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A Study on Rights of Domestic Workers in Chennai

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Abstract

Many studies have revealed that migrant earnings are mostly utilized on 'consumption,' such as food, clothes, housing maintenance, social gatherings, and religious pilgrimages. Furthermore, the research indicates that migrant revenues are being invested in agriculture, small business, education, health, and housing, all of which contribute to household well-being. The purpose of this paper is to investigate the reasons for the failure of government efforts to provide social security and to conduct an in-depth analysis of Central and State government laws and policies that can address critical issues concerning social security and health rights of domestic workers. However, the report also investigates whether the current regulations are adequate to address the barriers to providing security to domestic employees.

Keywords

Domestic employees, central, state, policies, social security, health.

INTRODUCTION

Domestic employment is one of the most important sources of income for the semi-literate or illiterate. According to research from an online job placement firm, more than 2.5 million households in the country's eight major cities are looking for domestic employees. Despite a significant increase in the number of persons working as domestic workers in recent years, domestic workers in India remain unprotected under labour regulations. Domestic helpers in India are still viewed as servants' performing menial jobs rather than as paid professionals in charge of domestic activities. These workers do everything from clean the floor to wash laundry, from being the cook of the family to caring for the children or the elderly that live there. It may also involve additional chores such as ironing clothing, doing dishes, tidying the home, accompanying people on shopping trips, and so on. Domestic employees are sometimes viewed as slaves in some locations, and are thus not treated as equal humans as the boss. Other employees, or "assistants," as they are known, are permitted to live with the family and are either granted a room or forced to sleep on the ground in some regions. Despite the fact that this job is required in every home, it is frequently devalued by employers, forcing workers to become increasingly demanding with them. These labourers are subjected to a variety of judgments and abuses, including slavery. Countries throughout the world are

increasingly becoming more aware of this class and attempting to enforce laws, however the enforcement method is ineffective in eliminating this type of slavery. The great majority of domestic workers come from poor neighbourhoods and towns. Workers are more vulnerable since their employment is alone and unprotected. Several workers are trafficked and forced to work as bonded labourers. Thus, the reality of domestic labour in India differs greatly from the idealistic solutions advocated by the government and international organisations. It is essential to investigate domestic workers' working circumstances and categorise the types of problems/insecurities they confront, reasons that contribute to their incapacity to seek protection afforded under present legislation, with a focus on selected slums in Chennai, gaps in the present system of justice implementation in terms of the welfare and protection of domestic workers. The purpose of this article is to look at the situation of domestic workers and the legislative framework in India for decent employment for domestic employees. The analysis is based on the Constitutional mandate, court judgments, and the ILO's reasonable work objective.

Domestic labour is associated with informal employment, according to international perspective in South Africa, Namibia, and Indonesia, putting domestic workers beyond the boundaries of official employment in most situations. As a result, the legislative framework is inadequate to appropriately govern the sector, and domestic employees are exploited. As a result, the capacity of mistreated and exploited domestic workers to unionise, acquire information, and understand their rights is a critical step toward achieving social justice. Domestic workers are disproportionately female and subjected to what has been dubbed "triple exploitation" - that is, discrimination based on gender as well as class, exacerbated by their typically poor labour market position, and, in many cases, country or ethnicity. International migration movements, particularly in a south-north direction, have emphasised the re-creation of racialized hierarchies in the utilisation of immigrant female labour to undertake domestic activities in households in northern nations. Domestic workers are mostly women who come from lower-income families and have less education, both of which are masked by a significant racial component. The phrase "global care chains" was coined by the academics to describe the migrations of women who leave their towns, families, and children to join an international reproductive labour force in postindustrial nations.

Empirical approach is adopted for the study. Empirical research is based on observed and measured phenomena and hence provides the scientific framework for research. Review of literature revealed the research problem and the research design adopted for this study was descriptive design. Descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual, or of a group. Specific research objectives were defined and hypotheses were formulated. The analysis was carried out for demographic statistics such as gender, age, educational qualification and place of residence. Hypothesis testing was done using cross tabulation. Data collection included both primary and secondary resources. Sampling technique used was a convenience sampling method which is part of non-probability sampling. Samples are collected from the domestic workers to understand the lacunae and problems faced by domestic workers. The descriptive research design was used in the study as the aim of the research was to study the working conditions of domestic workers and to classify the type of problems and insecurities faced by them. To study their problems from the perspective of gender parity and child protection.

Findings and Data Analysis

Analysis

The demographic profile of the sample is given below:

Table 1 - Profile of sample

Variable	Categories	Percentage frequency
Gender	Male	20.3%
	female	79.7%
Age	Less than 18	1.5%
	18 - 25	45.4%
	26 - 40	42.5%
	41 - 50	10.6%
Education qualification	Illiterate	4.2%
	Class 1-5	24.6%
	Class 6-10	48.3%
	Class 11-12	15.2%
	School dropout	7.7%
Monthly income	Less than Rs.10,000	12.1%
	Rs. 10,001 - Rs.30,000	47.8%
	30,001 - Rs.50,000	32.2%
	Above Rs.50,000	7.9%
Marital status	Married	60.2%
	Unmarried	39.8%
Religion	Hindu	43.6%
	Christian	47.2%
	Muslim	9.2%

RESULT AND ANALYSIS

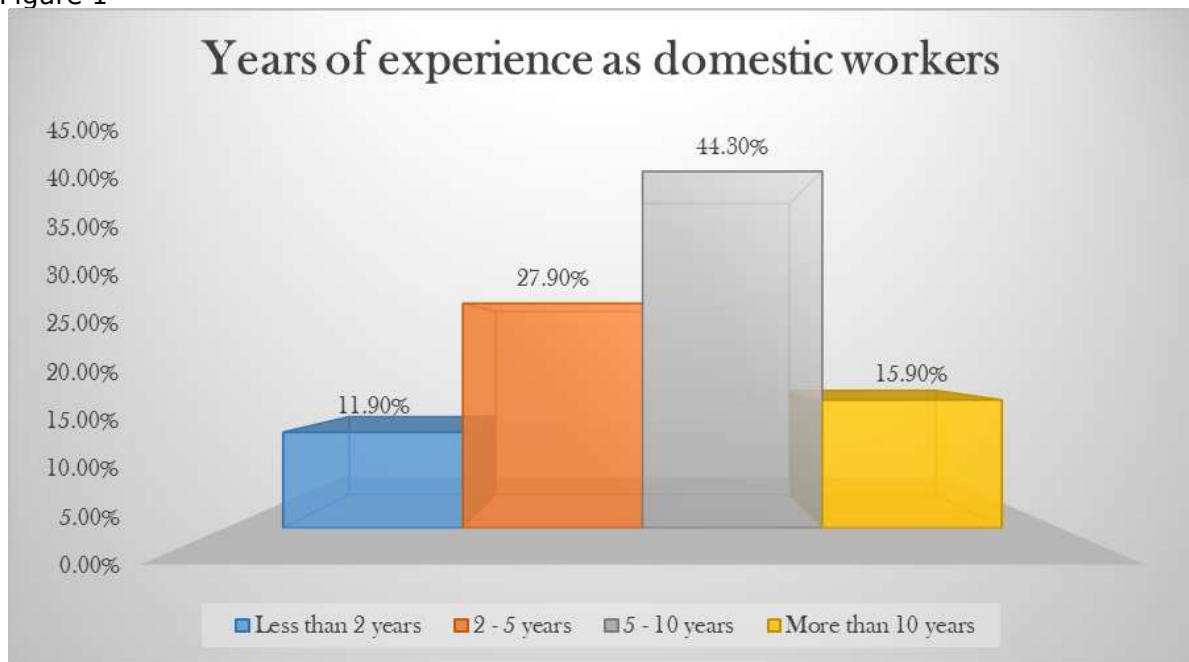
The survey conducted among people working as domestic workers; a maximum of 20.3% of the respondents are male and 79.7% are female. 1.5% of children under the age of 18 and 45.4% of youngsters under the age group of 18 to 25 and more than half percentage 42.5% of people in the age group of 26 to 40 working as domestic workers. More than 48.3% of the domestic workers have studied up to class 6- 10 and 24.6% of the domestic workers studied primary education where 16% of the domestic workers studied till higher secondary more than 7.7% of the domestic workers dropout from the school for the reason of poverty. More than 47.8% of the domestic workers get their monthly income 10,000 to 30,000 per month and 32.2% of the people are earning 30,000 to 50,000 per month and only 7.9% of the domestic workers are getting more than 50,000 per month by doing more than 2 household works. Over 60.2% of the

