

**AN ANALYTICAL STUDY ON PROBLEMS OF MIGRANT WOMEN DOMESTIC WORKERS IN
NASHIK CITY**

A Thesis

**SUBMITTED TO THE
TILAK MAHARASHTRA VIDYAPEETH PUNE**

**FOR THE DEGREE OF
DOCTOR OF PHILOSOPHY**

In SOCIAL WORK

Under the Board of Moral and Social Sciences Studies



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CERTIFICATE

This is to certify that the Ph.D. thesis titled “**An analytical study on problems of migrant women domestic workers in Nashik city**” is an original and authentic work of *Ms. Manisha Prakash Shukla*, Research Scholar, registered at Tilak Maharashtra Vidyapeeth, Pune. The Research work was carried out by the candidate under my guidance and supervision for the award of Ph.D. Degree in Social Work. The review content has been obtained from various sources has been duly acknowledged in the thesis.

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Place: Pune

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DECLARATION

I do hereby declare that the work incorporated in the thesis titled “**An analytical study on problems of migrant women domestic workers in Nashik city**” is an original work done by me and submitted for the degree of Doctor of Philosophy in Social Work. No part of the thesis has been published, formed the basis for the award of any degree or diploma or similar title from any other University or Institution. Such material as has been obtained from various sources has been duly acknowledged in the thesis.

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ACKNOWLEDGMENT

Many individual and organization have contributed and supported me to accomplish this thesis. I would like to express my deepest gratitude to my guide Dr. Prakash S. Yadav, Head of The Department Social Work, Tilak Maharashtra Vidyapeeth, Pune, for his continuous guidance and encouragement throughout my research work. I also express mygratitude to Ms. Pratibha B. Pagar, Assistant Professor, MVP Samaj's College of Social Work, Nashik and Dr. Vilas Deshmukh, Principal, MVP Samaj's College of Social Work, Nashik, for their invaluable suggestion especially in the area of research methodology and statistical analysis for my research study.

I express my sincere gratitude to Ms. Ketaki Gokhale, Assistant Professor, Department Social Work, Tilak Maharashtra Vidyapeeth, Pune, Ms. Kartiki Subakade, Assistant Professor, Department Social Work, Tilak Maharashtra Vidyapeeth, Pune, for continuous support and encouragement during my research study. I would like to extend my gratitude to Ms. Sunita Jagtap, Ms. Chandraprabha Nikam, Dr. Ghansham Jagtap, Ms. Sonal Bairagi and Ms. Pratima Pawar, Faculties of MVP Samaj's College of Social Work, Nashik for always motivating me to take up the research study for my doctoral research. I would like to specially acknowledge Ms. Rohini Naidu, Adv. Milind Babar and Adv. Rajpalsingh Shinde for his genuine and kind support in my doctoral research.

My husband Mr. Dattatray Patil, my son Adwait deserves special thanks for theirhelp and continuous support during my doctoral research.

Ms. Sonali Wagh, Ms. Shital Nikam, Ms. Kanchan Pathak, Ms. Asmita Kambale, Ms. Lina Joshi, Ms. Prachi Khare, Ms. Asmita Pagare, and Ms. Archana Nagpure, Mr. Dipak Deore, Ms. Vaishali Raut, Ms. Puja Nikam and all the Social Workers deserves special thanks for their devotion in assisting me during the data collection phase of my research study. I extend my sincere thanks to all the respondents who have participated and gave all the necessary data and information required for my research study.

Last but not least I thank my Father in law Mr. R. D. Patil, my Mother in law Mrs. Mangal Patil, my Father Mr. Prakash Shukla and my mother Mrs. Durga Shukla, my sister Mrs. Nilima Puranik and my entire family member for believing in me and always extended theirlove and support.

Ms. Manisha P. Shukla

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CHAPTER I
INTRODUCTION

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1.1. Introduction

Present study is about problems of migrant women domestic workers so the introduction chapter comprises of historical background of status of women in India with historical perspective. Also it covers situation of women workers in unorganized sector in India, situation of women domestic workers in India, situational analysis on migration and women domestic workers. It also emphasized on migration related points like concept, types, classification, trends, impact and theories of migration. It covers core component of subject is problems of migrant women domestic workers and initiatives for them at various levels. Lastly it covers profile of Nashik city and present situation of migrant women domestic workers in Nashik city as major observations related to research topic.

1.2. Review on status of women in India

Any study of society is incomplete without study the status, role and even position of women in it. Women constituted the keystone in the arch of Indian society. No doubt the Rig Vedic Women in India enjoyed high status in society and their condition was good. Even the women were provided opportunity to attain high intellectual and spiritual standard. There was no sati system or early marriage. But from enjoying free and esteemed positions in the Rig Vedic society, women started being discriminated against since the Later-Vedic period in education and other rights and facilities (Nandal and Rajnish, 2014). Indian society based on the spirit that women's cause is men; they rise or sink together, dwarfed or godlike, bond or free. There is no doubt that we are in the midst of a great revolution in the history of women. The evidence is everywhere; the voice of women is increasingly heard in Parliament, courts and in the streets (Sreenivasa, 2006). While women in the West had to fight for over a century to get some of their basic rights, like the right to vote, the Constitution of India gave women equal rights with men from the beginning

According to Indian tradition since the inception of society woman has been treated with great honor and dignity, though occasionally we do find derogatory references to woman. She is the pioneer for the transformation of organizations and society. She is the mother of the race and liaison between generations laying the foundation for new relationships. Women now days are advancing in every walk of life. Even male dominated fields are invaded by them. This woman has broken out of the confinement

of four walls of a house and conventional domestic duties of the household she has been playing since times immemorial. Ironically, sometimes she is admired for playing multifaceted role but more often than not, accused of not conforming to the traditional and the unquestionable societal code of conduct laid down for her. In the post-independence period, the Indian society has been experiencing a constant ebb and flow of changes influencing the status of women. The foundation for independent woman in independent India was laid by the British who introduced the legislative structure. Therefore, through Five year plans, attempts are being made to understand and define the role of women in the development of the economy. The concept of employment of women has started playing a dominant role in economic life of country throughout the world. Employment opportunities available to the women have assumed wider dimensions with the advent of industrialization not only in developed countries rather in developing countries as well. It has been increasingly realized that women along with men play a meaningful role in the context of prosperity of the country as well as for the purpose of raising standard of living of the residents of that country. It has been well established that women play an important role in economic and social life of the country. Globalization has drawn millions of women into paid employment across the developing world. But these women workers are systematically being denied their fair share of the benefits brought by globalization. Commonly hired on short-term contracts or with no contract at all women are working at high speed for low wages in unhealthy conditions. They are forced to put in long hours to earn enough to get by. Most have no sick leave or maternity leave, few are enrolled in health or unemployment schemes and fewer still have savings for the future. The harsh reality faced by women workers highlights one of the glaring failures of the current model of globalization.

1.2.1. Status of women in ancient India:

System of patriarchy was a symbolic resistance in ancient India. It is crystal clear that it is prevalent by male domination but the question poses what was the status of women? According to available references women had a position of respect and reverence in the society. They had freedom to poses religious rights and responsibilities in temples and dharmshalas. It had emphasized that women had an important position in ancient India. With this women had freedom and opportunity to learn war activities and participate in it. Several examples marked in history of

ancient India as women power destroyed kingdoms and mighty rulers. Elango Adigal's Sillapathigaram cited that Madurai, the capital of Pandyas was seared, when Pandyan ruler Nedunchezhiyan slaughtered a woman's husband by mistake. Mahabharata written by Maharshi Ved Vyasa connotes the humiliating treatment to Draupadi by Kaurava's became cause of their failure and fall in the history. Ramayana is also related to state the position of Sita in that period. It was found that the exaggeration of Goddesses in ancient period was shaped to instill respect for women. The image of Ardhanari-nateshwar represents equal share and status of women in the life of men. Women were permissible to have multiple husbands. They could leave their husbands according to their wish. Several inscriptions were available to quote that in the Vedic society women participated in religious ceremonies and tribal assemblies. There is no gap or isolation of women from domestic and social affairs but they were dependent on their male relatives throughout their lives. The tradition of Sati were found and existed among the Aryans in the earlier period. The chants of the Rig-Veda, the Atharva Veda supports tradition of Sati and it assumed that it was important for the widow to lay symbolically by the side of her husband's corpse on the funeral; there were no forced child marriages. Women have freedom, so they could choose their husbands through a type of marriage known Swayamvara. With this reference there were many classic examples of Swayamvara, as potential grooms assembled at the bride's house and the bride selected her spouse. This was found continued even in the later period in high caste families.

1.2.2. Status of women in the Medieval India:

The Medieval period of history has famous for wars and significant changes in the period from 500 A.D. to 1500 A. D. But it was very disappointing for the Indian women as the status of women in the said period had been deteriorated. It had been marked as 'Dark Age' in Indian history. Women were restricted from doing many domestic, social and religious activities. As the period was marked by cross cultural transition and invasion of foreign conquerors in India. So they posed their culture and ideas of social life. According to records and inscriptions it was found that in this period, women was the sole property of her father, brother or husband and she does not have any will of her own. This type of thinking also crept into the minds of Indian people and they also began to treat their own women like this. One more reason for

the decline in women's status and freedom was that original Indians wanted to shield their women folk from the brutal Muslim invaders. As polygamy was a norm for these invaders they picked up any women they wanted and kept her in their "harems". In order to protect them Indian women started using 'Purdah', (a veil), which covers body. Due to this reason their freedom also became affected. They were not allowed to move freely and this led to the further deterioration of their status. These problems related with women resulted in changed mindset of people. Now they began to consider a girl as misery and a burden, which has to be shielded from the eyes of intruders and needs extra care. Whereas a boy child will not need such extra care and instead will be helpful as an earning hand. Thus a vicious circle started in which women was at the receiving end. All this gave rise to some new evils such as Child Marriage, Sati, Jauhar and restriction on girl education.

1.2.3. Status of women in Independent India

Women in India now participate in all activities such as education, politics, media, art and culture, service sectors, science and technology, etc. The Constitution of India guarantees to all Indian women equality (Article 14), no discrimination by the State (Article 15(1)), equality of opportunity (Article 16), equal pay for equal work (Article 39(d)). In addition, it allows special provisions to be made by the State in favor of women and children (Article 15(3)), renounces practices derogatory to the dignity of women (Article 51(A) (e)), and also allows for provisions to be made by the State for securing just and humane conditions of work and for maternity relief, (Article 42).

1.2.4. Modern Indian Women

The status of women in modern India is a sort of a paradox. If on one hand she is at the peak of ladder of success, on the other hand she is mutely suffering the violence afflicted on her by her own family members. As compared with past women in modern times have achieved a lot but in reality they have to still travel a long way. Their path is full of roadblocks. The women have left the secured domain of their home and are now in the battlefield of life, fully armored with their talent. They had proven themselves. But in India they are yet to get their dues. The sex ratio of India shows that the Indian society is still prejudiced against female. There are 933 females per thousand males in India according to the census of 2018, which is much below the world average of 990 females. There are many problems which women in India have

to go through daily. These problems have become the part and parcel of life of Indian women and some of them have accepted them as their fate.

In South Asia, India ranked 108th among 189 countries as far as percentage of women lawmakers in the lower house of parliament in 2006 is concerned.

1.3. Women workers in unorganized sector in India

As per the statistics published in Indian Express on 16th April 2018, that there were 3.65 crores unorganized labours in Maharashtra it includes construction workers, home-based and self-employed workers, and domestic workers.

Condition of women workers with globe perspective has been analyzed and stated by International Labour Organization (ILO) in five points like a scale first point is women constitutes 50% of the population, second point is 30% of the labour force, third point is Perform 60% of all working hours, fourth point is receive 10% of the world's income and fifth point is own less than 1% of the world's property.

Women constitute nearly one third of the workforce in India. In 2011, out of a total workforce of 481.7 million, 149.9 million or 31 per cent are women. The present analysis is based on Census data. Women in unorganized sector The term unorganized sector was first used by Hart in 1971 who described the unorganized sector as that part of urban labour force, which falls outside the organized labour market. In the unorganized sector, work situations are not in official record and working conditions are not protected by law. So the problems of female workers in unorganized sector are not properly known. It has been pointed out by Hart that one of the major problems is that working conditions are worst. Due to population growth and urban migration, the active labour force was growing at a much faster rate than availability of jobs in the organized sector. The focus of development policies was gradually shifting from pure economic to growth with equity and the eradication of poverty. Interest was, thus generated in sectors outside the organized economy that was providing a livelihood to a large section of the poor. Hence, the concept of the unorganized sector was born. In defining the unorganized sector, self- employed with or without family labour and microenterprises with less than five workers, is also included.

Women account for 32% of the workforce in the informal economy, including agriculture and 20% of the non-agricultural workforce. 118 million women workers

are engaged in the unorganized sector in India, constituting 97% of the total women workers in India. The informal sector in the non-agriculture segment alone engaged 27 million women workers in India. Work participation rate is found to be higher among rural women (27%) than the urban women (10%). In the unorganized sector Women are Overworked, Women's Work is Invisible, Unrecognized and Unremunerated, women are displaced by men due to the impact of technology, high incidence of Physical and Sexual exploitation of women.

1.4.Situation of women domestic workers in India

The sudden failure in agricultural produce and income security in rural parts has produced migration of rural societies to urban zones. Participation of women domestic workers is flawlessly rising in the informal sector of metropolitan India. To protect the interest of family and to resolve economic crises women are participating in domestic work. With the minimum hospitality employers compel maximum work from the domestic workers. If we think the term domestic work at international level, it is a solution to women's problem in the system of economic world.

Domestic work is considered as unskilled while it is learnt by women in the house. Traditionally this term is no value in terms of productive labour. When it comes to discussion as paid work, is undervalued and not regulated by any law.

