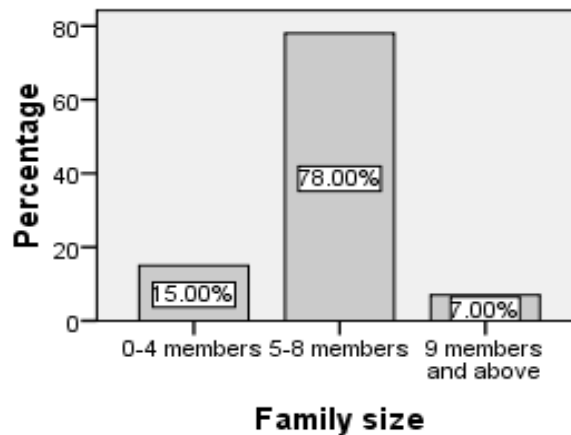
Source: own survey

5.2.2 Husband's employment status: It is clear from table 7 that husbands of 34 percent female domestic workers were employed in petty jobs, 1 percent were unemployed, that of 16 percent were self-employed (like street vendors or rickshaw pullers) and for 49 percent, no information was available, because either they were not ready to share or they were widow or separated.

Table 7: Husband's employment status of female domestic workers

Employment Status	Percent
EMPLOYED	34.0
UNEMPLOYED	1.0
SELF EMPLOYED	16.0
NA	49.0
Total	100.0

Source: own survey

5.2.3 Head of family: It is clear from table 8 that in majority of families either husband (34 percent), father (27 percent) and in-laws (17 percent) were head of the families of female domestic workers. It was only in 2 percent cases that mother, and in 20 percent cases, the respondent,

herself, was the head of family. These were generally those female domestic workers, who were either fatherless or widows/divorcees.

Table 8: Head of female domestic worker's family

Head of family	Percent
HUSBAND	34.0
SELF	20.0
FATHER	27.0
MOTHER	2.0
IN-LAWS	17.0
Total	100.0

Source: own survey

However, when they were asked, whether they get enough support from male members of the family for performing domestic duties, majority of them answered in negative.

5.2.4 Child care during working hours: Study found that 5 percent of female domestic workers were taking their children along at their workplace, 17 percent of them were leaving them with their in-laws and 78 percent were leaving them either to school or with their parents or relatives. In any case, their children were not living a healthy life, as they were deprived of` mother care for long hours. Study also found that in some cases, young daughters were assiting their mothers in their work, by dropping their school.

Table 9: Who look after the children of female domestic worker when they go for work

Who look after the children of female domestic workers	Percent
YOU TAKE THEM ALONG	5.0
IN-LAWS	17.0
ANY OTHER	78.0
Total	100.0

Source: own survey

5.2.5 Family atmosphere: Study found that 51 percent of female domestic workers were satisfied in their families, 10 percent were indifferent due to non-cooperative atmosphere at home, 28 percent were burdened due to more number of dependents in the family and 11 percent were not happy in their families, due to widow or divorcee status.

5.2.6 Incidence of domestic violence: It is clear from table 10 that 26 percent of female domestic workers were facing domestic violence, where as 74 percent were not facing it, but majority of them were facing harsh language at home. Major reason for domestic violence was found to be alcohol intake by the male members of the family.

Table 10: Do you fell prey to domestic violence from husband or in-laws

Do you fell prey to domestic violence from husband or in-laws	Percent
YES	26.0
NO	74.0
Total	100.0

Source: own survey

1.1 Income aspect:

5.3.1 Monthly income of female domestic workers: Study found that monthly income of female domestic workers was varying between Rs. 1500 and R.s 4000 per month with mean monthly income of Rs. 2650. It is clear from table 11 that 2 percent of female domestic workers were earning up to Rs. 1500, 82 percent were earning between Rs. 1500-3000 and 16 percent were earning between Rs. 3000 and above per month.

Table 11: Monthly income of female domestic workers

Income (in Rs.)	Percent
UP TO Rs. 1500	2.0
Rs. 1500-3000	82.0
Rs. 3000 and above	16.0
Total	100.0

Source: own survey

Further, it was found that 75 percent female domestic workers felt that their daily income was not enough to meet day to day necessities of life whereas 25 percent females felt that their income was enough to meet their necessities.