domestic workers are married and 39.8% are unmarried. The survey has been taken based on religion where more than 47.2% of the domestic workers are Christians and 43.6% of the domestic workers are Hindus and the least 9.2% are from Muslims.

Table 2: The demographic profile represents the responses by the respondents to the statement "Years of experience as domestic workers".

Variable	Categories	Percentage frequency
Years of experience as domestic workers	Less than 2 years	11.9%
	2 - 5	27.9%
	5 - 10 years	44.3%
	More than 10 years	15.9%

Figure 1



RESULT AND ANALYSIS

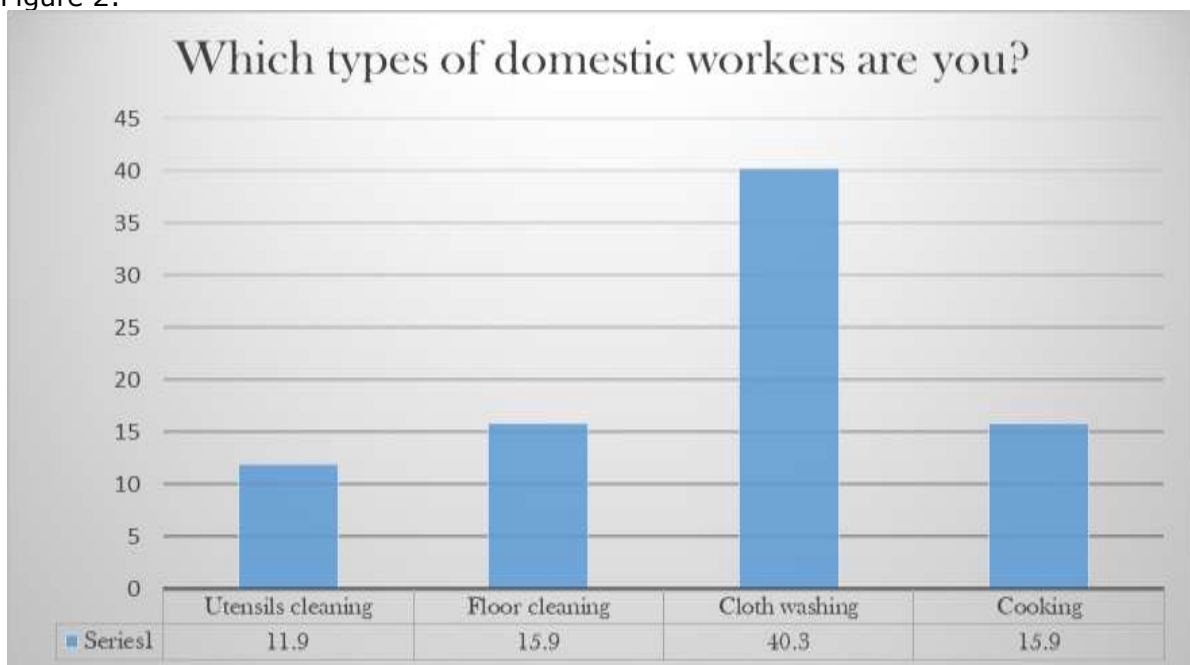
From the above table it is clear that more than 44.3% of the domestic workers have worked between 5 to 10 years. 27.9% have experienced between 2 to 5 years and 15.95 of them have experienced more than 10 years and the least 11.9% of the people are the new, who have worked less than 2 years.

Table 3: The demographic profile represents the responses by the respondents to the statement "The types of domestic work done by you?"

Variable	Categories	Percentage frequency
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The types of domestic work done by you?	Utensils cleaning	11.9
	Floor cleaning	15.9
	Cloth washing	40.3
	Cooking	15.9
	Toilet and bathroom cleaning	11.9
	Gardening	4.0

Figure 2:



RESULT AND ANALYSIS

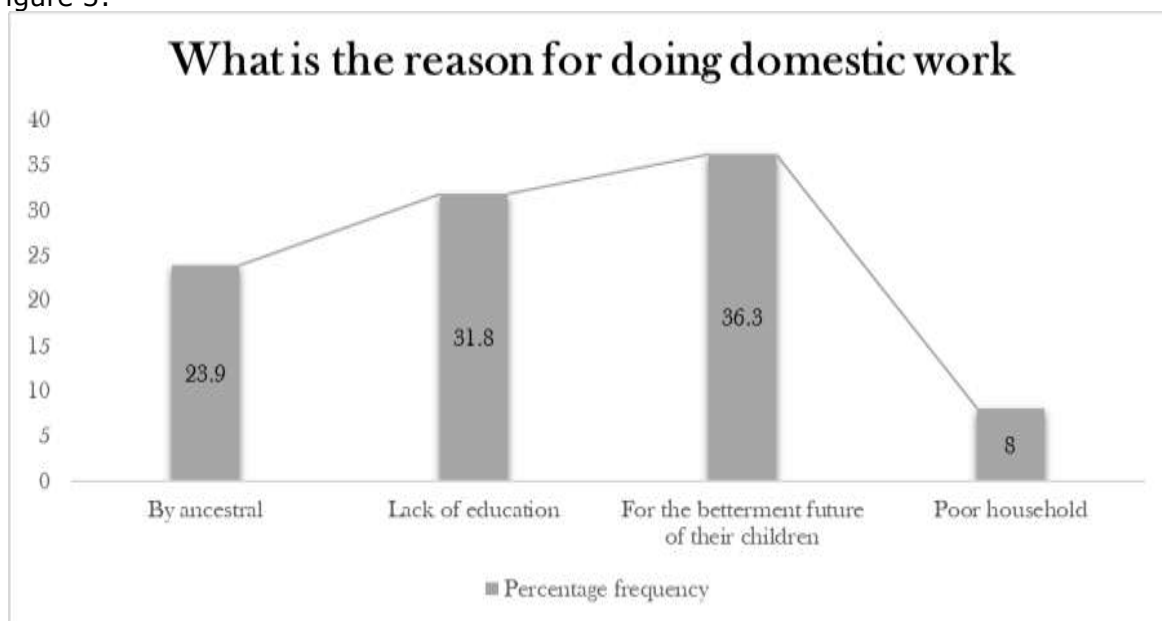
From the above table it is inferred that more than 40.3% of the workers responded that they wash only clothes and floor cleaning and cooking is done by 15.9% of the workers and 11.9% of the people responded that they clean utensils and bathroom. Where 4.0% of the workers are doing gardening work.