Domestic work for domestic workers is unorganized, unrewarding and unrecognized. According to review and available statistics mostly women in domestic work are migrated. This migration induced as rural to urban and tribal areas or hinterlands to urban areas mostly in search of livelihood and employment. As literacy ratio and skill oriented trainings have not part of rural India, so significant number of women migrate in search of employment. As discussed above participation and migration of women is increasing day by day in domestic work but a very crucial condition is found to think about living condition of them. Normally most of the migrant population accommodates in slums. Migrants in domestic work and women are now a predominant research area for social sciences and more compatible for social work stream. Nature of domestic service is unstipulated but more involvement is found in household work and child care. Domestic workers are mostly women from low socio-economic background and illiterate, unskilled, poor, and from vulnerable or marginal

communities of the society. In India and in rural area it has shade of cast based labour distribution.

Paid domestic work is an important, constant and easily source of employment for women and especially for migrants. Domestic works is done either by children or women in society and are comes under unorganized labour. Still domestic workers are socially and economically marginalized in society. Domestic work is emerging fact and quite significant in variety of sense further we discuss in detail about it. With this view if we examine the constitutional safeguards for domestic work and workers are not guaranteed. They found most deprived and negligible section of society. There are numbers of reasons why they are negligible, unprotected and vulnerable. It is separately have discussion further as problems of women domestic workers in India. Women domestic workers is most deprived section among the unorganized workers. They are most exploited by their employers and least protection by law. Domestic labour follows a prevalence of low wages, long hours, poor living and difficult working conditions.

Domestic workers give their efforts to maintain people and community care work is important. These who are involved in such work are known as domestic workers. They are involved through mental, manual and emotional aspects. Domestic work is reproductive work because it creates people and social relation with labour units. As in return they are getting very less remuneration. In India these is no social security measures has design to portal domestic workers from exploitation. And difficult circumstance government is not recognizing safety of these workers.

Women domestic workers in India, according to available official data are 4.2 million while unofficially it is more than 50 million. Between 2000 and 2010, there is significant increase in participation of women in domestic work and it is near 75%. In the year 2009-10 almost two-thirds of all women domestic workers in India are accommodated in urban centers as domestic workers. Lack of legal protection women domestic workers in India is more dependent on their employer. Women domestic workers are having very low bargaining power in India due to scattered and indefinite working conditions and resources.

To evident the condition of domestic workers in Maharashtra reviewed literature and found that lonely and destitute death of these workers is always their fate. The women

who help others irrespectively to manage their home are often neglected. Rupa Kulkarni, President of Vidarbha Molkarin Sanghtana, and member of the Maharashtra Domestic Workers Welfare Board discussed condition of women domestic workers in Maharashtra is very crucial. She has written in paper article about it as well as focused issue of unavailability of statistics about the women domestic workers in Maharashtra.

1.5. Situational analysis: Migration and domestic workers

A. Concept Elaboration - Domestic work and worker

A domestic worker is a person who works in a household of another person called an employer. The activities of a domestic worker often include care for children and elderly dependence, cleaning and maintaining the households.

The definition of the ‘domestic worker’ needs to more clear and specific. The domestic worker is defined as a person employed to do the housework or allied activities in any household, but it has excluded those involved in cleaning or cooking in offices, shops and other such premises. Many workers are working in small shops and establishments for similar work. According to Contract Labour (Regulation and Abolition) Act, 1970, workers who are employed in cleaning and more particularly, catering jobs in an establishment are covered under the law. Additionally, the Shops and Establishments Act can also be entreated to protect workers engaged in shops and similar such establishments. Thus, the discussion is emerged for, whether a comprehensive law to cover all categories of domestic work is desirable or whether there needs to be a separate law for domestic workers engaged in household work and whether those involved in cleaning/cooking/catering in establishments should continue are treated as workers under existing labour laws, needs further explication within the domestic workers movement.

According to a policy “domestic worker” means a person who is employed for remuneration whether in cash or kind, in any household through any agency or directly, either on a temporary or permanent, part time or full time basis to do the household work, but does not include any member of the family of an employer.

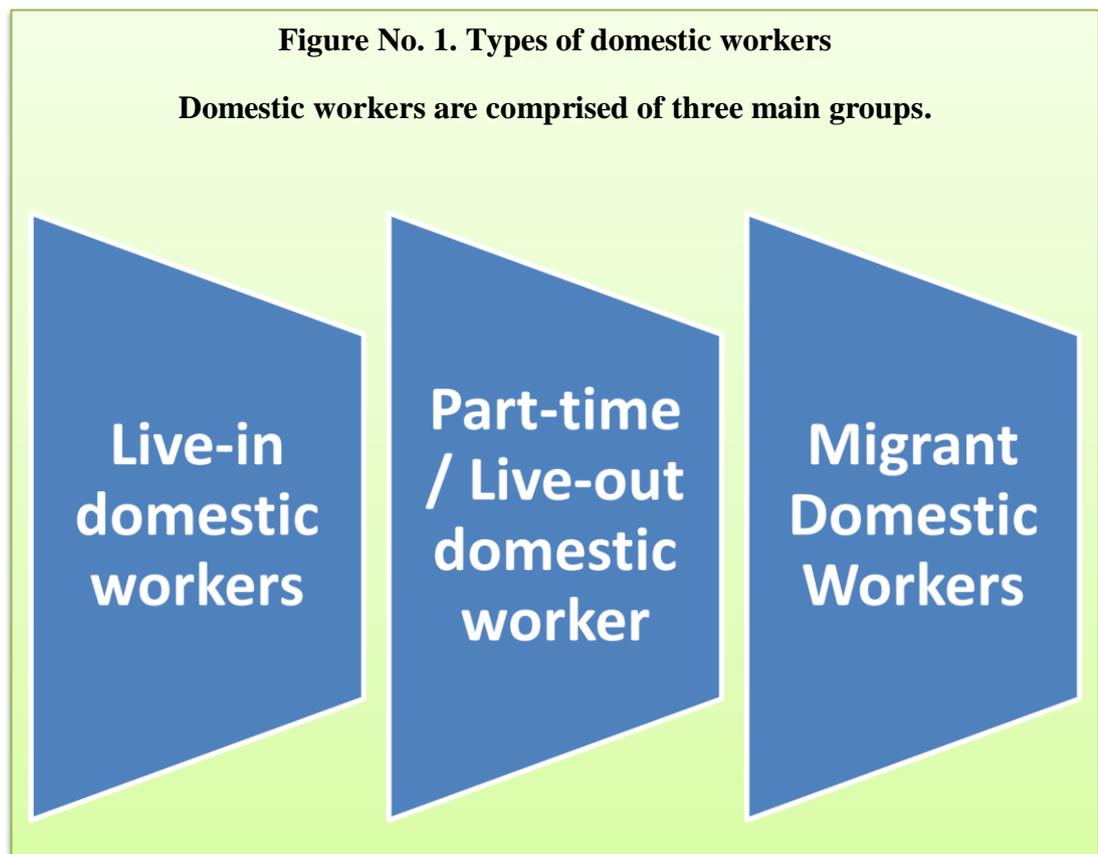
“Domestic Worker” means, a person who is employed for remuneration whether in cash or kind , in any house hold ‘or similar Establishments’ through any agency or directly, either on a temporary or contract basis or permanent, part time or full time to do the household or allied work and includes”. Replacement worker” who is working

as a spare in emergency for the main workers for a short and specific period of time as settled with the main worker.

Under the ILO Convention 189, a domestic worker is “any person engaged in domestic work within an employment relationship”. A domestic worker may work on full-time or part-time basis; may be employed by a single household or by multiple employers; may be residing in the household of the employer (live-in worker) or may be living in his or her own residence (live-out). A domestic worker may be working in a country of which she/he is not a national.

With the overview of strike through definitions domestic work is an employment relationship, and it includes variety of household work as different on demand of an employer.

B. Types of domestic workers



1. Live-in Domestic workers

Live-in domestic workers exist in at the place of employment. They are involved in all domestic work like as from housekeeping, washing clothes, utensils, cooking and even engaged in baby, children or elderly care and assist in marketing, etc. They rely and depend on their employers for very fundamental needs such as food and shelter. Most live-in domestic workers are women who have migrated or prone to have been trafficked from villages to cities basically in search of employment. They are followed by situations to large extent children; unmarried and sometimes married young girls separated or widowed women.

2. Part-time Domestic Workers

Part-time domestic workers are generally locals or migrants in the city where they are working. They mostly reside or live in slums and work in the houses of multiple employers to earn their livelihood. They are known part-timers not since they do only part time work but because they do not stopover with the employer and are not probable to be on call 24 hours a day. They either engaged in work all day for one employer or repeatedly complete specific tasks like washing clothes, dishes, or cooking for a number of employers. Part-timers are less reliant on their employers than full time workers. They live with their families and run their homes, as well as those of their employers. However, they are less reliant on their employers for their basic needs and are categorized with a greater degree of independence as compare to the live-in domestic workers.

3. Migrant Domestic workers

Many women migrate from their actual habitat to work as domestic workers. This migration is categorized in two types:

1. Inter-state domestic workers

2. Overseas domestic workers

As the domestic worker stays in India or travels to the Middle East or Southeast Asia, she discovers herself in a foreign environment, away from her family and adjusting to new languages, food, and cultures. Migrants are normally live-in domestic workers and are thus most vulnerable to physical and sexual abuse, unreasonably long working hours, and scarcity. Many of them are from hinterland or tribal regions and with this traditional discrimination they face as women and as live in domestic workers are in addition and compounded by their ethnicity. In spite of these problems, poor women

are forced to migrate to cities and foreign countries in order to support, survive and supplement their families' inadequate incomes.

1.6.Theories of Migration

1.6.1. Migration: - Meaning, definition and concept

Human migration is one of the most important characteristics of social science. Rather it is not an exaggeration that history of mankind is migration. It is old as existence of mankind as its earliest stage. Inter - disciplinary approach today has attracted the scholars of geography, sociology, demography, economics and other related disciplines to conduct research studies. Because of the complexity of human life and fast altering, attaining socio- economic conditions, human migration is having enormous importance forever. Basic factor that has prejudiced the mobility of man from one region to another has found in uneven distribution of population and resources, disturbed utilization of resources and too much variation in economic and cultural developments. There were certain areas of habitation marked as "Centers of habitation" where people were concerned from various regions, countries, and continents. Different parts of the world, on the whole, have different types of mobility caused by number of reasons one of them is various socio- economic conditions. And this movement of man has either voluntary or forceful or may favorably or adversely influenced the socio- economic conditions of that area also. Scholars have attempted to revise and study the phenomenon of migration from and within the peripheries or various angles.

From academics and interdisciplinary approach as to concern with social sciences very limited attempts have been attempted. Wide range of understanding over the concept and implication is not performed and found under social science and social work category. An attempt has been taken in the field of human migration and interrelated to demographic, economic, social, medical, and biological and many other factors to suggest a solution of this burning problem. As per assumptions or beliefs, it is uneven distribution of population and resources that has directed to rapid growth of rural - urban migration. Other factors that added and supporting to this field were industrial growth, development of new zones, social change, changing life style etc, which has led to the forcible movement of people from the places of their birth to different directions. Because of this displacement and movement which follows by people of different cultures, having different social life, occupational characteristics

and different socio- political ideologies has initiated social, economic, political and medical complications.

Numbers of scholars have tried to define the concept of migration differently and distinctly because of variation in their approaches. Geographers have bugged on the time and space significance of mobility, sociologists have placed pointer on social consequences of mobility and importance to economic aspect of migration has been shared by the economists.

Precise meaning of “Migration” is “shifting of people or an individual or group of individuals from one cultural area to another, which may be permanent or temporary”. In Webster dictionary, the term has been cleared as “the act or an instance of moving from one country, region to settle in another”.

Secondly it as explained as “an act of moving from one area to another in search of work”. In simple words meaning of the word migration can be a simple shift in the physical space.

But it is fascinating to note that meaning of migration is changing simultaneously and rapidly with the passage of time. Now-a-days, both the scope and definition of migration have become more complicated for example only mobility in physical state cannot define the concept of migration.

1.6.2. Theories of Migration

According to Huzdik, (2014, 2016 b.), Movement of people from habitat to some distant places for working or living purposes is termed as migration. International migration became global phenomena and its complexions and impacts reveals at great extent.

If an example of moving of people from Afghanistan, Iraq, Libya and Syria due to civil wars is discussed it focuses internal and external conflicts of sovereign boundaries as to leave country of origin. On the other hand economic migration is significant as due to poverty and lack of decent jobs. It is known as inter-country migration, especially found from developing countries to developed countries.

In 2015, estimated total number of migrants in the world is 244 million, which is 3.3 per cent of the total world population (UN, 2016b). Europe, East and West Asia

mounted on top as the most popular migrant destinations. In 2015, the total migrant population in Europe was estimated at 76 million and in Asia, it was 75 million.

1.6.2.1. International migration theories

There are a number of theories in the reported literature related to international migration. Therefore, researchers attempt to classify migration theories according to factors such as the origin of such theories, migration patterns, relevant disciplines, and application of such theories in the present context. According to Hammar, Brochmann, Tamas and Faist (1997) classified theories as levels of migration.

Classification of theories of international migration has based on following criteria or circumstance.

Figure No. 2. Level Based Analysis of Migration Theories		
Micro Level	Meso Level	Macro Level
Push and Pull Factors	Social Capital Theory	Neoclassical Macro-Migration Theory
Neoclassical Micro-Migration Theory	Institutional Theory	Migration as System
Behavioural Models	Network Theory	Dual Labour Market Theory
Theory of Social Systems	Cumulative Causation Theory	World System Theory
	New Economics of Labour Migration	Mobility Transition
Source: www.researchgate.net/publication/312211237 .		

Hagen Zanker (2008) and Kurekova (2011) classified theories of international migration with two distinct types as initiation of migration or determinants of migration and perpetuation of migration. Theories related to first type based on causes of migration and second type is based on the continuity or universality of migration. In short, this categorization is based on the subject of investigation. Neo-classical Theory, Human Capital Theory, New Economics Theory, World System Theory and Dual Labour Market theory are categorized under determinants of migration, while

Network Theory, Migration System Theory and Transnational Migration are deliberated under perpetuation of migration.

Under disciplined based theories accord to present research researcher needs to throw light on sociological, economic, geographical and unifying theories of international migration. It is described under the following figure.