5.3.2 Monthly family income and per day per capita income of families of domestic servants: Further, study found that family income of female domestic worker was between Rs. 4000 to Rs. 15000 with mean family income of Rs. 8000. It is clear from the table 12 that 46 percent families of female domestic workers were earning up to Rs. 9000 and 54 percent were earning between Rs. 9000 and above per month. Further, it was found that 9 percent families of female domestic workers were earning per day per capita income of up to Rs. 50 per day, 30 percent were earning between Rs. 50-100 per day, 39 percent were earning between Rs. 100-150 and 22 percent were earning Rs. 150 and above per day.

Table 12: Family Income of female domestic workers

Income (in Rs.)	Percent
Up to Rs. 9000	46.0
Rs. 9000 and above	54.0
Total	100.0

Source: own survey

Table 13: Average per day per capita income families of female domestic workers

Income (in Rs.)	Percent
UP TO Rs. 50	9.0
Rs. 50-100	30.0
Rs. 100-150	39.0
Rs. 150 AND ABOVE	22.0
Total	100.0

Source: own survey

5.3.3 Variance in monthly income of earning members of family of the female domestic workers due to their monthly income: Linear regression test was performed by taking monthly income of 100 females as independent variable and the monthly income of other earning members of their families as dependent variable. It was found that value of correlation coefficient was 0.426, thereby indicating positive correlation between monthly income and family income. Value of R^2 was 0.181, thereby showing 18 percent variation in family income can be explained by monthly income of females. Further, results of ANOVA F (1, 98) =21.690, p<0.05 showed that the regression model significantly predicted outcome variable. It is clear from table 14, that β=3.064, t value for monthly income was 4.659. Since, p<0.05, so, the **null hypothesis that monthly income of female domestic workers did not significantly affect monthly income of family members, was rejected.**

Table 14: Result of regression analysis

Monthly income	Constant	β Coefficient	R	R²	F value	t value	p value	Result: Null hypothesis
	1047.429	3.064	0.426	0.181	21.690* (1, 98)	4.659*	0.000	**Significant, Hypothesis rejected**

Family income is dependent variable
*Note: * denote significant at 5 percent level*
Source: own survey based

5.3.4 Variance in decision making power of female domestic workers at various levels of their monthly income: The effect of monthly income on decision making power was found to be statistically insignificant with (β=0.478 and p=0.389). Thus, the monthly income of female domestic workers has no influence on decision-making power. Moreover, the odds ratio of decision-making power was found to be 1.613 with 95 percent class interval (0.543-4.789), which was statistically not significant. It indicated that monthly income of female domestic workers had no influence on decision-making power. So, the **null hypothesis was unable to be rejected.**

Table 15: Results of Binary Logistic (variance in decision-making power at various levels of monthly income of female domestic workers)

Relation between gender's earnings and decision making power	β	Degree of Freedom	Sig. value	Exp (β)	95% C.I for Exp (β)		Result: Null Hypothesis
					Lower	Upper	
Relation between gender's earning and decision making power	0.478	1	0.389	1.613	0.543	4.789	**Insignificant, unable to be rejected**

Source: own survey

5.3.5 Association between SNA percentage and family income of the female domestic workers:
It is clear from table 16, that total 46 percent and 54 percent of females were having monthly family income of up to Rs. 9000 and Rs. 9000 and above. Further, total 69 percent and 31 percent of females were having SNA percentage of up to 50 percent and 50 percent and above. Pearson's chi square value is 0.013 with 1 degree of freedom. **Since, sig. value (p value) was 0.910 and p>0.05, so, the null hypothesis that SNA percentage and family income of female domestic workers are independent, was unable to be rejected.**

Table 16: Table of observed frequencies

Monthly family income/SNA percentage	Up to 50 percent	Above 50 percent	Total
Up to Rs. 9000	32	14	46
Rs. 9000 and above	37	17	54
Total	69	31	100

Level of significance: 5% Degree of freedom: 1
Sig. value: 0.910 Chi-square statistics: 0.013 Result: Insignificant
Source: own survey based

5.3.6 Association between family income and health status of the female domestic workers: It is clear from table 17 that total 46 percent and 54 percent of females were having monthly family income of up to `9000 and `9000 and above. Further, total 26 percent, 59 percent and 15 percent of females were having bad, average and good health. Pearson's chi square value was 4.25 with 2 degrees of freedom. Since, sig. value (p value) was p>0.05, so, the null hypothesis that family income and health status of female domestic workers are independent, was unable to be rejected, thereby indicating that with increase in family income, health status of female respondents did not improve significantly.