Table 4: The demographic profile represents the responses by the respondents to the statement "What is the reason for doing domestic work".

Variable	Categories	Percentage frequency
What is the reason for doing	By ancestral	23.9

domestic work	Lack of education	31.8
	For the betterment future of their children	36.3
	Poor household	8.0

Figure 3:



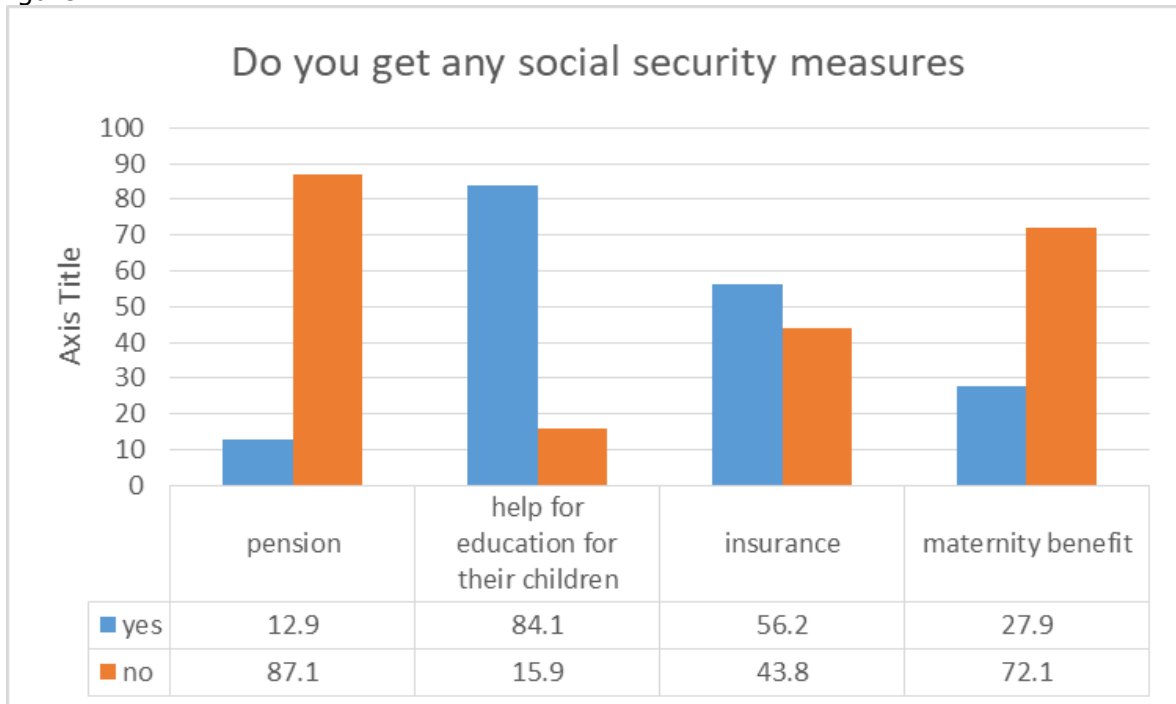
RESULT AND ANALYSIS

From the above table it is clear that most (36.3%) of the workers are doing domestic work for the betterment of the future of their children's. They have the thought that their children should not do this as their job in future. 31.8% of the domestic workers state that the reason for doing this job is due to the lack of education. And 23.9% of the workers are doing this job from their ancestral. 8.0% of the domestic workers, due to their poor household they do domestic work.

Table 5: The demographic profile represents the responses by the respondents to the statement "Do you get any social security measures provided by the government".

Variable	Categories	Yes	No
Do you get any social security measures provided by the government	pension	12.9	87.1
	help for education for their children	84.1	15.9
	insurance	56.2	43.8
	maternity benefit	27.9	72.1

Figure 4:

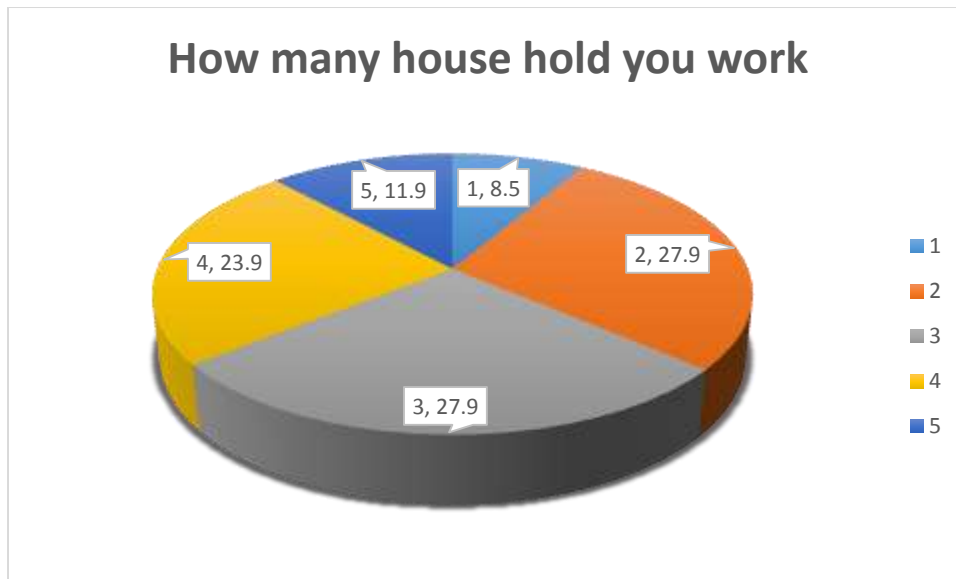


From the above table it is evident that 87.1% of the domestic workers do not receive pension as a social security measure where 12.9% of the domestic workers receive pension as a social security measure. 84.1% of the domestic workers receive help for education for their children whereas 15.9% of the domestic workers do not receive help for education for their children. 72.1% of the domestic workers do not receive maternity benefit as social security measures, 27.9% of the domestic workers receive maternity benefit as social security measure.

Table 6: The demographic profile represents the responses by the respondents to the statement "How many households you work".