Figure No. 3. Disciplined Based Analysis of Migration Theories				
Sociological	Economic		Geographical	Unifying
	Macro	Micro	Special Interaction	
Intervening Opportunities	Classical	Neo-classical by	Gravity theory	Migration System Theory
Push-Pull Factors	Neo-classical	Value expectancy	Entropy	Multidisciplinary approach plus mobility transition
Migrant Networks	Dual market labour theory	New economics of migration	Catastrophy theory and bifurcations	
Transnational Social Spaces			Mobility Transition	
Source: www.researchgate.net/publication/312211237 .				

Extensively worldwide four general theories of migration are in consideration are as follows:

According to Johnston (1981), migration is a very complex phenomenon. Migration is mainly determined by the perception and behaviour of concerned people. With this social, political, economic and environment factors are associated in migration. As migration is complex phenomena such complexion is found in developed theories of migration. Hence there is no comprehensive theory of migration. But it is attempted to fit it into mainly economic and social theory, spatial analysis and behavioural theory.

1. Ravenstein's laws of migration

In 1885 E.G. Ravenstein made an effort to compile theory of migration. He had spelled out it as 'laws of migration'. By use of birthplace data, Ravenstein identified a set of generalizations, was called as 'laws of migration'. It has concerned inter-country migration in Britain in the nineteenth century. Most of these generalizations are workable still today.

Grigg and Johnston (1977, 1981) discussed these generalizations are as follows:

According to Ravenstein the rules of population and economic laws generally have not the strictness of physical laws. Most significant statements of Ravenstein that appeared as laws or hypothesis of migration are as follows:

(1) Most of the migrants move only a short distance. With this view nearby areas are only get affected and not far other places. Long distance move is placed by a special case like an expert job, technical education etc.

(2) The direction of migration is from agricultural to industrial areas. Rural and urban areas are characterized by different economic activities. Rural areas are subject to primary sectors whereas urban areas are specialized in secondary and tertiary occupations and due to this reason these two areas have distinct socio-economic conditions and impacts on it.

(3) Most of the long distance migration is due to the major industrial and commercial center. As major industrial and commercial establishments required skilled labour and professionals, since they are not available at local level and in sufficient numbers, so these persons travel from distant places.

(4) Migration occurs in a series of stages. A group of people living very near to the developed area goes to it and thus the gap shaped by them at rural area will be filled by people from more remote areas comparatively.

(5) Females are found more migratory over short distances than males. There is prevalence of males over long distance migration. Families hardly migrate over long distances.

(6) In case of type of migration, internal migration is predominated by females whereas males dominate international migration.

In short Ravenstein's theory has proposed as and relevant to the passed time. In contemporary context predominance of short distance migration is not significant due

to extensive change in transport and means of communication, technological advancements etc. Now world is promoting long distance migration and becoming more easy. He had stressed another point is development of industries and commerce.

2. Gravity model

One of the most striking contributions of geography in analyzing migration is relationship between distance and migration. Gravity model, based on Newton's law of gravitation, it is step to further discussion and states the volume or size of migration between any two interacting centers. It is not only matter of distance between them but also their population size. In other words, migration is directly proportional to the product of their population size and inversely proportional to the square of the distance separating them.

3. Stouffer's theory of mobility

S.A. Stouffer, (1940) an American sociologist, hosted one such reform in the gravity model. He has assigned his intervening opportunity model in 1940, and put forward that there is no necessary relationship between mobility and distance.

4. Lee's theory

Everett Lee offered another comprehensive theory of migration in 1966. He initiates his formulations with factors, which lead to spatial as dimensional mobility of population in any area.

Lee proposed set of factors which includes positive and negative factors. Positive factors are those factors which attract migrants from other areas but holds people within it. Negative factors resist them. Migration in any area is interrelation between these factors. Migrants are mostly aware and perfectly assess the factors significant in migration. A long association of an individual with a place may result in an over-evaluation of positive factors and under-evaluation of negative factors in the area of origin. In simple words period or duration of migration has significant value. Decision of migration is not balance and comparison between positive and negative factors but to escape from the trap or overcome intervening barriers for better living and survival. Lee pointed out that the choice to migrate is, however, never completely rational.

Also important to remind here is the fact that not all persons who migrate do so on their own decision. Children and wives move with the family where their decisions are not necessarily involved. Lee identified and focused following factors which are associated with migration mainly.

A. Factors associated with the place of origin

B. Factors associated with the place of destination

C. Intervening obstacles

D. Personal factors

After it, he has formulated some important hypothesis to orient details of migration. According to numbers of reviews, research studies and scholars that this is an important and significant contribution of Lee in propagating simple and easy theory of migration bound by hypothesis discussion. Lee's set of hypotheses are concerning the volume of migration, streams and counter-streams, and the characteristics of migrants.

Hypothesis regarding the volume of migration:

1. The volume of migration within a specified territory differs with the degree of diversity of the areas comprised in that territory.
2. The volume of migration differs with the variety of the people in that territory.
3. The volume of migration is associated to the difficulty of overcoming the intervening difficulties. In other words, the more is the intervening obstacles the less is the volume of migration.
4. The volume of migration changes with the fluctuation in the economy.
5. Force decides, both volume and rate of migration tend to increase over time.
6. The rate and volume of migration differ with the state of progress in a county or area.

Hypothesis regarding development of streams and counter-streams of migration:

1. Migration inclines to take place largely within definite streams.

2. A counter stream development leads to major migration stream.
3. The efficiency of a developed stream is high and negative factors at the place of origin were more noticeable in the development of stream.
4. The efficiency of a stream and counter stream inclines to be little if the origin and destination are parallel.
5. The efficiency of migration stream found high as the intervening obstacles are excessive and complex in nature.
6. The efficiency of migration stream contrasts with the economic conditions. In simple manner, it is great in the time of prosperity and vice versa applicable to situations.

After such complex analysis to simple synthesis of migration and development of theory, hypothesis regarding to the characteristics of the migrants has stated:

1. Migration is different for person to person and selective in nature. It differs due to varied personal factors, the conditions at the places of origin and destination, and intervening obstacles are retorted differently by different individuals. The selection of migration could be both positive and negative. It is positive when there is assortment of migrants of high quality, and negative when the selection is of low quality.
2. Migrants reacting to positive factors at destination tend to be positively selected.
3. Migrants rejoining to negative factors at origin tend to be negatively selected.
4. Considering all migrants together, selections have a tendency bimodal.
5. Degree of positive selection upturns associated the difficulty of intervening obstacles.
6. The heightened tendency to migrate at certain phases of life cycle is essential in the selection of migration.

7. The features of migrants tend to be transitional between the characteristics of populations at the places of origin and the place of destination.

Lee's laws introduce factors and causes of migration. The term is “Push and Pull Factors”. Push factors are things and facts which are not favorable about the area that one lives in and pull factors are things that attract one to other area.

Push factors leads to migration certainly are uneven distribution of availability of employment, job insecurity, less opportunities, adverse conditions, desertion, natural calamities and disasters, social insecurity, political pressures and fear, forced labour, loss of wealth, threatened environment, threat of death, inappropriate level of freedom, poor living conditions, pollution and threat of epidemic diseases, land related issues, bullying, vulnerability and discrimination, approach to modernity and lifestyle, slavery and social norms, poor chances of marrying, communal violence, war like situations, feeling of unsafe and trapped, mental level insecurity, poor infrastructure and facilities related to fundamental needs and freedom and many more reasons as ungrouped.

Pull factors attracts migrants for better and constant job opportunities, better and upgraded living conditions, have an access to more political or religious freedom, aesthetic views of entertainment and enjoyment, education, classic medical care, hassle free environment, refreshing and soothing climate, security, betterment of life and safety, feeling of security, marriage, medical facilities, etc.

1.7.Types of Migration

Migration is movement of mankind for one place to another for different kinds of purposes. In a very general sense to understand migration, it classifies under three types are as follows.

1.7.1. Internal Migration

Internal migration is the movement of people within one mutual place. The details that lead to this type of migration include the search for better education or the pursuit

of a better economic opportunity in another area. Natural disasters and civil unrests can also trigger this type of migration.

1.7.2. External Migration

External migration generally refers to movement outside of home country. Common motives for this include education, life improvement, and other economic prospects. Politics also play a huge part in causing people to migrate to other countries. An example of this type of migration is the movement of refugees into a neighboring nation due to unsafe conditions in their home country.

1.7.3. Seasonal Migration

Seasonal migration is the movement of people from one area to another with each season in pursuit of better conditions for themselves and their livestock. This type of movement is typically carried out by nomadic tribe and Scheduled Tribe farmers in search of employment. By this they survive and collect their livestock away from their homes. Once conditions improve, they usually go back.

Types of migration have been characterized by space, time, volume, direction, cause, velocity, selectivity, stability, behaviour etc. Various types of migration have been suggested, reviewed and replaced by scholars from time to time. Fairchild has been classified migration into invasion, conquest, colonization and immigration. Later on, Isaac modified the divisions of Fairchild, He further discussed two categories free and forced. Here free means reasonable, nomadic, temporary, permanent and forced indicates refugee, slave etc. Peterson suggested a more complex types based on two foremost criteria first is conservation-innovation and second is migratory force i.e. ecological push, political force, aspiration freely to find better conditions and social pressure exerted by a mass movement.

1.8. Classification of Migration

Gonzalez has classified migration in seasonal, temporary non-seasonal, re-current, continuous and permanent removal as five types. According to Amin, migration of labour can be classified on the basis of the place of origin and that of place of destination i.e. it can be rural-rural, rural-urban, urban-urban and urban-rural. Gould

and Prothero have developed a model to define types of migration. Space and time are essential dimensions in the model. It focuses on the problems of rural and urban development and interaction between them. Migration can also be classified according to reasons behind it and likewise it termed as, economic migration, retirement migration, or educational migration.

1.8.1. Classification Based on Space

Many scholars argued and discussed type of migration. Phenomenon of movement of people from one geographical location to another location is called spatial migration. Geographical area varies from village level to continent level. This movement related to space can be divided as in following types:

Figure No. 4. Types of Migration based on Space	
Sr. No.	Types of Migration
1.	Intercontinental migration
2.	International migration
3.	Inter-state migration
4.	Local migration
5.	Rural- Rural migration
6.	Rural - Urban migration
7.	Urban - Urban migration
8.	Urban - Rural migration

- 1. Inter-continental migration:** when effort was taken for movement by people is from one continent into another continent, this type of movement is termed as inter-continental migration. Further this type of migration was prevalent during 17th to early 20th century. Initially it seized place from cradle land of Asia to other continents, but, later on, people motivated from European countries to other countries in the process of colonization.
- 2. International migration:** when movement of people occurs to cross international borders then it is termed international migration. Earlier people recycled to passage freely across the borders because there was no separation. This separation became a restrictive force in free movement of people. Even

then people have traveled from one country and settled permanently in other country. For example: Chinese have migrated permanently to Vietnam and Indonesia.

3. **Inter-state migration:** a phenomenon in which people migrate from one jurisdiction or state to another is known as inter-state migration. This type of migration is very common throughout the world because of promising laws. All countries in the world have endorsed their citizens to move, work and relax from one state to another within the country. Inter-state migration is very common in India from Punjab, Kashmir, Rajasthan, etc.
4. **Local migration:** when people move for a short distance that spectacle is called local migration. It is of various types i.e. inter village, inter district and intra district. This type of migration is chosen by majority of people as they continue aware of the living conditions and job opportunities of the place of destination.
5. **Rural-rural migration:** when the people move from one rural area to another rural area, it is known as rural- rural migration. This type of migration usually occurs in developing countries because in these countries either most of the people live in rural areas or there is uneven and imbalanced distribution of resources and infrastructural services. People here desire to move to places which are agriculturally more developed.
6. **Rural- Urban migration:** when people turn to evoke and migrate from agrarian economy to non-agrarian economy then that type of migration is termed as rural-urban migration. In urban areas there are lots of opportunities of white collar jobs, luxurious life and modern amenities and it is because of these above stated properties that people prefer to migrate from rural areas which are sometimes lacking of even basic requirements. This phenomenon of rural urban migration has found very common in developing countries and this idea is causing lots of problems to both area of origin as well as area of destination.
7. **Urban-Urban migration:** it can be cleared as movement of people from one urban area to another urban area. This is similar to rural-urban migration because here people move from smaller urbanized towns to major urban centers. At times this drift is caused because of transfer and posting also.

- 8. Urban- Rural migration:** when people from urban areas move to rural areas then that phenomenon is termed as urban rural migration. This is not common practice. This happens when people get offended with the industrial and very busy schedule of urban life and want to move in search of peace and nature. Such incidences are very rare phenomena.

1.9.Factors motivating migration

Factor means associated things which are interdependent. Many scholars from the various disciplines and streams were studied migration phenomena. Different scholars have stated different factors that motivating migration according the study and so a very long distant list of factors may pop-up. To avoid such complexity, factors motivating migration can be grouped according to its characteristics or sub-grouping method. These factors are physical, social, economic, demographic and political.

1.9.1. Physical Factors:

Physical factors are motivating migration from pre-historic period. Numbers of evidences are reporting such things, as data recorded in epidemic throne itself stating the migration of people is due to the circumstance. Physical factors include physical catastrophe means earthquakes, landslides, soil erosion, volcanic eruptions, climate fluctuations and other natural calamities. Apart from it sequent flood or drought is also grouped under physical factors. With this description it clears that physical factors motivating migration significantly. As we know that human being observes nature and find outs strategy to cope up with it. Variety of inventions are carried out to soothing life of mankind, still physical factor motivates migration by choice or by force.

1.9.2. Economic factors:

The best key factor of all the factors that encourage people for migration is the economic factor. Persons migrate from craggy areas or mountainous regions to productive grasslands. Throughout pre-industrial era, people migrated from one habitation to another form of the lack of cultivable land-living. Because of population progression per capita segment of land reduced, it converted difficult for rural people to uphold their families with insufficient agrarian land. Therefore, associates of the family generally counsel their family members to receive money by migrating to town centers. Industrialization is also measured significant migration motivating factor.