Table 17: Table of observed frequencies

Monthly family income/Health status	Bad	Average	Good	Total
Up to Rs. 9000	8	32	6	46
Rs. 9000 and above	18	27	9	54
Total	26	59	15	100

Level of significance: 5% Degree of freedom: 2
Sig. value: 0.119 Chi-square statistics: 4.257 Result: Insignificant
Source: own survey based

5.3.7 Association between family income and health treatment status of the female domestic workers: It is clear from table 18 that total 46 percent and 54 percent of females were having monthly family income of up to Rs. 9000 and Rs. 9000 and above. Further, 41 percent, 23 percent and 36 percent females were having treatment from unregistered medical practitioner, Sewa samiti and Government hospital/PHC respectively. **Pearson's chi square value was 3.80 with 2 degrees of freedom. Since, sig. value (p value) was 0.15 and p>0.05, so, the null hypothesis that family income and health treatment status of female domestic workers are independent, was unable to be rejected.**

Table 18: Table of observed frequencies

Monthly family income/Health treatment status	Unregd. Medical practioner	Sewa samiti	Govt. Hospital/PHC	Total
Up to Rs. 9000	21	13	12	46
Rs. 9000 and above	20	10	24	54
Total	41	23	36	100

Level of significance: 5%Degree of freedom: 2 Sig. value: 0.150 Chi-square statistics: 3.80 Result: Insignificant

Source: own survey based

5.3.8 Association between family income and percentage calorie intake to minimum calorie requirement of the female domestic workers: It is clear from table 19 that total 46 percent and 54 percent of females were having monthly family income of up to Rs. 9000 and Rs. 9000 and above. Further, total 18 percent and 82 percent females were having percentage calorie intake of up to 60 percent of minimum calorie required and 60 percent and above, respectively. Pearson's chi square value is 16.2 with 1 degree of freedom. Since, $p<0.05$, so, the null hypothesis that family income and percentage calorie intake to minimum calorie requirement of female domestic workers are independent, was rejected, thereby indicating that with increase in family income, calorie intake of female respondent, improved, but still they remained malnourished.

Table 19: Table of observed frequencies

Monthly family income/ Percentage calorie intake to minimum calorie requirement	Up to 60 percent (highly malnourished)	60 percent and above (Malnourished)	Total
Up to Rs. 9000	16	30	46
Rs. 9000 and above	2	52	54
Total	18	82	100

Level of significance: 5%, Degree of freedom: 1, Sig. value: 0.000, Chi-square statistics: 16.255, Result: Significant

Source: own survey based

5.3.9 Association between family income and type of house of female domestic workers: It is clear from table 20 that total 46 percent and 54 percent of females were having monthly family income of up to Rs. 9000 and Rs. 9000 and above. Further, total 29 percent, 32 percent and 39 percent of the females were having bad, average and good type of house, respectively. **Pearson's chi square value was 2.79 with 2 degree of freedom. Since, sig. value was 0.248 and p>0.05, so, the null hypothesis that family income and type of house of female domestic workers are independent, was unable to be rejected.**

Table 20: Table of observed frequencies

Monthly family income/Type of house	Bad	Average	Good	Total
Up to Rs. 9000	16	16	14	46
Rs. 9000 and above	13	16	25	54
Total	29	32	39	100

Level of significance: 5%, Degree of freedom: 2, Sig. value: 0.248, Chi-square statistics: 2.791 Result: Insignificant

Source: own survey based

5.3.10 Association between family income and toilet facility at the house of female domestic workers: It is clear from table 21 that total 46 percent and 54 percent of females were having monthly family income of up to Rs. 9000 and Rs. 9000 and above. Further, total 25 percent, 33 percent and 42 percent of females were going outside, using inside but manual and flush toilet facility, respectively. Pearson's chi square value was 6.61 with 2 degree of freedom. Since, sig. value (p value) was 0.037 and p<0.05, so, the null hypothesis that family income and toilet facility at the house of female domestic workers are independent, was rejected.