Variable	Categories	Percentage frequency
How many house hold you work	1	8.5
	2	27.9
	3	27.9
	4	23.9
	5	11.9

Figure 5



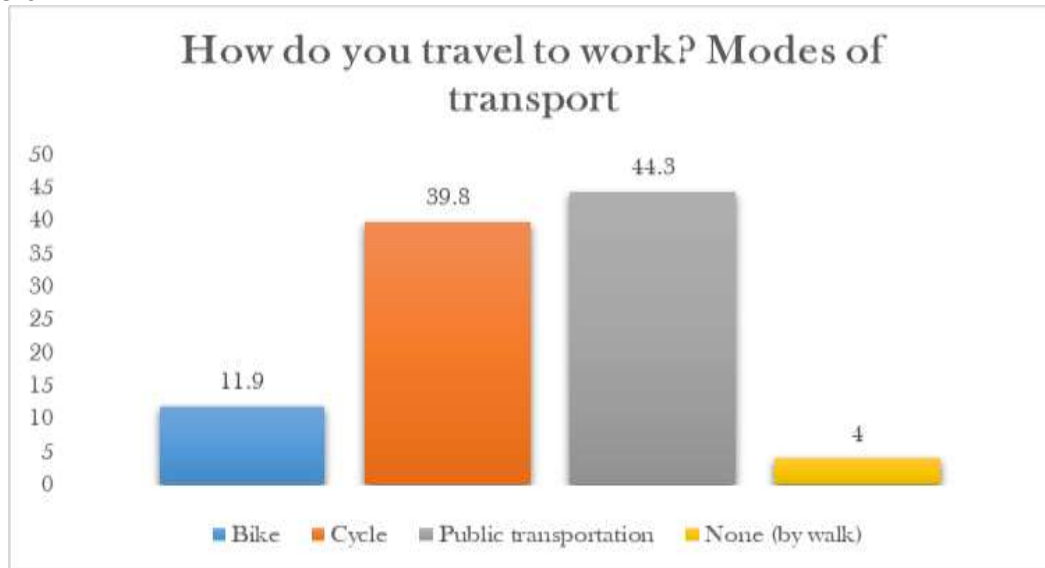
RESULT AND ANALYSIS

From the above table it is inferred that, more than 27.9% of the domestic workers work in 2 to 3 households and 23.9% of the domestic workers work in 4 households, 11.9% of the domestic workers work in 5 households and only 8.5% of the domestic workers work in 1 households.

Table 7: The demographic profile represents the responses by the respondents to the statement "How do you travel to work? Modes of transport".

Variable	Categories	Percentage frequency
How do you travel to work? Modes of transport	Bike	11.9
	Cycle	39.8
	Public transportation	44.3
	None (by walk)	4.0

Figure 6:



RESULT AND ANALYSIS

From the above table it is evident that more than 44.3% of the domestic workers use public transportation to reach the place they work, 39.8% of the domestic workers use cycle to reach the place they work, 11.9% of the domestic workers use bike to reach the place they work and only 4% of the domestic workers walk to reach the place they work

Table 8: The demographic profile represents the responses by the respondents to the statement "How many hours do you usually work per day?"

Variable	Categories	Percentage frequency
How many hours do you usually work per day?	Less than 12 hours	27.9
	12 - 15 hours	47.8
	More than 15 hours	24.4

Figure 7:



RESULT AND ANALYSIS

From the above table it is clear that, 47.8% of the domestic workers work between 12 to 15 hours per day, 27.9% of the domestic workers work less than 12 hours a day, 24.4% of the domestic workers work more than 15 hours a day.

Table 9: The demographic profile represents the responses by the respondents to the statement "How many times do you work more than 15 hours?"

Variable	Categories	Percentage frequency
How many times do you work more than 15 hours?	None	15.9
	Once in a week	35.8
	Most of the times in a week	39.8
	All seven days	8.5

Figure 8:



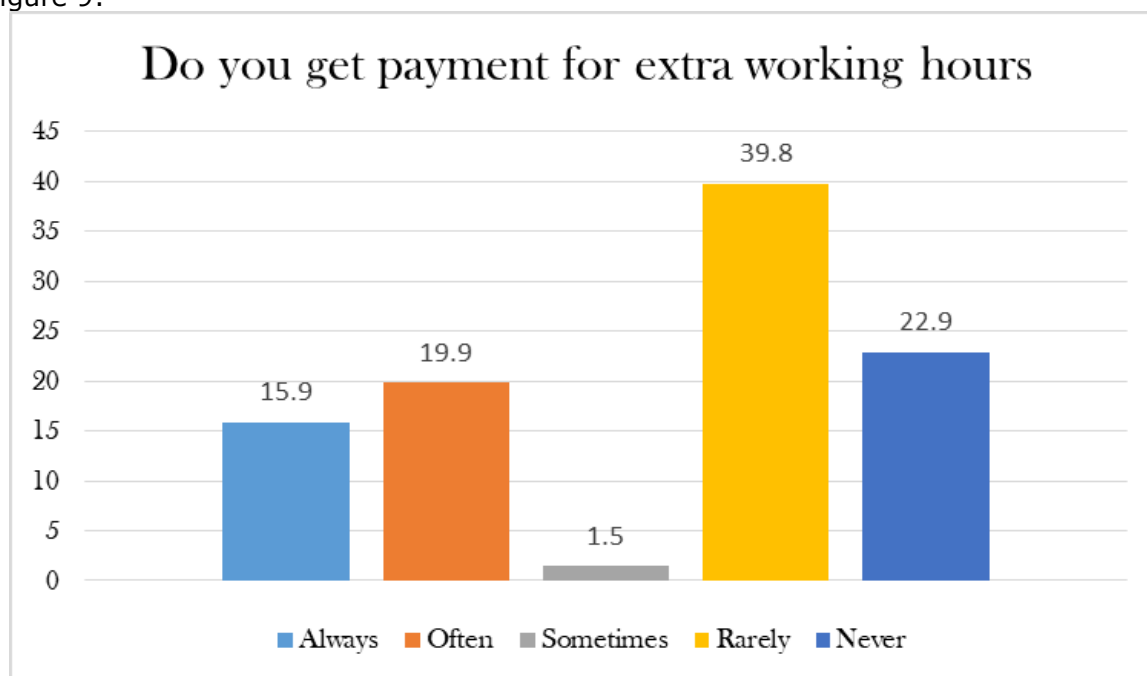
RESULT AND ANALYSIS

From the above table, it is clear that more than 39.8% of the domestic workers work more than 15 hours most of the time in a week, 35.8% of the domestic workers work more than 15 hours once in a week, 15.9% of the domestic workers do not work more than 15 hours and 8.5% of the domestic workers work more than 15 hours all seven days.

Table 10: The demographic profile represents the responses by the respondents to the statement "Do you get payment for extra working hours?"

Variable	Categories	Percentage frequency
Do you get payment for extra working hours	Always	15.9
	Often	19.9
	Sometimes	1.5
	Rarely	39.8
	Never	22.9

Figure 9:



RESULT AND ANALYSIS

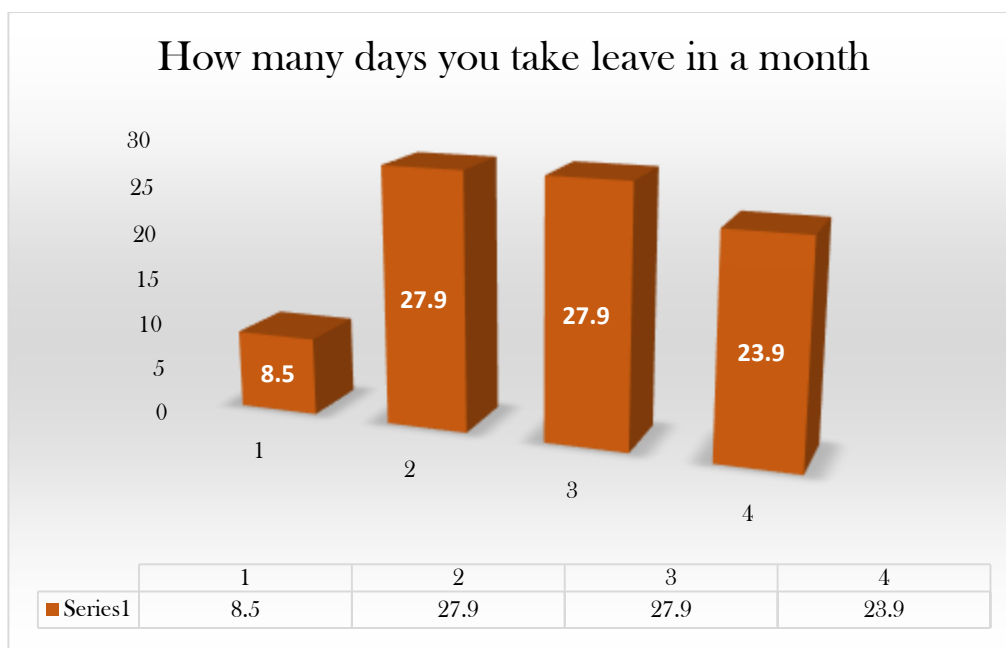
From the above table it is evident that, 39.8% of the domestic workers rarely get payment for extra working hours and 22.9% of the domestic workers never get payment for extra working hours and 19.9% of the domestic workers often get payment for extra working hours and 15.9% of the domestic workers always get payment for extra working hours and 1.5% of the domestic workers sometimes get payment for extra working hours.