Earlier industrialization, village cottage industries were providing job prospects to limited persons. But with the expansion of industries, development of urban centers got stimulated having satisfactory employment opportunities. Before automation the lifecycle of the people in rural zones was the identical in developed as well as developing nations. Beside with this, progress of transport and communication has unusually prejudiced migration. Migration stream and its rate have augmented with the help of transport and communication. Before people used to restrain their movement to tiny distances as there was minimum advance of transport. With the rise in transport conveniences the unfriendly movement of people has also enlarged. So, now people underway migrating to even unreachable areas of previous periods. Because of the development of transport, people started altering on daily basis rather than migrating and settling in a little distance area.

People migrates urban centers from rural area to improve their economic conditions and attain better economic status. People thinks that in urbanized area more employment opportunities are available and so can accommodate easily. With this can improve economic choices. By such feeling and psychological conditioning people do migrate to urban centers. Some hard core occupations are also accepted by migrants or they migrate for it like mining work, brick work, etc. It is very tough job but have a capacity of more and more accommodation of employee. Density of population is quite high in such areas for example in Gujarat greater number of people involved in mining and glass work related employment. Migration in previous scenario is trade oriented; now it is focusing trade and commerce. We found that many cities were developed as trading centers in historical period.

1.9.3. Social Factors:

If we study migration scenario we found that young age migration is contributing very high percentage in scenario. Social factors lead migration due to stipulated life pattern settled and rigid. When there is no scope to accept change and changing environment, life and changing life style, etc. people do migrate to find out their choices. Particularly in rural area social norms, community psychology, traditions, and religious beliefs have more importance rather than choice of individual and individualization. There is a particular concentration towards rigidity rather than flexibility. To find out more freedom and liberal environment people do migrate. Under social factors marriage, education, freedom, liberty, social development related facilities and services, luxury, speedy means of transport and communication are

involved which motivates migration. Marriage and migration has found high level of significance over the periods as reported. Followed by this employment and education are involved.

1.9.4. Demographic Factors:

Demographic factors are inevitable importance in migration and understanding migration. It includes uneven distribution and growth of population, imbalanced growth of literacy, inadequate land proportion, problem of proper cultivation, saturation of population, found inadequate labours in certain areas. As to find out solutions migration takes place but drives by different forces.

1.9.5. Political Factors:

All migration studies have covered this point as an important one. It includes number of factors and reasons as political insecurity, political restrictions, world wars, legal restrictions, refugees, etc. Classical example of it can be discussed as border and security issues between India and Pakistan. Refugees from Bangladesh are another example as political factors contribute migration and illegal immigration.

1.10. Trends of Migration

In trends of migration focus is on evidential migration in pre historic period, ancient and medieval period, modern period and recent period. Review taken by scholars about it has much confusion but somehow excavation helps it to remove at certain levels. Pre-historic period migration is itself journeyed to get settled. In ancient and medieval period migration witnessed of search of suitable agricultural land for cultivation and enormous development in trade activities in all over world. Silk trade route and caves are remarkable signs of historical trades and traders. In modern period mass migration is replaced by individual migration. It was more synchronized by government with laws and treaties. "15th to 17th" century intercontinental migrations were reported. Recent period had introduced two distinct types of migration that are voluntary or willing and involuntary or forced migration. Decolonization is also found major reason of migration in recent period. Infrastructure development followed by extreme exploitation of natural resources in worldwide caused demand of cheap labour and channelized migration of single unit from family. Developing countries in Asia has been a source of cheap labour in recent period as trends of migration. Recent

period found rise in internal migration and witnessed of rural to rural and rural to urban migration.

1.11. Impact of Migration

This point can be elaborated through some major impacts. It covers Physical environment, economic activity, social conditions, culture, demographic structure, urbanization, political activities, biological activities, and discovery and explorations. It should be in consideration that impact of migration has above stated folds which are grouped to get framework of analysis. Wide range of literature is available on it, but to explain it in short is essential to cover all major aspects.

After a detail discussion on the important factors like different patterns, types and concepts of migration, it has become quite understood that there are many factors which are webbed together that channelize and leads to migration. Consequently it also becomes clear that there are several underlying desires of the persons that motivate him/her to migrate out of their birth place or permanent setting. As far as our universe of study is concerned, by keeping all these factors in place we will try to analyze their underlying desires/ wishes webbed into their own complex structure. More specifically in this milieu, we will be the focusing on their reasons to migrate in conjunction with their educational background, family structure, economic conditions etc. But major focus of the study is to understand and analyze problems of migrant women domestic workers.

1.12. Types of internal migration in India

Labour migration flows include permanent, semi-permanent, and seasonal or circular migrants. Much of the available data polls migrants in the permanent and semi-permanent categories, and considerably less large-scale statistical data are available on the numbers and characteristics of circular migrants. Semi-permanent migrants are those who are likely to have precarious jobs in their destination areas, or lack the resources to make a permanent move. While they may reside in their destination cities for years or decades, they likely have homes and families in their sending district. Seasonal or circular migrants, by contrast, are likely to move from place to place in search of employment, or to continue returning to the same place year after year. Such circular flows encompass migrants who may stay at their destination for six months or more at a time and hence need social services at their destination. Scholars have long characterized this migration as a type in which the permanent residence of a person

remains the same, but the location of his or her economic activity changes. Many of the women who migrate for marriage are also participants in the labour market, even if their primary reason for migration is marriage. The domestic maid industry in urban areas, for example, is a rapidly growing sector that employs women, most of whom are rural-to-urban migrants.

1.13. Feminization of migration

To study female migration according to statistics and trends for long time, women have remained invisible in studies on migration. Their socio-economic contributions and unique experiences have not been taken into account. In the 1960s and 1970s migration theories often assumed that most migrants were male, and that women were merely wives and dependents who followed their husbands. Consequently, migration was portrayed as purely a male phenomenon. Yet, women have always been present in migratory flows, traditionally as spouses, daughters and dependents of male migrants. Moreover the past decades have seen an increase in women autonomous migration as the main economic providers or —breadwinners for their families. Men and women show differences in their migratory behavior face different opportunities and have to cope with different risks and challenges, such as vulnerability to human rights abuses, exploitation, discrimination and specific health risks. Therefore, it is becoming increasingly obvious that migration is not a —gender neutral or oriented phenomenon. From the very moment they decide to migrate, women’s experience as migrants differs from that of men. Regional migration flow trends are one of the indicators of the feminization of migration.

Females currently represent over half of international migrants in the more developed areas, and slightly less than half in the less developed and least developed areas of the world. These variations reflect biases regarding —male and —female labour, as well as differences in wages and standards of living, government policies and employment practices. The presence of refuge sites (other facilities and/or forms of protection) are also crucial factors when migrants and refugees have to decide where to migrate.

1.13.1. Factors determining female migration

Movements of people from one area to another if it isn’t caused by some natural disaster are primarily the direct result of inadequate economic and social opportunities in the country of origin and presumably, superior opportunities in the area of

immigration. Women as well as men migrate with the hope for better living conditions, to support their children, to escape political chaos etc. However, as the recent Human Development Report highlights, there exists the dynamic interaction between individual decisions and the socio-economic context in which they are taken. Impoverishment and the need to support family provide women and men alike with strong reasons for migrating. However, poverty does not always contribute to decisions and capabilities of women to migrate. It also depends on state and community settings, traditions and on family and individual circumstances. Among other factors that may contribute significantly to the decision to migrate are for example, increasing labour demand on the service market in countries of destination, family obligations, unemployment, low wages, limited social and economic opportunities and the desire to expand their horizons. Women generally face more drastic decision-making and financial restrictions than do men, which can pose obstacles to freedom of movement. Yet income-earning opportunities can empower women and loosen traditional constraints on female mobility. Economic and social upheaval can also provide the impetus to leave: educated women unable to overcome employment discrimination in their own country migrate in search of an opportunity to find work that is more likely to better utilize their skills and that is better paid. Female migration is also motivated by other non-economic factors, including surveillance by communities and patriarchal traditions that limit opportunity and freedom, getting out of a bad and abusive marriage, fleeing from domestic violence, and desiring equal opportunities.

Discrimination against certain groups of women –single mothers, unmarried women, widows or divorcees—also drives many to move elsewhere. A significant number of women still migrate as wives, and therefore their migration status is tied to that of their spouses. In many countries, if domestic violence occurs, women risk losing their residence rights if they decide to leave their spouses. Women also migrate for the purpose of marriage. Arranged marriages are quite common in some cultures, especially among emigrants from the Indian subcontinent, where both men and women migrate for this purpose. For many, arranged marriages can lead to a lifelong supportive partnership, but some of them can be accurately described as —forced. Moreover, mail-order bride businesses can act as facades for recruiting and trafficking women.

1.14. Problems of women domestic workers

The ILO Convention on Domestic Work was passed by the International Labour Congress in 2010, but the Government of India has still not ratified it. This Convention clearly outlines the basic rights of domestic workers, and provides guidelines on terms and conditions of employment, wages, working hours, occupational safety and health, social security and the avoidance of child labour. Ratification is obviously just a first step in a longer process, but it is still likely to be an important step in ensuring the dignity of all workers in the country. The delay in simply ratifying such an obviously desirable convention suggests that there is not sufficient seriousness about the matter in official policy circles in India. Ultimately, ensuring basic rights for domestic workers obviously has to be based on their social and political mobilization, which can affect the labour market conditions. But it also requires a significant change in the attitudes and behaviour of their employers, who constitute not just the rich elite groups in the country but also a growing number of middle class beneficiaries of the economic growth process.

Thus the position of domestic worker is in any case, extremely vulnerable physically, psychologically and economically. This has been further weakened due to the lack of any protective legal provisions, leaving them exposed to exploitation of the highest degree. No wonder it is an open area for few plunder. Labour courts also do not have any jurisdiction over domestic employments since the existing labour laws are not applicable to domestic employment. So where do the domestic worker go to demand justice in any case, in a situation where they are by and large unpaid or denied wages. How can they conceivable muster the funds to more courts for realizing their denied wages particularly where can domestic servant whose wages have been denied find the requisite court fees and lawyer's fees.

Whatever be the right granted by our constitution to every Indian citizen concerning the fundamental rights freedom of speech of choices like the place of living and the right to live with human dignity, they certainly do not apply to domestic servants in the presents.

Domestic work in itself has undergone tremendous changes. Domestic workers used to be attached to one single household and undertook one or more work such as

cleaning or cooking. In the modern system of domestic work, this has changed and a large number of workers undertake heterogeneous work in different households. Thus a domestic worker may do the cooking in one house and only cleaning work in another. This system of “part-time domestic work” is typically associated with the phenomenon of urbanization and the emergence of modern nuclear middle-class families. The social value of the labour of the domestic servants has assumed a different orientation, with a large number of women seeking a job outside the home; and the comparatively limited capacity of large sections of the middle class to employ and patronize full-time domestics. The increased demand for domestic workers has also been related to the reduction in the provision of public social services, which has forced families to depend on market-oriented care services to cope with childcare and other domestic duties, especially when women members are employed outside the home.

The patterns of urbanization in urban centers have ensured the existence of pockets of urban slums that service the surrounding middle and upper-class areas in a variety of ways, and domestic service is one of the most important provisions thus rendered. Interstate migrant women account for a majority of the domestic workers. Growing demand for domestic workers has also resulted in a regular flow of domestic helps from particular pockets of out-migration areas. With the increase in the number of workers and the demand for domestics, the occupation has got segregated into a number of differentiated tasks. The preference for domestic work among poor women is documented in many studies. Poor women find it convenient to be employed as domestic labour in the surrounding residential areas. Since, it is convenient for them to shoulder double burden by close vicinity, especially few hours at home in between the shifts. Although it is definitely not unskilled work, there are fewer barriers to entry, and many of them perceive it as an extension of work done in one’s own home, although in a different socio-cultural situation.

Though the sector occupies a central role in women’s employment, there is no uniformity in the level of wages, hours of work, number of working days, nature of payment and other conditions of work. Domestic work occurs in isolated, largely non-regulated and privatized environment and most domestic workers negotiate job terms and pay on an individual basis. The pay of the domestic workers is often determined

by the task performed, the locality, their social status and other labour market conditions. Studies have shown that there is clearly a hierarchy among domestic workers in terms of type of work done that is reflected in the wage structure. Total emoluments for cleaning work in urban areas ranges from Rs 100 to Rs 400 per month for tasks such as washing clothes, cleaning utensils, sweeping and cleaning floors. On the other hand, childcare fetches monthly wages in the range of Rs 500-1000 and cooking is the best paid in the range of Rs 500-1500 per month. Further, the number of members in the employer family (for washing clothes, utensils and cooking) and the area of the dwelling (sweeping, mopping, etc) also affect the wage rate.

The working hours of domestic workers also vary. Research on domestic workers suggests that many workers suffer from occupational health problems especially backaches, joint pains and allergies to detergents and other cleaning agents. However, there is no provision for social security in terms of provident fund, health insurance or pension. The conditions of work and lower socioeconomic status of these workers gives sufficient pointers to the possibility of physical and sexual violence, which is largely under-reported.

1.14.1. Commercialization of Domestic Work

Domestic service is still a highly personalized service. However, the market possibilities of the sector have affected the organization of the service drastically, posing further challenges in the regulation of this sector. The huge amount of commission involved and the absence of any regulation are the major attractions. During the past few years, there has been an upsurge in the number of agencies supplying domestic workers, especially in metropolitan cities. As per broad estimates, there are over 800-1,000 placement agencies in the capital city of Delhi itself.

Since agencies differ considerably in terms of functioning, doubts are often raised about the genuineness and method of functioning of these organizations. The tribal pockets (of the states of Jharkhand, Chhattisgarh and Orissa) are often the hubs of such recruitment from where a large number of women (especially unmarried girls) are mobilized. Single women migrants depend on these agencies, as they are unaware of the dispersed employment opportunities in the city. The linguistic barrier of the

migrant is another factor, which makes the role of a middleman or agency inevitable. The existence of various layers of recruitment agents and the system of advance payments adds to the complexity. It is widely documented that a large number of agencies take undue advantage of the illiteracy and ignorance of these workers and non-payment of wages and the element of forced/bonded labour are also rampant. Trafficking for domestic work and the possibility of sexual exploitation of domestics (by the middlemen, agents and employers) are among the concerns often raised in this context. Thus, in reality, there are regular traumatic incidences in which domestic workers are exploited in the cities by agencies as well as employers – a trend that is sure to increase in the future unless appropriate policy interventions take place soon.