Table 21: Table of observed frequencies

Monthly family income/Toilet facility	Outside	Inside but manual	Flush toilet	Total
Up to Rs. 9000	14	19	13	46
Rs. 9000 and above	11	14	29	54
Total	25	33	42	100

Level of significance: 5%, Degree of freedom: 2
Sig. value: 0.037, Chi-square statistics: 6.615, Result: Significant
Source: own survey based

5.3.11 Association between family income and drinking water facility at the house of female domestic workers: It is clear from table 22 that total 46 percent and 54 percent of females were having monthly family income of up to Rs. 9000 and Rs. 9000 and above. Further, total 19 percent, 44 percent and 37 percent females were using hand pump, Municipal Corporation's taps and motor, for drinking water, respectively. **Pearson's chi square value was 1.61 with 2 degree of freedom. Since, sig. value (p value) was 0.44 and p>0.05, so, the null hypothesis that family income and drinking water facility at the house of female domestic workers are independent, was unable to be rejected.**

Table 22: Table of observed frequencies

Monthly family income/Drinking water facility	Hand pump	Corporation supply	Motor	Total
Up to Rs. 9000	10	22	14	46
Rs. 9000 and above	9	22	23	54
Total	19	44	37	100

Level of significance: 5%, Degree of freedom: 2
Sig. value: 0.447, Chi-square statistics: 1.612
Result: Insignificant
Source: own survey based

5.3.12 Association between family income and electricity connection at the house of female domestic workers: It is clear from table 23 that total 46 percent and 54 percent of females were having monthly family income of up to Rs. 9000 and Rs. 9000 and above. Further, total 23 percent and 77 percent of females were using legal and both legal as well as illegal electricity connection. **Pearson's chi square value was 0.076 with 1 degree of freedom. Since, sig. value (p value) was 0.78 and p>0.05, so, the null hypothesis that family income and electricity connection at the house of female domestic workers are independent, was unable to be rejected.**

Table 23: Table of observed frequencies

Monthly family income/Electricity connection	Legal	Both legal and illegal	Total
Up to Rs. 9000	10	36	46
Rs. 9000 and above	13	41	54
Total	23	77	100

Level of significance: 5%, Degree of freedom: 1
Sig. value: 0.782, Chi-square statistics: 0.076, Result: Insignificant
Source: own survey based

5.3.13 Association between family income and cooking device at the house of female domestic workers: It is clear from table 24 that total 46 percent and 54 percent of females were having monthly family income of up to Rs. 9000 and Rs. 9000 and above. Further, total 21 percent, 45 percent and 34 percent female domestic workers were using wood/cow dung, kerosene oil and gas for cooking, respectively. **Pearson's chi square value was 9.24 with 2 degrees of freedom. Since, sig. value (p value) was 0.01 and p<0.05, so, the null hypothesis that family income and electricity at the house of female domestic workers are independent, was rejected.**

Table 24: Table of observed frequencies

Monthly family income/Cooking device	Wood/Cow dung	Kerosene	Gas	Total
Up to Rs. 9000	15	21	10	46
Rs. 9000 and above	6	24	24	54
Total	21	45	34	100

Level of significance: 5%, Degree of freedom: 1
Sig. value: 0.010, Chi-square statistics: 9.241, Result: Significant
Source: own survey based

5.4 SOCIAL SECURITY ASPECT

Awareness about women specific social security schemes: Study found that majority of female domestic workers were not aware about any women specific schemes. This is a big question mark on effective implementation and execution of policies meant for these poor, female domestic workers.

6. POLICY IMPLICATIONS

- The domestic workers are not registered workers, which deprived them from getting benefits like provident fund, paid leave and maternity benefits etc.
- Due to no fixation of working hours, it has been found that they were working overtime, especially the full time domestic workers, without getting any extra remuneration.
- Double burden of work at home place and work place, for both part time and full time domestic workers, led to various health problems , specifically, in case of married domestic workers.
- They earn by facing various difficulties and many a time, their earning is misused by male members of their family in vices like gambling or drinking.
- These females were doing even odd jobs, like cleaning of flushes at employer's home and still, at many houses, were not given even proper time for rest during the day.

- Due to scattered nature of job, they do not have unions and therefore, have less bargaining strength.
- Even at home, despite of being earning members, study found that in majority of cases, male being head of the family, these females lacked decision-making powers.
- They often run the risk of sexual harassment from male members of the family where they live and work. Not only this, they are charged with theft in some cases. This makes their condition even more worse.

7. CONCLUSION

Having discussed the socio economic conditions of female domestic workers, it is clear that they are living in a very poor condition. Need of the hour is that Government and community should join hands together, to uplift their status. This is necessary in order to enable them to live with decent standard of living.

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