Table 11: The demographic profile represents the responses by the respondents to the statement "How many days you take leave in a month".

Variable	Categories	Percentage frequency
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How many days you take leave in a month	1 day	15.9
	2 days	39.8
	3 days	40.3
	more than 3 days	4.0

Figure 10:



RESULT AND ANALYSIS

From the above table it is clear that, 40.3% of the domestic workers take 3 days leave in a month, 39.8% of the domestic workers take 2 days leave in a month, 15.9% of the domestic workers take 1 days leave in a month and 4.0% of the domestic workers take a day’s leave in a month.

Table 12: The demographic profile represents the responses by the respondents to the statement “Does your salary cover days off in working days”.

Variable	Categories	Percentage frequency
Does your salary cover day off in working days	Always	4.5
	Often	19.9
	Sometimes	35.8
	Rarely	23.9
	Never	15.9

Figure 11:



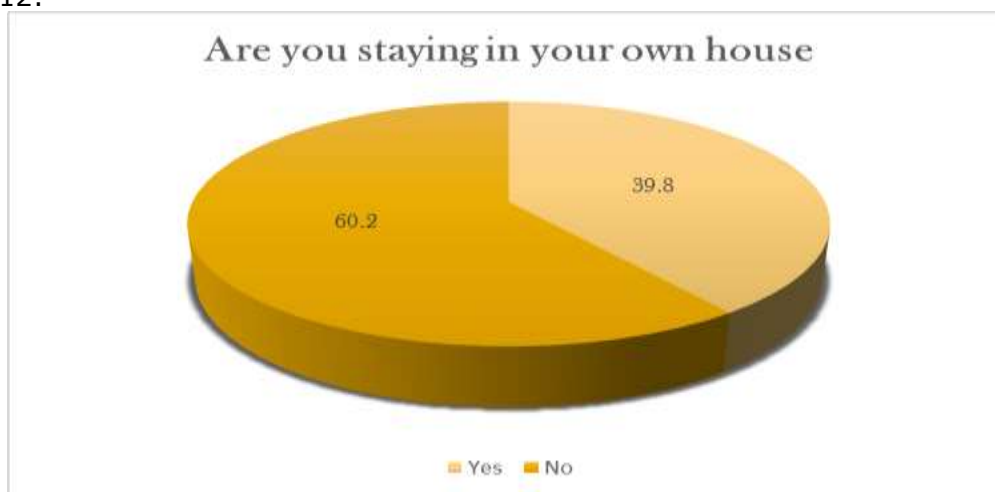
RESULT AND ANALYSIS

From the above table it is evident that, 35.8% of the domestic workers responded that sometimes the salary will cover day off in working days, 23.9% of the domestic workers responded that rarely the salary will cover day off in working days, 19.9% of the domestic workers responded that often the salary will cover day off in working days, 15.9% of the domestic workers responded that the salary will not cover day off in working days, 4.5% of the domestic workers responded that always the salary will cover day off in working days.

Table 13: The demographic profile represents the responses by the respondents to the statement "Are you staying in your own house".

Variable	Categories	Percentage frequency
Are you staying in your own house	Yes	39.8
	No	60.2

Figure 12:



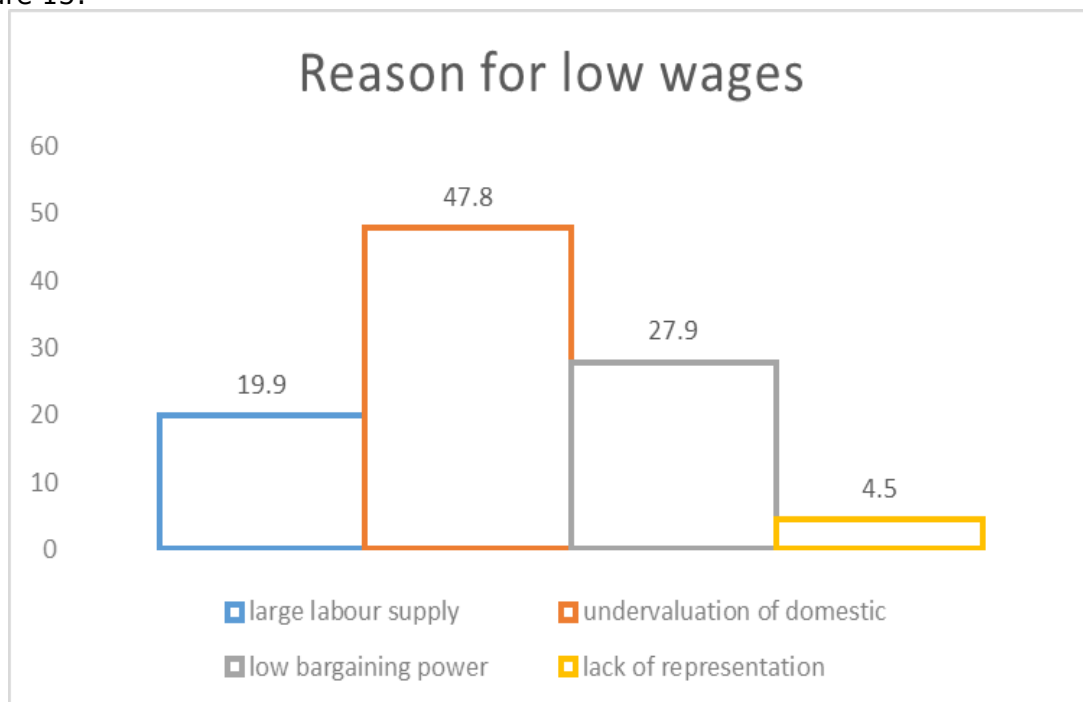
RESULT AND ANALYSIS

From the above table it is clear that, more than 60.2% of the domestic workers are not staying in their own house where 39.8% of the domestic workers have their own house to stay.

Table 14: The demographic profile represents the responses by the respondents to the statement "Reason for low wages".