1.14.2. Need for Regulation

Lakhs of women and girls turn to domestic work as one of the few options available to them in order to provide for themselves and their families. This definitely poses serious concerns in terms of women's work and the larger issue of women's agency and empowerment. The relocation of work from public to domestic, and are governed by personalized service conditions and are often oppressive, pose serious challenges on domestic workers. The domestic worker has an ambiguous status and remains “a special type of worker who is neither the member of the family nor an employee in the public sphere enjoying the full advantages of socialized work.

Domestic work poses challenges in terms of regulation in the context of its fragmented nature, different tasks and a multiplicity of employers. The most critical issue is that of the workplace being private homes which makes it difficult to intervene posing major challenges for monitoring and regularization. The emergence of middlemen and agents further complicates the scenario. Notwithstanding this, instead of guaranteeing better employment conditions, governments have systematically denied them key labour protections extended to other workers. Given a history of neglect of issues of women workers, in general, it is not surprising that domestic workers have been excluded from even a basic labour law like the Minimum Wages Act. The first attempt to regularize domestic work, i.e., the drafting of the Domestic Workers' Bill (Conditions of Service) 1959 is now a matter of history.

Some steps have been taken by the government both at the national and state levels to protect the rights which are largely haphazard and arbitrary. Some state governments have opted to include domestic workers under the Minimum Wages Act, 1948. However, they are still outside the scheduled list of employment under the Minimum Wages Act in many states, including Maharashtra, Tamil Nadu, Madhya Pradesh, Uttar Pradesh and Delhi. Enforcement is least in priority in states where domestic workers are covered under the Act, with exemptions for employers on record keeping and restricting inspections in states where unions were actively involved. India is still to ratify the International Labour Organization (ILO) Convention 189 on domestic workers.

After much lobbying, domestic workers were brought within the ambit of the Unorganized Workers Social Security Act, 2008 and Prevention of Sexual Harassment at the Workplace Act, 2013. Welfare boards exist in a few states that partly address some of the social security dimensions though actual operation and coverage is an issue. The most acclaimed inclusions of domestic workers under the Rashtriya Swasthya Bima Yojana (RSBY) and Employees' State Insurance Scheme (ESI) clearly symbolizes the state's approach to this sector. A discriminatory approach to a specific category of workers is noticeable in both these interventions. No other worker in the country is at the mercy of so many diverse interests groups in order to claim their eligible entitlement, which only reaffirms the states' apathy and neglect, deliberate or otherwise, rooted in the patriarchal and gendered conceptualizations of domestic work. The latest intervention in the sector at the national level – the national policy on domestic work, the discussion of which started in 2009, is yet to see light with many drafts appearing and disappearing. The fate of this policy, which was drafted in 2012 after much pressure and lobbying from national and international organizations, is still unclear, despite its revision in 2015 and the statement of the labour minister in March 2016 that the matter is “under active consideration.” It is a matter of shame that even on 11th of this month, the day when the domestic worker was kept captive in NOIDA by the employer, a stakeholders meeting was held by the Ministry of Labour and Employment and ILO in Delhi to discuss yet another draft policy.

Traditionally, household work is considered a woman's responsibility. However, in the last few decades, growing participation of women in office jobs has boosted the income level of India's middle class. With the changing scenario, the need for domestic workers has also increased. Talking of big cities, young couples and single working professionals are dependent on maids or 'didis' as they are often referred to.

According to data, Indian homes have witnessed a 120% increase in domestic workers in the decade post liberalization. While the figure was 740000 in 1991, it has increased to 16.6 lakh in 2001. Today, it has become a norm for a family to depend on a maid. According to data provided by Delhi Labour Organization, there are over five crores domestic workers in India most of whom are women.

Unless there is a major story worth the coverage, domestic workers are seldom talked about. New Delhi being the national capital, stories of exploitation of domestic workers makes headlines once in a while as a large number of women from other states arrive here to earn a livelihood and work as maids.

1.14.3. Working conditions

Female domestic workers work for approx. 14 hours daily, thereby causing fatigue, joint pain, back pain, etc. Most of the time, during the work, their hands are in water containing detergents or phenyl, which causes wounds in the fingers. Usage of cold water in winters to wash clothes, utensils or swab the floor accentuates the development of arthritis in the fingers and hands of these women.

They are not allowed to use toilets in the workplace, due to which they drink less water, often due to this, they develop urine infections. Due to drinking less water, there is a possibility of kidney damage also.

There are many occasions when these women become victims of physical violence, sexual abuse, and inhuman behavior at the workplace. According to a research by Human Rights Watch, domestic servants in India have to face extreme harassment.

Domestic workers do not get any facilities like weekly off, annual vacation, maternity leave, sick leave, insurance, social security benefits etc., like other workers. If there is

an accident at the workplace, the employer does not pay for the medical treatment of the worker.

The contribution of domestic workers in the country's economy is never assessed; they are not given a status of workers. Because of this, they do not have any specific pay scale and do not enjoy pay hikes or allowances like workers. Domestic workers have not been given the status of labourers. This is the reason that the women who work as domestic workers have been neglected for minimum wages, hours of work, protection from occupational hazards etc.

Domestic workers are poor, deprived and belong to lower classes and do not have the strength and neither have the freedom to speak. In such situations, the employer exploits the cheap and easily available labour.

Domestic workers are not getting good wages or better work environments, there are no regular working hours, they have to face violence, abuse, sexual harassment at workplace, exploitation by brokers and placement agencies; forced migration; there is a lack of welfare schemes; they are faced with major problems like lack of opportunities to move forward.

The biggest problem is that they do not have any organization, because they have little or no bargaining power and they cannot even raise their issues properly. On the other hand the wages given to domestic workers are less than the minimum wages in the country.

Placement agencies make a lot of false promises of them getting big salaries and allowances and bonuses and then they sometimes exploit them financially and also physically.

1.14.4. Apathy for unorganized labour

The tri-party board under the Maharashtra State Domestic Workers' Welfare Act 2010 has not been constituted for last four years. After a long battle for almost two decades, domestic workers were brought under Act – even though it is deemed weak – in 2010. Under this Act, it was mandatory for the state government to form a 'Tri Party Board'. The three parties would comprise representatives of domestic aid,

government representatives [in this case, labour secretary and commissioner], and third was representatives of the employers. This board came into existence for the first time in 2011 for a period of three years. So, on August 13, 2014, the board's term was over. The then Congress-led government had given three-month extension to the board. On October 31, 2014, the new BJP government led by Chief Minister Devendra Fadnavis came to power. It neither extended the term of the board, nor constituted a new one. "Since then, there has been no board, and domestic workers are left to their fate". A single-member board pertaining to the Act seems to be in place in the state. However, it is nothing but dysfunctional.

When labour unions had asked for a new tri-party board, the government had replied that it has an idea of 'single board' for all the unorganised workers in the state. One of the sources in Labour Department of Maharashtra said, "This idea was never pushed seriously in the department. There was zero enthusiasm to form a new board from the beginning."

1.14.5. Impact of the absence of the tri-party board

The 2010 Act passed by the legislative houses promised a number of schemes and benefits to the workers. Almost four lakh domestic aides from all over the state have been registered under this act. As per the provisions of this Act, the government was bound to make a one-time payment of Rs 10000 as 'Sanman Dhan' (Honorary Payment) to the domestic workers of age 55-60 years. As per the records of the board, 30000 domestic workers received Rs 10000 each in the year 2013-14. However, after 2014 not a single domestic worker has received any aid.

Additionally, the domestic workers were covered under LIC's Janashree insurance scheme, which was monitored by the board. The yearly premium was only Rs 200, out of which, Rs 100 were paid by the Centre, Rs 50 by the state and Rs 50 by the worker. This scheme covered a number of situations including accident, sudden death; and would pay a scholarship of Rs 100 per month to up to two children of the workers, studying in standard VIII and XII. The domestic workers do not have this cover anymore.

The board would also give Rs 10000 for delivery of a child, and Rs 5000 as funeral expenses to the workers. But as the board is not existent since 2014, this financial assistance has stopped completely.

1.14.6. The women domestic workers face the major problems

- Low wages, extra work, long working hours, lack of holidays, harassment, sexual exploitation, physical torture, ill treatment, lack of welfare facilities, absence of social security measures, lack of rest, development of fatigue, lack of freedom, low level of job skills, absence of bargaining power, work-life imbalance, poor working conditions, migration, social invisibility, economic backwardness, forced labour, discrimination, inadequate legal protection, physical exertion, ill health, malnutrition and other problems according to empirical evidence in India and abroad. It has been discussed in detail further.
- Long working hours: Women domestic workers are followed long working hours.
- Uncertain or undecided short breaks: At work there is no certainty of food on time and any breaks or rest despite of it continuous work.
- Offensive attitude of employers: Employers offensive attitudes observed in case of serving something to domestic workers. As many times even if domestic workers cook food in employer's house, but they are served food in separately kept or other utensils by employer. Left-over food they are offered is stale or rotten.
- No holidays (confirmed and paid) and demand of substitute by employer.
- No harmony related to employee and their rigorous issues.
- Discrimination: Discrimination by an employer is found in hiring the domestic worker on the basis of caste and religion, especially Muslim women usually not hired by non-Muslim families. Many times and all most all domestic workers experienced that madam's offers a very little food or tea to them and in return getting extra work which is not part of regular work assigned. Sometimes a very dirty unclean food is served. Left-over food they are offered is stale or rotten. It exposes the racist, feudal and irresponsible face of the so-called cosmopolitan homes of big cities.

- Registration and police verification of employee not of employer: Due to very unpleasant incidences like theft or insecurity law has prevailed registration and police verification of workers compulsory. Women domestic workers are not offend of it but still their security is also important as they are working with unknown employer, so it indicates that domestic workers are not feeling safe in employer's house.
- Dues from or of salary and even employer is not informing domestic workers about transfer, change in residence by other reasons.
- Unpleasant attendance of guards or security personnel at gate and in societies: As they do their work is accepted by domestic workers, but sometimes it is unpleasant to check their bags. Many incidences found as employer given scrap material, left-over food to them or thrown something at outside to the domestic workers, still guard enquires it again and after verification they can go. It creates feeling of embarrassment.
- Always in the range of suspect: Feeling of suspect is demoralized those many times. Also they are feeling uncomfortable.
- Issue of providing identity documents: Many women domestic workers are migrated, so they don't have documents with them nor may not acquaint documents at all. In such situation they have an emergency to get work without document lead to problem.
- Issues in raring child: Mostly migrated women are involved in domestic work and living with nuclear family having issue of raring child. Many of them followed bad incidents related to it.
- No savings at all: Women domestic workers are earning whatever is not sufficient due to number of reasons. They are not participated in good saving types. They may involve in community level Bhishis.
- No paid or sick leaves: Among the workforce, bonus, appraisals and allowances are commonly discussed issues. But these domestic workers continue to work for the same salary for years.
- Threat of losing employment
- Inhuman behaviour and treatment by employer to domestic workers is common problem followed by them. Such as denying basic services and needs

which includes no fixed time for lunch, no one allows sitting at their home to eat, even they have their own food. Don't even offered water to them.

- Extra and overburden work on account of any work off by domestic worker, as they are awaited for twice or thrice amount of work. It should be understood that with this additional work, domestic workers has to face anger of employer.
- No concern has shown by employer for sickness, medical treatment or rest, death and casualties in family, in difficult circumstances of domestic workers. As they are forced to work in sickness, and always in fear of abused besides or being scolded by an employer.
- In course of work domestic workers are having wounds, cuts and contact to detergent, cleaning agents, chemicals and cold water, it consumes allergies and skin problems may often regularly.
- Domestic workers facing rude behaviour and abusive words by employer when mismatch in work time, informed and sometimes non- informed offs, this condemns self-respect of them.
- Absence of legal awareness: Almost women domestic workers are illiterate or literate at a very level so are not aware of the various laws regarding violence, molestation and other abusive behaviour. Even if they are not ready to talk about sexual violence as they keep mum on it. They go silent. They deny of having any such personal experience but do not dismiss the possibility of such incidents in some houses.
- Very low bargaining power with employer: As there is always a possibility of new maids arrives and agrees to work for lesser pays, so there is threat of losing job. Employer offers the workers a place to live but do not give proper wages. Many times employer offers stuff rather than money or cash.
- No hikes and no raise: Likewise other workers domestic workers are not observing any type of hike or rise although they are fired if they demand something like. Even if somehow they are getting any raise, in return to this has to do additional work.
- Domestic workers are often subjected to physical violence simply because they want their salaries. People do not directly dismiss them from work but look for other excuses. This excuse includes scold on timing to come, work

not done properly, or to dismiss maids from work by accusing them of theft is a fairly common practice by employers.

- Suffering from UTI: Maximum numbers of women domestic workers are suffering from urinary tract infection due to holding in for long durations. As they are not allowed to use toilets at work despite of they are cleaning it.

1.15. Initiatives for women domestic worker

1.15.1. Legislations

After independence, the government of India had passed more than 40 Central Labour Legislations. But the beneficiaries of these legislations were only the workers of the organized sector. These legislations failed to extend its benefits to the workers of the unorganized sector. Around 93% of the workforce in our country belongs to the unorganized sector. The government has to amend the following legislations in order to extend the benefits and protection to the domestic workers: The Minimum Wages Act, 1948, The Maternity Benefit Act, 1961, Workman's Compensation Act, 1923, Inter-State Migrant Workers Act, 1979, Payment of Wages Act, 1936, Equal Remuneration Act, 1976 and the Payment of Gratuity Act, 1972.

In 2010, the National Commission for Women (NCW) came up with a bill called 'Domestic Workers Welfare and Social Security Act, 2010'. However the bill failed to achieve much in empowering the domestic workers. As a signatory to the International Labour Organization's (ILO) Convention 189 on Decent Working conditions for Domestic Workers, India needs to bring domestic work under the purview of state regulation, but India has still not ratified the convention. In total, the failure of the government to regulate domestic work has given the absolute power of regulation to the employers resulting in perpetual exploitation of the labour class.

1.15.2. State Protection for Domestic Workers

Regulation of domestic work through legislation can be the only way out to address the abuses faced by the domestic workers. The state governments of Andhra Pradesh, Bihar, Chhattisgarh, Jharkhand, Karnataka, Kerala, Maharashtra, Odisha, Rajasthan and Tamil Nadu have come up with several measures to improve the working conditions of domestic workers as well as to provide access to social security schemes. Seven states, namely, Andhra Pradesh, Bihar, Jharkhand, Karnataka, Kerala,

Odisha, and Rajasthan have introduced minimum wages for domestic workers. States like Kerala, Maharashtra, and Tamil Nadu have also constituted Welfare Boards for domestic workers. By registering with these boards, the domestic workers can avail of the welfare benefits. Despite these efforts, majority of domestic workers still remain outside of the purview of labour laws. Much more need to be done even today.

Though legislations like the Unorganized Social Security Act, 2008, Sexual Harassment against Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 and Minimum Wages Schedules are related to domestic workers, there still remains an absence of comprehensive, uniformly applicable, national legislation that promises fair terms of employment and decent working conditions for domestic workers in India.

Making public to accept household as a place of work remains a challenge. Similarly, implementation of labour laws such as minimum wages and regularized work hours, will also remain as a challenge. Placing such regulations in households will be complex as the nature of domestic work is unique compared to other forms of work. The sector lacks effective means to regulate working conditions simply because unlike work in organized sector, domestic work is not guided by clear and agreed production or output goals. Hence, enforcing labour laws in this sector remains a significant bottleneck. Moreover, the idea of labour inspectors entering private households and ensuring regulations will impinge on the privacy norms. Policymakers, legislative bodies and general public must recognize the existence of an employment relationship in domestic work. This will make them to view domestic workers as not just ‘helpers’ but as employed workers entitled to the rights and dignity.

1.16. Present situation of migrant women domestic workers in Nashik city:-

As an occupation, the field of domestic work is quite diverse covering profiles such as child care, cooking, cleaning and hospitality at home. Viewing the focus of this women domestic worker in urban sector, we need to lay focus on occupational profiles which are compatible with characteristics like ‘being woman’, ‘domestic work being a core activity rather than a subsidiary activity’ and ‘mainly urban based occupation’.

It was seen that there was lack of core entitlements which was required to enjoy freedom guaranteed by the democratic society. The findings of the study showed why it was important to create a comprehensive social security system for domestic workers in India. The study even covered themes such as basic demographic features, nature of services, work profile of the domestic workers, access of social security, consumption of edible items, union awareness, attitude of domestic workers towards gender & domestic violence.

A. Living conditions

Majority of migrant women domestic workers faced problems like lack of basic amenities like drinking water, electricity etc. They don't have home appliances. They are living in kaccha houses where it is made of bamboo and mud walls with tin roof; half brick bamboo & mud plaster walled house with tin roof. Very rarely have two to three rooms and no separate bathrooms. A public or municipal tap are main source of water supply and has the predominant source of drinking water in slums where migrant women domestic workers reside. Majority of respondents are using public toilets and very few had their own separate proper constructed and well maintained toilets. Somehow open defecation is also reported by some respondents. Use of LPG is profound but it is limited and also using other sources, as they are not having preferable conditions.

Most urban poor live in different types of slum settlements and work in the informal sector. The relocation of the poor to resettlement colonies takes them far away from areas of economic activity in the city, thus making it impossible for them to even earn sustainable livelihood.

In this context, it has been well documented that the process of relocation and displacement has led to problems of sustained access to livelihood, education, basic services and healthcare where women suffer the most. In the resettlement areas (and in the slums), women spend a large part of their time accessing essential services such as water and toilets. The double burden that they face is compounded due to harsh living conditions. Besides this, they have no access to any form of childcare services. They often leave their own children alone while they go to take care of others' children.

B. Decent work and work conditions

A domestic worker is directly under the authority of a householder & follows the straight instructions of the house owner for the work. The work done by domestic workers may include- cooking or cleaning, taking care of the children, elderly or disabled, tasks that are usually performed by women in the vast majority of societies. However, domestic work may also include- gardening, chauffeuring or providing security services, driving, tasks which are often performed by men. It is found that among all categories in the informal sector, domestic servant's income is the lowest & the problems are many.

Most employers were unwilling to allow their domestic workers to use the same toilets and bathing spaces, but there is very less alternative or separate facilities were provided to them. Even though in case of full-time live-outs and live-ins, the employers had rarely provided separate facilities for their domestics. In some cases, housing societies made provisions for separate facilities of toilets for the domestics outside the employers' houses in a common space.

Employers of part-time domestic workers in general do not provide any meals and toilet facilities to their workers. Also, employers of such workers did not report making any specific arrangements for these facilities.

Several employers mentioned that since the work undertaken by their domestic worker involves the use of the bathroom (to wash clothes, etc.), they are not sure if the worker uses it as well. However, most employers are reluctant to permit their workers to use their own bathrooms and toilets, fearing that it will somehow jeopardize their families' health.

C. Income

As domestic work involves more of personal relationships, payments are sometimes paid in kind than in cash. Since the quality of food, breakfast, tea, coffee and the facilities given to D.W's are difficult to quantify. In addition to wages, some domestics receive pecuniary benefits such as clothes old as well as new, allowances and donations for festivals and other occasions and food. These are found to supplement the wage income, which is most important form of compensation.

D. Health conditions

Women domestic work may be strictly confined to their places of work. The domestic workforce is excluded from work laws that look after important employment related issues such as conditions of work, maternity leave or become ill. Health condition and problems of domestic workers especially of migrant women has found that is no one's concern. It is fully neglected by number of reasons.

Women domestic workers work affects them tremendously on their health. Their health is their wealth. It is only when they enjoy good health will they be able to go for work and earn their living. The physical conditions at workplace and timing of work are very important for them to enjoy good health. The physical conditions of work place would include space, ventilation, illumination, temperature, hygiene and so on. All of these will assure the safety of the women domestic workers. Women domestic workers of Nashik town are free from hazardous situation as most of them work in middle class and upper class people who own good apartments or houses with all types of modern comforts and facilities.

Their health problems are due to the fact that they (WDWs) reside in the slum areas where they have to face poor housing conditions, exposure to excessive heat or cold, diseases, air and water pollution in other words poor hygienic surrounding. It is observed that they lack proper health education; there is gender discrimination in their own houses, which makes them women more vulnerable to various diseases. Due to their poor economic condition they do not go to the doctors and get best of treatment available today. They are afraid of the huge medical expenditure. Due to inferior environment of their residential places they are and have to face different types of health hazards.

Married women and mothers in general whether widows or divorcees have greater health risk than the unmarried young girls .It is because no proper care was given, no proper rest was taken by the married women both during pregnancy and post pregnancy period. It is because they often had to play dual role in the family as mothers who provide for their children and mothers who earned to support their family through their meager earnings. Married women whose husbands are addicted to alcohol and who torture their wives, widows and divorcees are prone to get sick very quickly and easily as they manage both home responsibilities as well as meet the demands of their employer. They can hardly think of their well-being and take proper care of their health.

E. Vulnerability

Women domestic workers have a poor self –image, therefore they have lack of confidence to exercise their freedom of speech, freedom to express opinion, freedom to come together to form association etc. unless and until they build up their confidence and accept their woman hood and value it they cannot fight for their rights and equal opportunities and demand for equal treatment and equal wages etc.

There prevails a natural tendency among the women domestic workers to perceive themselves as domestic workers because they have seen their mothers, neighbors going to other houses to work so they think there is no other option than to get into this known and familiar work than look for something different.

Women consider themselves inferior to men with regard to their physical energy and lack in courage to make any decisions. Thus, live their life subordinate to men. They consider themselves powerless and remain silent whenever they have an opportunity to speak out their opinion. They also have the tendency to walk in the footprints of their mothers, who used to bow down to the dominant nature of their counter parts.

Since these women are illiterate or less educated they perceive themselves/consider themselves as persons who have to follow the dictates of others, therefore they hardly express their mind either in front of the employer or in the presence of their husbands and in-laws. It is also observed that the age old concept of master –servant relation is upheld by quite many women. The work relation is not friendly or familiar. It is because the employer’s wives do want to maintain status symbol. In the present day society, persons are not given importance they are considered/treated as things; there is disintegration of human values in the society. Present day generation do not have time to interact with those who provide service of any kind, be it a driver or domestic worker or anybody for that matter; they hardly bother to speak to them.

It is also observed that women are reluctant to speak freely to the mistress of their difficulties, for the fear that she may not like it, or being scolded or shouted at. They feel that being a woman, the mistress does not understand them but demands only work nothing else. They have the habit of seeing things and opportunities as problems and thus anticipate the consequences before anything to have taken place.

Their self-perception about themselves is to carry on perpetually the traditional occupation or family trade just because they have taken birth in such family and live in such a place. Just because they are born in a poor family, live in poor background

in slum area, they cannot think of anything to substitute domestic work (for women). If they make up their mind, assert their rights, they can improve their standard of living, change their lifestyle, and look for some other alternatives.

F. Domestic violence

Gender-based violence is recognized as a major issue on international human rights agenda. Domestic violence and abuse can happen to anyone, yet the problem is often overlooked, excused, or denied. This is especially true when the abuse is psychological, rather than physical. The women may not want to divulge the confidential matter for reasons of shame, fear, guilt, or simply because they do not want to be disloyal to their partners—mainly in India. Verbal violence was the most common form of domestic violence. As well as physical beating and pulling through hairs are quite probable. With this in an addition slapping, throwing items to harm, pulling out, kicking and very serious of sexually offensive activities by partner are also reported in discussion. Domestic violence was found to be significantly associated with young age of women, lower literacy status both of the woman and of her husband, less duration of marriage, and husband addicted to alcohol. They are facing constant humiliation, threatening with divorce, doubting characters and demanding dowry.

G. Social participation

Social engagement is commonly used to refer to one's participation in the activities of a social group. Social engagement is related to participation in collective activities, which reinforces social capital and social norms. Key elements of social engagement include activity, interaction, social, and lack of compulsion. For the most part, social engagement excludes activities for which one is getting paid, or family obligations. On these grounds some observation has found. Migrant women domestic workers are participating in social activities at their limit. They help each other for social and economic activities or celebrations. Bhishis and SHG's are core component of association in communities. Many of them are get trolled by finance companies or agencies.

H. Harassment

Most domestic work is informal i.e. it is performed outside the purview of labour regulations and social protection. First of all, domestic workers are employed in

private homes, rather than formal workplaces like firms, organizations or companies. This makes them invisible and isolates them from others in the sector. Also, their working conditions are dependent on the good or bad will of the employer. With negligible or no regulation of their workplaces, domestic workers are often left very vulnerable to physical, verbal and sexual abuse. Also, differences related to class, caste, ethnicity, language and region increase this inequality. Domestic workers lack job security and employers often tend to dismiss them for petty reasons like ‘excessive leaves’, ‘breaking a utensil’ etc. Often a lot of them are accused of stealing which serves as an excuse to terminate them. Because of a huge supply of paid domestic workers in a given area, there is always the threat of losing the job. The supply often exceeds the demand and as a result, a lot of workers continue to work in extremely harsh, demeaning conditions. This also results in a downward push on their wages. Since, there exists a large pool of paid domestic workers in a given area; the women aren’t in a position to bargain. If they demand an increment, they are intimidated by their employers saying that they will be fired because there are other women ready to work at much lower wages.

Migration and slums are inextricably linked, as labour demand in cities and the resulting rural-to-urban migration creates greater pressures to accommodate more people. In 2011, 68 million Indians lived in slums, comprising one-quarter of the population of India’s 19 cities with more than 1 million residents. Across the country, the experiences of slum dwellers are characterized by sudden evictions without adequate rehabilitation and local governments that do not provide low-cost housing for the urban poor.

Slum dwellers who are migrants sometimes face the added challenge of establishing tenure—the right to remain on a particular piece of urban land, and the right to compensation if the dwelling on that land is seized by the government for redevelopment. However, many seasonal migrants are not even able to “make it” to the slums. Unaffordable rents in slums force them to live at their workplaces (such as construction sites and hotel dining rooms), shop pavements, or in open areas in the city. This further perpetuates their vulnerability to harassment by the police and other local authorities.

I. Legal protection

Domestic workers often make extraordinary personal sacrifices to support their families. They have routinely been denied basic protections guaranteed to other workers in formal sectors. They are among the most exploited workers in the world. None of Governmental policies or legislation covers domestic workers, thus there is loophole or gaps in legal protections. They are isolated in private homes and live a life of seclusion unaware of the world outside of them. The social norms exploits this section of the society and thus gives rise to abuses, ranging from endemic labour exploitation, in which workers toil round the clock for little or no pay, to trafficking into domestic servitude and slavery.

J. Legal literacy and awareness

In the above point as we find that there is no comprehensive legislation to protect rights of domestic workers. Domestic work has excluded from the umbrella of labour legislation. With this view there is an emergence to take review of legal literacy and awareness among them about the present situation of legal framework. It is found that almost all the respondents are not aware about it and very little bit of sides of such facts are reach to them.

K. Bargaining power and unionization

Bargaining power, the union will have a greater ability to negotiate terms and conditions of employment that favor its members. In respect of women domestic workers lacuna of bargaining power among them due to number of reasons is main factor affecting their working conditions and rights.