Variable	Categories	Percentage frequency
Reason for low wages	large labour supply	19.9
	undervaluation of domestic	47.8
	low bargaining power	27.9
	lack of representation	4.5

Figure 13:



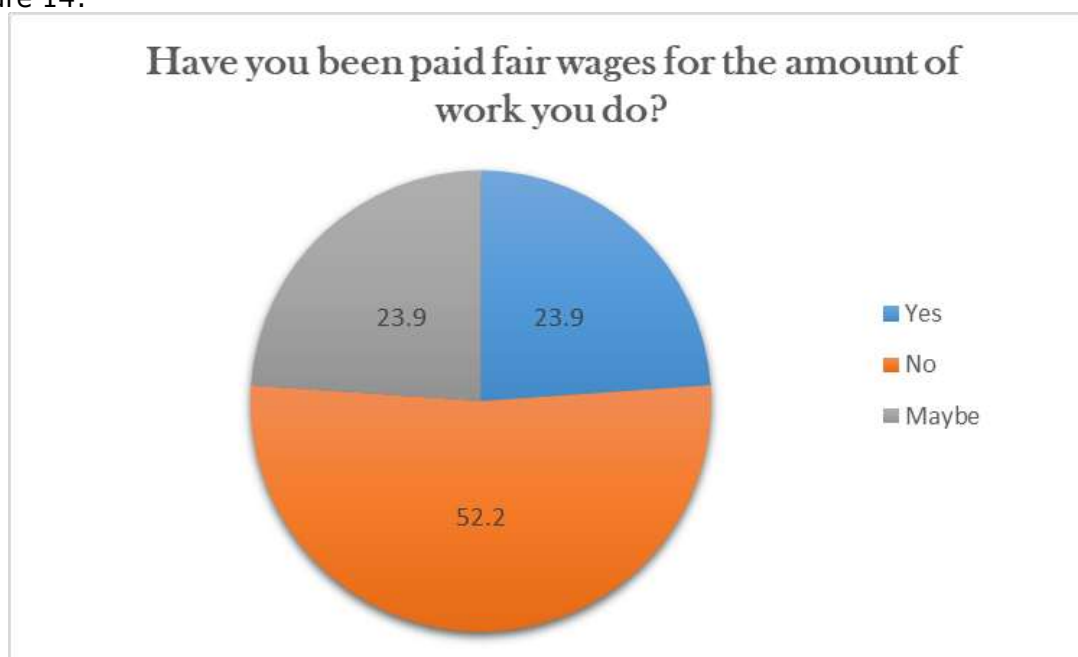
RESULT AND ANALYSIS

From the above table it is inferred that, 47.8% of the domestic workers states that undervaluation of domestic is the reason for low wages, 27.9% of the domestic workers states that low bargaining power is the reason for low wages, 19.9% of the domestic workers states that large labour supply is the reason for low wages, 4.5% of the domestic workers states that lack of representation is the reason for low wages.

Table 15: The demographic profile represents the responses by the respondents to the statement "Have you been paid fair wages for the amount of work you do?"

Variable	Categories	Percentage frequency
Have you been paid fair wages for the amount of work you do?	Yes	23.9
	No	52.2
	Maybe	23.9

Figure 14:



RESULT AND ANALYSIS

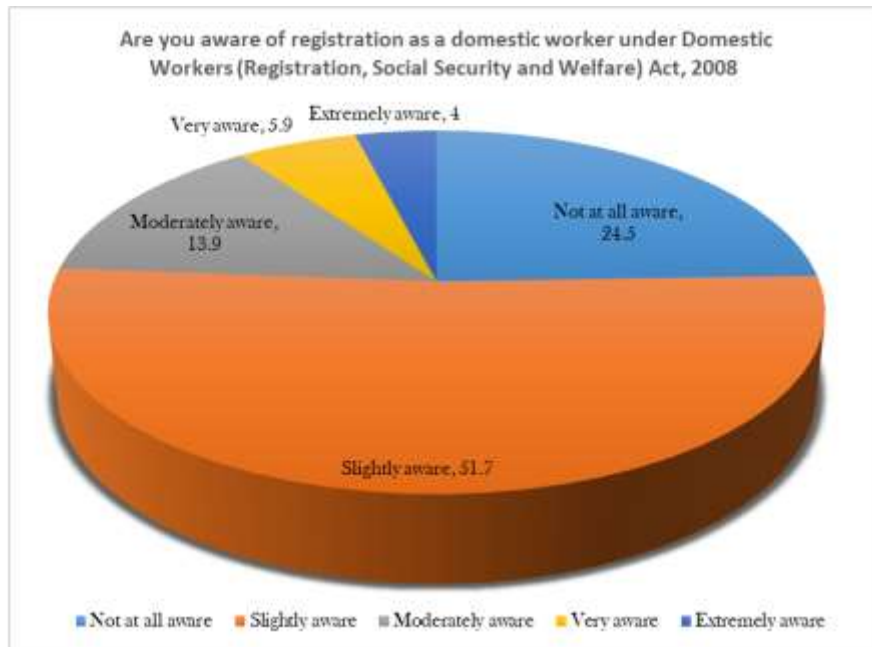
From the above table it is clear that, more than 52.2% of the domestic workers does not paid fair wages for the amount of work they do where 23.9% of the domestic workers get paid fair wages for the amount of work they do and 23.9% of the domestic workers sometimes paid fair wages for the amount of work they do.

Table 16: The demographic profile represents the responses by the respondents to the statement "Are you aware of registration as a domestic worker under Domestic Workers (Registration, Social Security and Welfare) Act, 2008".

Variable	Categories	Percentage frequency
Are you aware of registration as a domestic worker under Domestic Workers (Registration, Social Security and Welfare) Act, 2008	Not at all aware	24.5
	Slightly aware	51.7
	Moderately aware	13.9

	Very aware	5.9
	Extremely aware	4.0

Figure 15:



RESULT AND ANALYSIS

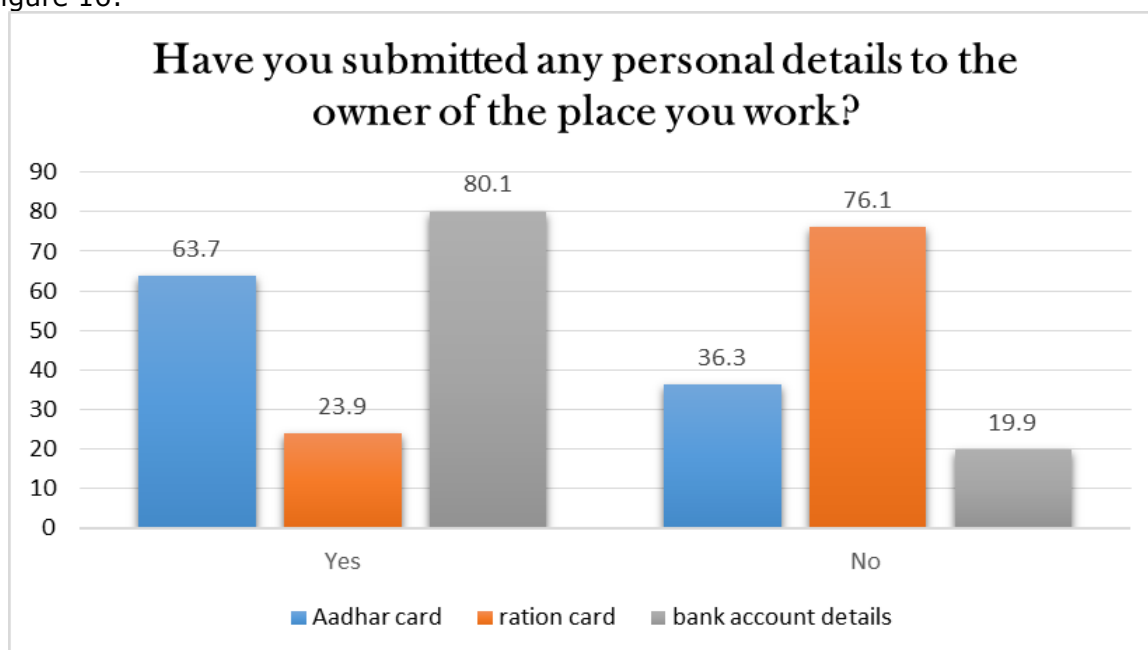
From the table it is evident that, 51.7% of the domestic worker slightly aware of the registration as a domestic worker under Domestic Workers (Registration, Social Security and Welfare) Act, 2008, 13.9% of the domestic worker moderately aware of the registration as a domestic worker under Domestic Workers (Registration, Social Security and Welfare) Act, 2008, 24.5% of the domestic worker not at all aware of the registration as a domestic worker under Domestic Workers (Registration, Social Security and Welfare) Act, 2008, 5.9% of the domestic worker very aware of the registration as a domestic worker under Domestic Workers (Registration, Social Security and Welfare) Act, 2008 and 4.0% of the domestic worker extremely aware of the registration as a domestic worker under Domestic Workers (Registration, Social Security and Welfare) Act, 2008.