In Nashik district well established industrial belts are attracting migrants for many reasons one of them is employment and easy accommodation of women in domestic work. In Nashik many unions and labour organizations are associated with organized and unorganized sector workers. But the situation of domestic workers organizations is need to study separately, as it is not actively participating in issues of domestic workers due to the unsuccessful implementation of Janashri Beema Yojana and SanmanDhan Yojana. Random selection of beneficiaries among women domestic workers is the prominent cause of stagnation of such organizations. In India associations of domestic workers have been lobbying for improvements in pay and conditions since independence in 1947. Indian domestic workers' unions have continued to organize strikes, lobby for legislative change and provide support for

members, but they have not been able to provide them with the security offered by the Industrial Disputes Act. In particular two national confederations affiliated with the ITUC, initially Self-Employed Women's Association of India (SEWA) and somewhat later also Hind Mazdoor Sabha (HMS) have been active over the years in organizing domestic workers and undertaking efforts to improve their rights (information ITUC). More locally, for example a domestic workers' union in Mumbai, the Gharelu Kamgar Sangh (GKS), is affiliated to a central union, the Bharatiya Mazdoor Sangh (BMS). Also in India, a number of cooperatives run by domestic workers have been established, with some of these having associated themselves with trade unions.

L. Holidays and leaves

Apart from the unduly hours of work required in domestic service, it was also noted that there is a woeful lack of stand regarding holidays, servants day offs and sick leave for at workers. Workers do not have any fixed number of leaves and on an average of one leave in a month was found existing. Extended leaves very often have the risk of losing wages. It is in observation that and also to note that only a few workers get a weekly off; paid leave is often the result of difficult negotiations with the employers. Getting sick leave also depends on the good will of the employer. Instances of workers losing their jobs due to long leave taken at time of childbirth or ill health are often reported. Some also lose their jobs when they visit their places. Deduction in wages for extra leave is a common practice among employers.

M. Employer – Employee relationship

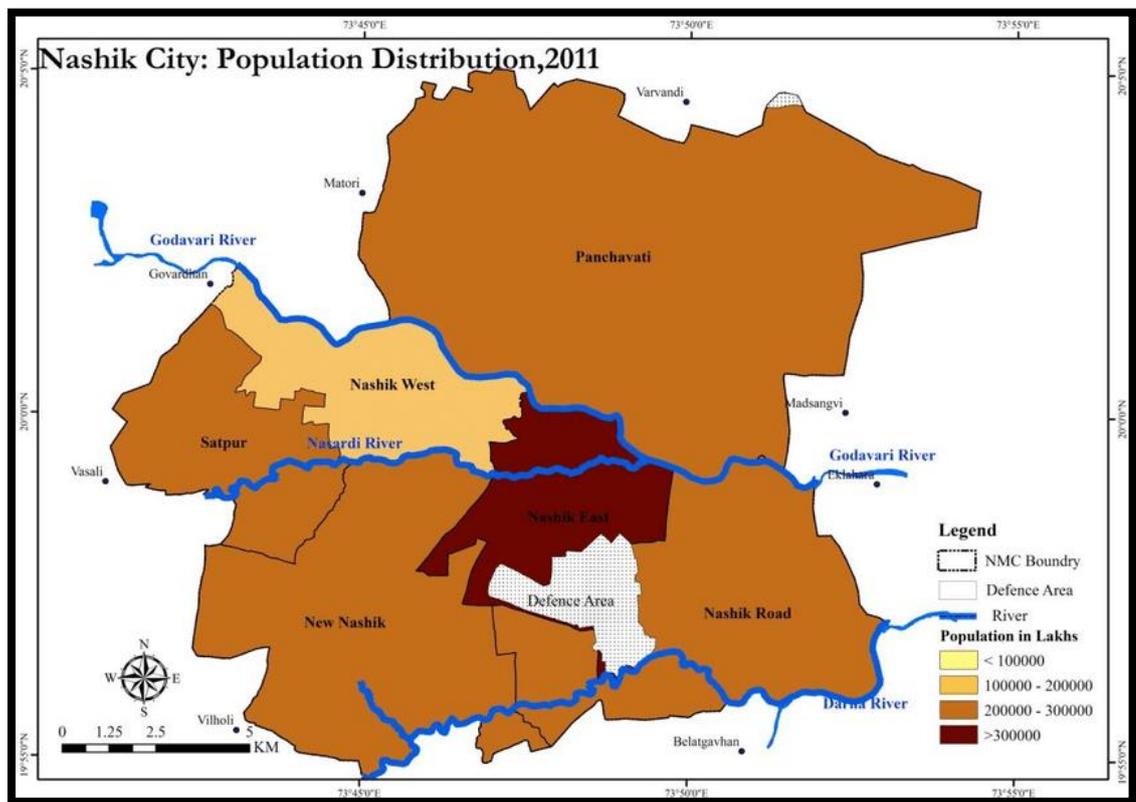
For any additional work that the employer asks the domestic worker to do, workers are increasingly making it clear that the requisite compensation should be given. The employers report giving monetary compensation for any additional work asked of their domestic workers. In some cases, employers complained that domestic workers today do not have any additional time for performing extra tasks and therefore often decline. Few of these employers were inclined to engage other workers to undertake any of the additional tasks. While live-in domestic workers have little space or scope to decline any extra work, part-timers are definitely increasingly seen as being in a position to do so.

1.17. Profile of Research Area

Nashik city is governed by Municipal Corporation which comes under Nashik metropolitan region. Nashik city is located in Maharashtra state of India. As per Census India, population of Nashik in 2011 is 1561809 out of it 821921 are males and 739888 are females.

The study of spatial distribution of slums in Nashik city is essential for understanding of nature and pattern of slums. There are one sixty eight slums in Nashik city out of which 56 slums are declared and 112 undeclared. Except these slums, 85 slums are rehabilitated during last decade.

Figure No. 5. Map of Nashik City (Administrative Divisions)



Urbanization comes with many more changing circumstances. It is a rapid process brings variety of spheres in the life of people. By both means who live already and new comers also. New comers are in end number of categories. One of them is women domestic workers. According to a government report published by ministry of Labour there are 20 million domestic workers mostly migrants from rural India. They are desperate to join army of domestic workers. They are willing to work for much

less than those who are already working. It is found that among all categories in the informal sector domestic servants' income is the lowest and problems are many (Sundaram, 1966). The urban poor are important aspect of urban India and should be a concern of urban planning.

Sr. No.	Division	Number of slums	Male	Female	Population
1.	Nashik East	21	17,029	15,366	32,395
2.	Nashik West	25	9,760	8,760	18520
3.	Panchvati	44	27,596	24,597	52,193
4.	Nashik Road	35	22,577	18,977	41,554
5.	NewNashik (CIDCO)	23	18,230	13,030	31,260
6.	Satpur	20	21,942	16,905	38,847
Total		168	11,71,34	97,635	2,14,769

(Source: - Analyses by Nashik Municipal Corporation, 2011)

Figure No. 6. Division wise slums and population in Nashik City

According to a recent survey there are 168 slums in Nashik, with a total population of 214769 in 35632 households. The table shows the division wise slums and population in Nashik city. Nashik is found high prevalence of attracting migrants due to available options of work in variety of nature.

Migration scenario in Maharashtra has been reviewed by many scholars and number of observations is concluded. If it is compared to other states in India, Maharashtra reports the largest number of net migrants. Mumbai is the leading destination area for rural-urban migrants, other cities in Maharashtra, like Pune, Nasik, Nagpur and Aurangabad, have also attracted large rural populations. Maharashtra observed largest in-migration of population during the last ten years from different states. Migration in Nasik is due to being a pilgrim city, booming industrial area, and agriculture sector city has attracted skilled and unskilled workforce from across the country. Nearly 3 lakh labour migrants in Nasik both inter and intra state. Most of them are residing in unauthorized, temporary habitats mainly in slums. Seasonal migrants reside on roadside and open spaces. Migration in Nasik is from Uttar Pradesh, Bihar, Orissa, Chhattisgarh, West Bengal and Assam as interstate migration. As intrastate migration is reviewed it is from Marathwada and Vidharbh as drought prone districts and mostly

tribal belt of Nashik district. Drought fall in 2015 leads migration in Nashik has been reported by number of evidences.

There are number of reasons to enter in this profession, some reasons belong to safety and somewhere it is the form of denial by other sources. There is no effective and collective social legislation to protect the rights and deal with all the issues of domestic workers as like other kinds of workers. As the nature it is always found that in this profession women are in greater extent, so it also creates number of issues of denial and recognition of rights. Apart from it migrant women domestic workers are in critical situation due to migration and settlement at migrated place. They are having problems in getting work and insecurity to loose present work as well as very low income compared to local workers.

1.18. Summary

This chapter introduces the research subject. In this chapter the status of women in India has been studied. Women workers in unorganized sector, their participation and situation of women domestic workers in India have been explained. Migration, theories of migration, classification and types of migration, factors motivating migration, etc. are also covered to elaborate the subject. As women domestic workers are the core of subject problems of migrant women domestic workers has been covered significantly. To get clear idea about research topic initiatives and lacuna has been discussed in detail about domestic workers. Situational analysis of migrant women domestic workers has been done on the basis of facts of Nashik city.

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CHAPTER II
REVIEW OF LITERATURE

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2.1. Introduction

Basic aim of this process, reviewing literature is to get an inner understanding over the subject. It is related to migrant women domestic workers. By this process researcher is able to develop understanding and links of the subject with different dimensions. It starts with defining basic concepts like what is mean by domestic work? who performs domestic work?, what is mean by migration?, who is migrant?, what are the identities of migrant domestic workers?, how this force is constituting and contributing bigger part of work in society?, why this field and force is occupied by women of the society?, what are the reasons of migration?, what is the present situation of migrant workers?, are they facing problems?, which type of problems they are facing?, is migration only the reason of problems?, what are the other reasons of their problems?, are migrant workers are facing dual problematic situations rather than the local workers in the same field?, are they organized and associated?, which factors making women domestic workers more vulnerable?, are they getting facilities?, are they part of social security legislation?, if they are not getting something like this what are the reasons behind it?, who work for them?, how it works?. The chapter covers review on the following points broadly.

- 1. Domestic work from colonial times to contemporary practices.**
- 2. Regulation of domestic work.**
- 3. Previous research studies on paid domestic work in India.**
- 4. Previous research studies on migration**

2.2. History of domestic work from colonial period to contemporary practices.

Thapar (2002)¹: According to available evidences existence of practice of domestic work was found in Vedic Era, from 1000 BC to the colonial period in 19th century. Existence of domestic work was found but it has treated and counted as slavery. Respectively the workers involved in it known as slaves and were partly divided in the parts as working in houses and outside of the home on the field especially. With this view there was a hierarchy among the workers as those who working as personal

Attendants of their masters and so they could enter in the inner part of the house and others were treated as to work in the outer area of the houses.

Fuchs (1980)²: According to the present study the question arose that who were slaves and in the hierarchy where they were. It was found that workers involved in domestic work and similar activities were from the lower castes from the hierarchical point of view. They were mostly from the so called untouchable caste and communities. Somehow a very particular point came into existence from the study that the workers in house from sub-caste from the respective caste or same caste. Very particularly the workers working in kitchen were from the same high caste to their employer.

Neetha (2003)³: As discussed above the point of slavery, the present study also focused the point of slavery. In the present paper author claimed through various references that slavery was existed in domestic work until 19th century. She had commented seriously that slaves in domestic work were very common exercise. Author had given number of examples of traditional practices of slavery as dichotomy of Bahir and Ghar which was used in colonial times to determine who and where the workers will work. Here the dichotomy Bahir means outer area of the house where generally shudra's (low or sub-caste) were appointed and Ghar means inner area or kitchen of the house where same high caste or similar sub-caste workers were appointed as domestic work. If we review laws and legal terms with the period, it is found that in 1843 slavery was abolished. But it has come in form of bonded labour afterwards. Mostly British also appointed workers according to local norms.

Banerjee (1996)⁴: The present study has emphasized a statement that home as a private space and had been stamped at the end of 19th century. In India privacy is an identical point of middle class families. So the concept of Bahir has a significant role in the society. In this transition new middle class structure was established and simultaneously foreign families were modified according to Indian reformist. In India we usually consider that outside the home is always Males domain and inside the house is of Females domain. It emphasis that an approach were developed in between that home became mainly women's task as a resisting colonial influence.

Chatterjee (1993)⁵: Study on domestic work and workers are incomplete though the references of colonies in Bengal. It was found that hiring servants for domestic work

had a fact of colonial era of Bengal. It was found in the present research that hiring domestic servant was treated as negative impact of modern education.

Fuchs (1980)⁶: The study emphasis the concept of classic modernity. In the colonial era we found social and cultural transitions among the societies and communities at large. Due to this The British memsahib and the Common woman had compared at by and large. Such impression was classical conflict between the standards and cultural superiority among the Indian and Western women's. Somehow it presented Indian woman as common woman with quarrelsome, coarse, loud, beaten by males, no sense of superiority and vulgar. British families were appointed lower-caste women workers at low paying. With this those who were working in British government had also followed the path of such appointments. It concludes that influence was negatively prevailed on the domestic workers and treated them as slaves and servants harshly.

Romero (2002)⁷: Present study put forward some important points in the field of study of domestic work and workers. It emphasis behavior of employer towards workers of domestic help, colonial development in third world countries and increase in domestic help, and argued colonial influence on the domestic help and workers in India.

Fernandes (2006)⁸: The present study viewed that hiring domestic help is an impression of British perception of middle class families and homes. Author has argued that having servants was not new in Indian societies, but servants in middle class families was the product of colonization in different parts of India. It has repeated slavery was the bad social impact may lie down for long years.

Mehta (1960) & Rollins (1985)⁹: According to both studies subsequently noted a very contrast opinion and observations regarding existence of domestic work and workers or hiring domestic help. The study proposed an observation and denied contemporary studies in colonial era that existence of domestic work or hiring domestic services in India was not product of colonial era and transitions but was very old as from pre- colonial period also. The present study accepts other observations similarly to contemporary study like British colonies and culture influenced middle class families in India with special reference to hire services, labour relations, etc. It clears idea about to continuum of transforming domestic services. It is difficult to separate and study practices of hiring domestic servants in pre-colonial, colonial and contemporary era.

Today domestic labour relations in India are found subject to commoditization. Mostly labour prefer to sell out their labours on part-time basis to the respective employer. Employer wants to employ them according to their skills and capacity to work and the pays decided for the same, it includes work in nature toilet cleaning to gardening and utensil cleaning to cooking. Variety of tasks prevail under the umbrella of domestic work and services. With this view author agree that it was found in late colonial period. If we review other practices related to it in India, we found that worker is appointed for 24 hours. It means the worker gives his/her entire time for the employer.