Table 17: The demographic profile represents the responses by the respondents to the statement "Have you submitted any personal details to the owner of the place you work?"

Variable	Categories	Yes	No
Have you submitted any personal details to the owner of the place you work?	Aadhar card	63.7	36.3
	ration card	23.9	76.1

	bank account details	80.1	19.9
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Figure 16:



RESULT AND ANALYSIS

From the above table, it can be explicitly found that 63.7% of the domestic workers submitted the aadhar card to the owner of the place they work where 36.3% of the domestic workers did not submit the aadhar card to the owner of the place they work. 23.9% of the domestic workers submitted the ration card to the owner of the place they work and 76.1% of the domestic workers did not submit the ration card to the owner of the place they work.

80.1% of the domestic workers submitted the bank account details to the owner of the place they work and 19.9% of the domestic workers did not submitted the bank account details to the owner of the place they work.

Table 18: The demographic profile represents the responses by the respondents to the statement "How many of these problems have you experienced".

Variable	Categories	Always	Often	Sometimes	rarely	never
How many of these problems have you experienced	low wages	6.4%	21.2%	37.9%	34.0%	.5%
	extra work	11.3%	46.8	15%	8.9%	31.5%
	long working hours	23.6%	20.7%	32.5%	22.7%	.5%
	lack of holidays	68.5%	19.2%	10.8%	0.0%	1.5%
	Harassment	59.1%	17.7%	17.7%	4.4%	1.0%

	sexual exploitation	23.6%	42.4%	24.6%	0.0%	9.4%
	physical torture	2.5%	23.2%	47.3%	17.2%	9.9%
	ill treatment	28.6%	42.9%	15.3%	12.8%	.5%
	lack of rest	26.6%	28.1%	25.1%	19.2%	1.0%
	development of fatigue	45.3%	21.7%	1.0%	30.0%	2.0%
	lack of freedom	58.6%	30.5%	9.4%	0.0%	1.5%

RESULT AND ANALYSIS

37.9% of the respondents have responded that sometimes they receive low wages , 34.0% of the respondent have rarely received low wages, 21.2% of the respondents have often get their low wages , 6.4% of the respondents have always receive low wages, 0.5% of the respondents have stated that they have never get any low wages the actual wages id been provided. 46.8% of the respondents have responded that they faced many problems like extra work and not getting the payment, 31.5% of the respondents stated that they have never experiences any problem like extra work, 15% of the respondents have sometimes get their extra work, 11.3% of the respondent always problem based on extra work, 8.9% of the respondent have rarely do the extra work. 32.5% of the respondents states that they have (sometimes) faced sexual violence and 23.6% of the respondents have always faced sexual violence by the employer, 22.7% of the respondent have rarely faced sexual violence, 20.7% of the respondent have often faced sexual violence, 0.5% of the respondent have never faced sexual exploitation.

2.5% of the respondent have always faced violence based on physical torture, 23.2% of the respondent have (often) faced violence physical torture, 47.3% of the respondent have sometimes faced physical torture, (9.9%) of the respondent have (never) faced physical torture, 17.2% of the respondent have (rarely) faced physical torture. 28.6% of the respondent have always faced ill treatment by the house owners, 42.9% of the respondent have often faced ill treatment by the house owners, 15.3% of the respondent have sometimes faced ill treatment by the house owners, 12.8% of the respondent have rarely faced ill treatment by the house owners, 0.5% of the respondent have never faced ill treatment by the house owners 58.6% of the respondent have always believe that there is a lack of freedom for domestic workers, 30.5% of the respondent have often believe that there is a lack of freedom for domestic workers, 9.4% of the respondent have sometimes believe that there is a lack of freedom for domestic workers, none of the respondent have rarely believe that there is a lack of freedom for domestic workers, 1.5% of the respondent have never believe that there is a lack of freedom for domestic workers.

CHI SQUARE:
TABLE 1

Crosstab

Count

		Reasonforlowwages				Total
		large labor supply	undervaluation of domestic	low bargaining power	lack of representation	
Gender	Male	32	40	16	0	88
	Female	8	56	40	8	112
Total		40	96	56	8	200

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	32.947 ^a	3	.000
Likelihood Ratio	36.928	3	.000
Linear-by-Linear Association	29.734	1	.000
N of Valid Cases	200		

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 3.52.

RESULT AND ANALYSIS

From the above table, it is inferred that the p value is 0.000, and the null hypothesis is rejected, so there is the significant relation between the reason for low wages with gender both men and women stated that there is a undervaluation of the domestic workers in the society, where most of the domestic workers are not treated properly because of the ill treatment and the financial situation the workers does not have the power to raise out their voice. Hence it is proved that there is significant relationship in need of government in the implementation of justice in regard to the welfare and protection of domestic workers.

TABLE 2:

Crosstab

Count

		haveyoubeenpaidfairwagesfortheamountofworkyoudo			Total
		Yes	no	Maybe	
Age	Below 18	1	0	2	3
	18 - 25	8	56	24	88
	26 - 40	31	40	14	85
	41 - 50	8	8	8	24
Total		48	104	48	200

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	26.044 ^a	6	.000
Likelihood Ratio	28.777	6	.000
Linear-by-Linear Association	6.750	1	.009
N of Valid Cases	200		

a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is .72.

RESULT AND ANALYSIS

From the above table, it is inferred that the p value is 0.009, and the null hypothesis is rejected, so there is the significant relation between the fair wages for the amount of work they do with age, in the age group of 18 to 25 stated that the fair wages are not been provided by the house owners where their work is not recognized, in the age group between 26 to 40 some despondence get their fair wage and some are not getting fair wages for the amount of work they do. Hence it is proved that there is significant relationship in need of government in the implementation of justice in regard to the welfare and protection of domestic workers.

TABLE 3:

Crosstab

Count		Howmanytimesyouworkmorethan15hours				Total
		None	Once in a week	Most of the times in a week	All seven days	
Education	Illiterate	8	0	0	0	8
	Class 1 - 5	8	16	24	0	48
	Class 6 - 10	16	32	32	16	96
	Class 11 - 12	0	16	16	0	32
	School dropout	0	8	8	0	16
Total		32	72	80	16	200

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	72.778 ^a	12	.000
Likelihood Ratio	72.901	12	.000
Linear-by-Linear Association	8.040	1	.005
N of Valid Cases	200		

a. 8 cells (40.0%) have expected count less than 5. The minimum expected count is .64.

RESULT AND ANALYSIS

From the above table, it is inferred that the p value is 0.005, and the null hypothesis is rejected, so there is the significant relation between how many times you work more than 15 hours in a week with education qualification, in the class between 6 to 10 primary educated workers are working most of the times in a week where only few domestic workers work all days. Hence it is proved that there is a significant relationship in need of government in the implementation of justice in regard to the welfare and protection of domestic workers.

TABLE 3:

Crosstab

Count		Whatisthereasonfordoingdomesticwork				Total
		By ancestral	Lack of education	For the betterment future of their children	Poor household	
Education	Illiterate	8	0	0	0	8
	Class 1 - 5	8	16	16	8	48

Class 6 - 10	24	40	24	8	96
Class 11 - 12	8	8	16	0	32
School dropout	0	0	16	0	16
Total	48	64	72	16	200

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	70.370 ^a	12	.000
Likelihood Ratio	73.722	12	.000
Linear-by-Linear Association	6.879	1	.009
N of Valid Cases	200		

a. 8 cells (40.0%) have expected count less than 5. The minimum expected count is .64.

RESULT AND ANALYSIS

From the above table, it is inferred that the p value is 0.009, and the null hypothesis is rejected, so there is the significant relation between the reason for doing domestic work with education qualification, in the class between 6 to 10 (primary educated) workers are strongly believing the reason for doing domestic work is due to the lack of education and some of the domestic workers are working for the betterment future for their children. Hence it is proved that there is significant relationship in need of government in the implementation of justice in regard to the welfare and protection of domestic workers.

TABLE 4:

Crosstab

Count

		Whichtypesofdomesticworkersyouare					Total	
		Utensils cleaning	Floor cleaning	Cloth washing	Cooking	Toilet and bathroom cleaning		Gardening
Age	Below 18	1	0	2	0	0	0	3
	18 - 25	8	16	32	16	8	8	88
	26 - 40	7	16	30	16	16	0	85
	41 - 50	8	0	16	0	0	0	24
Total		24	32	80	32	24	8	200

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	44.777 ^a	15	.000
Likelihood Ratio	55.140	15	.000
Linear-by-Linear Association	4.686	1	.030
N of Valid Cases	200		

a. 13 cells (54.2%) have expected count less than 5. The minimum expected count is .12.

RESULT AND ANALYSIS

From the above table, it is inferred that the p value is 0.030, and the null hypothesis is rejected, so there is the significant relation between the type of doing domestic work with education qualification, in the age group between 18 to 25, the domestic workers are cloth washers and the average domestic workers are been called for cooking, bathroom and cleaning floors. Hence it is proved that there is a significant relationship in need of government in the implementation of justice in regard to the welfare and protection of domestic workers.

ANOVA 1:

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
How many of the seproblem shaveyouexperiencedlowwages	Betwe en Groups	7.680	1	7.680	7.543	.007
	Within Groups	201.600	198	1.018		
	Total	209.280	199			
Howmanyoftheseproblemshaveyouexperiencedextrawork	Betwe en Groups	.213	1	.213	.327	.568
	Within Groups	129.067	198	.652		
	Total	129.280	199			
Howmanyoftheseproblemshaveyouexperiencedlongworkinghours	Betwe en Groups	2.613	1	2.613	2.291	.132
	Within Groups	225.867	198	1.141		
	Total	228.480	199			
Howmanyoftheseproblemshaveyouexperiencedlackofholidays	Betwe en Groups	7.680	1	7.680	7.665	.006
	Within Groups	198.400	198	1.002		
	Total	206.080	199			

How many of these problems have you experienced Harassment	Between Groups	19.253	1	19.253	16.878	.000
	Within Groups	225.867	198	1.141		
	Total	245.120	199			
How many of these problems have you experienced sexual exploitation	Between Groups	17.280	1	17.280	23.760	.000
	Within Groups	144.000	198	.727		
	Total	161.280	199			
How many of these problems have you experienced physical torture	Between Groups	5.333	1	5.333	5.657	.018
	Within Groups	186.667	198	.943		
	Total	192.000	199			
How many of these problems have you experienced ill treatment	Between Groups	15.413	1	15.413	15.486	.000
	Within Groups	197.067	198	.995		
	Total	212.480	199			
How many of these problems have you experienced lack of respect	Between Groups	17.280	1	17.280	17.245	.000
	Within Groups	198.400	198	1.002		
	Total	215.680	199			
How many of these problems have you experienced development of fatigue	Between Groups	17.280	1	17.280	22.749	.000
	Within Groups	150.400	198	.760		
	Total	167.680	199			

How many of these problems have you experienced lack of freedom	Between Groups	.000	1	.000	.000	1.000
	Within Groups	240.00	198	1.212		
	Total	240.00	199			

RESULT AND ANALYSIS

As the p value is more than 0.05, there is no significant difference that opinion on various problems faced by domestic workers like low wages, extra work, long working hours, lack of holidays, harassment, physical torture, ill treatment, lack of rest, lack of freedom as hindrances between gender groups. But for lack of holidays, physical torture and for development of fatigue, the p value is lower than 0.05 whereas the null hypothesis is accepted and there is no significant relationship in need of government in the implementation of justice in regard to the welfare and protection of domestic workers which serves as a hindrance between gender groups. By analysing the mean value the female respondents have opined that social stigmatisation is the reason for not valuing domestic workers. From the above table as the p value is more than 0.05 the p value has significant deference, hence H0 accepted, by analysing the mean value, the female respondents have opined that lack of reorganisation is the reason for the failure of government in the implementation of justice in regard to the welfare and protection of domestic workers.

SUGGESTION AND CONCLUSION

In every person's life, domestic employees are essential. We become aware of the importance of domestic employees in our life when they suddenly disappear. However, notwithstanding their significance, it is possible to link domestic workers' economic disadvantage and underappreciation of the labour they have done. Since cleaning, cooking, and caring for both children and the aged are widely considered to be the domain of women, domestic workers are frequently members of low-income families or marginalised communities, and males can scarcely compete in this field. They are pushed onto domestic employment in large part due to their poor educational levels and lack of marketable skills. Because the majority of women have historically been believed to be capable of performing the work and because the skills that are trained by other women of the household are perceived to be innate, this household work, which is considered to be a typical women's occupation, is frequently not perceived as "employment" and is looked upon as unskilled. Therefore, even once they are rewarded, the labour is still inadequately compensated and controlled. Moreover, because there are no significant legal protections, welfare programmes, or other support for the empowerment of women domestic workers, they are vulnerable to a number of injustices, privations, and indignities in contemporary society. Additionally, they represent a segment of Indian society that is politically oppressed, socially weak, and economically fragile. They demand appropriate care, protection, and empowerment measures in contemporary society as a result of these conditions, based on humanitarian concerns. Since women who work as domestic helpers now lack access to adequate social networking sites and civil society support, they frequently encounter situations of exploitation and other forms of abuse, making it difficult for both national and international legal tools to be very effective.

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