Romero (2002)¹⁰: Author put forward some very important observations in the present study as the domestic work by profession always been disregarded and devalued. According to her domestic work has no importance in the field of labour relations but it plays a vital role in setting levels of discriminations for example unfortunately it founds that race, class, and gender involved in the domestic services always from low stratum of the society. With this view point she further comments that domestic work is a better option for many of the workers compare to other low-status job. But in India domestic work has stigma and it devalues the occupation.

Paid domestic work or hiring domestic services in India has been associated by hierarchies. The hierarchy is not only among the employers and workers but also among workers themselves. Caste, class, ethnicity, place, religion, age, social status and their intersections are major factors which divide employers and workers. This type of hierarchies among the workers are everywhere in the world, and it is associated selectively by the employers.

(Ray and Quayum 2009)¹¹: The present mainly talks about types of domestic workers, conditions of domestic workers according to types of domestic workers, what types of work domestic workers perform and in how many houses everyday regularly. Authors mainly divided domestic workers into two parts Live-in and Live-out domestic workers and observed that live in domestic workers living in the out-house of the employers house and performs and assist in variety of range of household work. While live-in domestic workers working in number of houses and perform various types of task regularly but they their home and can enjoy freedom. The study raised some questions like especially for live-in domestic workers as reasons and

Significance of migration, liberty and social status of domestic workers, degree of freedom, level and consequence of isolation and its interrelation among existed factors.

2.3. Guidelines and legal aspect of domestic work

Gothoskar (2005)¹²: Present study has trying to elaborate legal status of domestic work as an occupation in informal economy and unorganized sector especially in Indian labour legislation. Researcher has reviewed variety of articles and documents to get more practical idea about existence of legal protection to domestic work and workers. As compared to organized sector and some major activities from unorganized sector domestic work is always found underprivileged and less importance in Indian labour legislation. Many prominent organizations and movement constantly demanding a practicable, workable and specific legislation for domestic workers time to time but no results became positive. Right from 1959 to 2008 domestic workers rights bill was introduced but there was no conversion into law. In some labour laws domestic workers were covered but there is no separate national level legislation is existed. In Maharashtra, Karnataka, Kerala, and Tamil Nadu as state governments have passed and enacted legislation but the very important part of implementation was always questioned. So the legal rights of the domestic workers are yet not protected. National Domestic Workers Movement has demanding and playing a vital role in the field of rights and protection of domestic workers.

Lan (2003)¹³: Present research study first comprises that domestic work can be subject of research among any of the social science stream. With this respect we should review the studies in the period of 1960to 1970 where the studies were drag attention to unpaid work women compare to men under the umbrella of care, domestic work and services. Early studies on domestic workers mainly focused from the feminist view point where situations and conditions of women were part to special concern and drag attention to basic rights and conditions of domestic workers. Burden of unpaid domestic work always lay down on the shoulders of women in home may as a result of patriarchy. Feminist view point has done extensive research contributions for working class, middle class, and their household unpaid work. Further it provides scope to study conditions and problems of women domestic workers working mostly in urban and semi-urban areas.

Romero and Hondagneu- Sotelo (2010)¹⁴: In 1970s research studies related to theories of modernization claimed and proposed an opinion that paid domestic work will not stay longer as an occupation. With this view point Coser concentrated on the employee- employer relationship and its sense of existence in master- servant relationship in many countries from ancient era. Over the time as we found that research and development in the field of evolved technological support for development of electronic appliances and its automation may lead and claim substantiation of domestic workers or maid servants. It is expected that electronic appliances for household activities will lessen the time and hiring paid workers trend, but in fact we found situations are exactly contrary to it. It elaborates and throws light over increasing demand of hiring services or appointing paid domestic workers. Author claimed it by the references of situation in United States.

Anderson, Chang and Nare (2007)¹⁵: Present study has contributed major focus to define situation and involvement of poor migrant labour in paid domestic work or services. It has compared situations in Europe, North America and East Asian countries like Malaysia, Taiwan, Singapore and Hong-Kong. Present study noticed very important points as ample availability of literature on paid domestic work, increase in hiring domestic services, generating interest in analysis of paid domestic work with different dimensions. According to recent studies on paid domestic workers claimed the involvement of workers in domestic service are from underprivileged communities as minority and ethnic groups and it shows over representation of them. It also intends attention to size, relevance and contribution of domestic services as profession in informal sector and economy. It contributes a considerable source in the economy and employment.

Neetha (2008)¹⁶: It refers some major concepts like reception countries, global care chain, and international transfer of caretaking. Author draws attention to a very important and particular point that process of globalization drives force of employment and migration according. She has further explained problems of migrant and local paid domestic workers at international level like fear of losing jobs, availability of workers for substance, low payments, risk of broken families, illegal immigration and related issues, social insecurity, feeling of helpless, social exclusion, etc. She has focused especially global chain of paid migrant women domestic workers.

Tenhnen (2010)¹⁷: Present study covers some important aspects and points like migration in developing countries, relation of paid domestic work with rural-urban migration for employment opportunities, migration within country and from other countries, force of migration, relevance of migration with contemporary situations and especially existence of care chain within the country. It specifically throws light over condition of migration in India. It is found that trend of migration in India is rural to urban and it is intended by investments in infrastructure development in urban and sub-urban areas. Concept of rural-urban continuum is workable in India, but it will take time so the result replaced in migration. But observations from the study connotes clearly that migration is not result of only modernity many other factors also contribute it at large.

Ray and Qayum (2009)¹⁸: According to present study us aware about to understand the concept insecure work. It is found that arrangements of cities are always depend upon migrant population. Cities are facing problems of overcrowding, burden on available arrangements, infrastructure, and so on. If we focused detailing of arrangements of migrant population, it clears structural segmentation based on caste, religion, language, ethnicity, and cultural identities. In the study researcher comments on the growing urbanization, its speed in India and similarly comparing it with other developed countries. It shows notable observations like universalism, capitalism and share of informal economy with reference to paid domestic work in India. It especially focused approach of families in 1960s to 1990s about not hiring domestic help. It has also discussed on return and dignity of domestic work and workers in North India. Relation between employer and employee contributes a lot in domestic work as a profession.

Mohan (2006)¹⁹: Author had commented on the existence of domestic work in India and southern countries that it has never been stopped to hire domestic servants and services. In India hiring servants in middle class families for household activities is an identical concept according to standard of family. Somehow hiring domestic servant is symbol of social and financial status and on the other hand in the south it is subject to empirical research and studies. The study also talks about capitalism, modernity and tragedies of carried out research and studies in the field of domestic work and domestic workers.

2.4. Previous research studies on paid domestic work in India

M. Madhumathi (2013)²⁰: A research paper titled migration for domestic work-a case of female domestic workers in Bangalore has discussed concept of domestic work. According to the paper the term Domestic service is difficult to fit into a correct frame, because duties assign to or under domestic work is not well defined. In short domestic worker is a person who is engaged in household activities and getting remuneration of it. It may work part time or full time basis. It may live in or live-out domestic worker. It gets fixed wages or payable for certain kind of work.

She has discussed condition of domestic workers in Bangalore. According to it she has expressed her views about it. Bangalore is as fastest growing city in content of business activities, so people migrate over here for no. of reasons as uneducated and unskilled people also migrating to cities and they are getting absorb into informal sector; one of it is domestic work. Female constitutes major chunk of part-time domestic workers and highly scatters and unorganized.

D Souza, Reeta (2013)²¹: A study on women domestic workers in Silchar town with special reference to unorganized sector of economy has explained socio- economic condition and problem of domestic workers. According to it socio-economic conditions of women domestic workers are not good and they are facing problem at dual sphere in their life like at family level and at work place also. At home they are facing unpleasant environment and other family issues. At work place they have heavy work load and quite low returns. It should be in consideration that those who are working in unorganized sector are often trapped of poverty issue. Domestic work includes many kind of activities, situations and relationship and quite difficult to categories. Domestic work is the largest source of regular employment.

Kaur, Ravindar (2006)²²: He has defined work related facts about domestic work in India. He has compiled it with two general criteria; it includes type of work performed by domestic worker and time spent to do work at employer's house. Live-in and live-out are basic types of domestic work. Live-in means to live in employers home and perform domestic work. Live –out domestic work has two folds extensively. In this we can distinguish it as a worker work for whole day in a single house but return to own home in the evening. In another way a worker works in number of houses assigned work and return to home in the evening. Means they are working in number of houses and perform domestic activities according to demand and mutual

verbal consent and decided remuneration. As due to fastest growing urbanization, it is noted that numbers of migrant female domestic workers in cities is rapidly increasing. Mostly paid domestic work is performed by poor socio-economic communities or section of the society in India. By nature paid domestic work or hiring services is very informal, there is no existence of contracts and agreements, as well as security regarding it. With this note we come to know insecurity and vulnerabilities in the profession for women domestic workers.

NSSO (2001)²³: According to Indian National sample survey data conducted in 2001, 2 million female workers are involved in informal economy as unorganized workers. With the available statistic and information from civil society organizations in India, there were 20 million domestic workers in India, up to 2019. Again the statistics has been supported by National Domestic Workers Movement (NDWM) that 20 million people work as domestics in India. According to statistical data published by ILO (International labour Organization) in 2005 approximately 175 million migrant around the world, half of them are workers. These workers just not contribute to the economy of country where they work but to their mother land also by sharing augmented income.

Lakshmi Rani and Manabendranath Roy (2005)²⁴: revealed a very significant count of women and children domestic workers found in populated cities in India. Few of them with their statistics are as In Mumbai 600,000, In Bangalore 500,000. In Ahmadabad city has more than 50,000 and 5000 girls mostly work as domestic workers in Bhubaneswar.

Neetha (2004)²⁵:With the view of writer in last four decades, there is a sharp inclined ratio is found in number of women domestic workers is contrast to male domestic workers. She has explained reason of it as it is associated with the growth of working women outside home and growing urban middle class and a very important aspect as availability of domestic workers as labour at cheap rate. So employers can afford domestic workers easily.

Saima Nazir (2008)²⁶: In the thesis of she has discussed mainly two major points related to domestic work. First, it shows that domestic workers are involved in different types of employment relationship. She highlights few facts like informal

sector is not assuming collective right of unorganized workers. Especially domestic work is essential one secure but has no cover of legal contract. In few countries there are collective bargaining, agreements and unions working on the issues between domestic workers and confederation of householders.

Second is power relationship is involved in domestic work fundamentally. It concludes points as domestic work is never free from a gender perspective so it is treated “Women Work”. Often signifies a race or ethnicity of worker. It involves age as key as put. Domestic work is aligned with poverty and class.

UNIFEM (2002)²⁷: The organization has revealed a report on status of migrant women workers. It explains that migrant women workers are more vulnerable to situations of risk and hazard due to a number of factors. These factors are known as full and Rush factor are known as full and rush factor. Obviously the factors are inter-linked. The inter-links are as – government policies to the opportunities of employments, the gender base social roles of women, their easy vulnerability to prone as violence, to have an access to information and services. Government and their policies are always to be trolled, but it is not solely responsible to the problem of migrant women workers. But these aspects affect life of migrant women workers negatively and results into psychological physical trauma.

S.K.G. Sundar (2000)²⁸: He has expressed his views on the term unorganized. He has taken historical and contemporary review on the status of unorganized workers in India. In India the term is used to locate and identify vast numbers of women and men engaged in different forms of employment. It includes mainly home-based work, self-employed work, employment in household enterprises, agricultural works, construction labour, many other forms of casual or temporary employment and domestic work. Unorganized sector and workers are found in all the segments of the Indian economy.

In, India formal sector receives significant resources but it failed in providing employment to fastest growing labour force and economy. With these circumstances unemployment population is engaged in variety of economic activities and it relates to informal economy and unorganized sector. But such situation creates and imposes problem of unorganized workers such as – legal terms and conditions of employment, decent work, and work culture, job security, social security benefits etc. so the unorganized workers are prone to exploitation and discrimination.

Deshkal India (2010)²⁹: An article in Deshkal India extensively analyses the lacuna of integrated policy and program for solution to the problem of women domestic workers in India. Problem of women domestic workers in India are multidimensional in nature. It should be studied by covering all the aspects that exist in problems. So it is helpful to approach the collective solutions to the problem.

Anderson (2000)³⁰: Study proposes very significant concept of care work, according to it care work maintains people and community. Those who are involved in care work tagged as domestic workers. Involvement of care workers is mental, emotional and manual in aspect. Domestic work produces social and especially people's relationships. It raises issue of labour and appropriate remuneration. Domestic or care workers are getting very less remuneration comparatively. In India domestic workers are facing critical issues as exploitation due to absence of legal and social security measures as well as government is not trying to recognize security of such workers or segment.

Poverty Reduction and Pro-Poor Growth: The Role of Empowerment (2012)³¹: A research report and book published throws light on the statistical details on domestic workers in the world. It reveals the reason and indications of involvement of women in domestic work. Reasons to enter in domestic work are vary everywhere in the world, but it can be quote into the magnitude that "Feminization of migration". Book shares the insight about condition of domestic work is South Africa.

ILO (2006)³²: ILO has given paper guideline to promote and protect rights of domestic workers; many of them among are women migrant workers in South Africa. It helps us understand the recent condition of migrant women domestic workers in all over the world. Also it provides a way to compare and contrast the condition through the dimensions as right, wages, working and living condition of migrant women domestic workers, which is very poor as reported.

Another section of the book has shared information about Self-Employed Women Association (SEWA). SEWA is working in India and notably a powerful collective organization. SEWA is working on issues of domestic workers. They approaches to resolve the problem and improve condition of domestic workers in India but SEWA has a very limited reach in some parts of India. It is working in metros and cosmopolitan cities. So still the problem of women domestic workers and especially migrants should be concentration of research studies rather than mega cities.

Moors (2013)³³: In Gulf, Lebanon and Jordan among women migrant domestic work is the most important category of employment. Estimation by the foreign embassies and NGO's there were 70,000 foreign domestic workers are working in Bahrain from of predominantly Shri-Lankan, Indonesian, Indian and Filipino origin.

Haque (2013)³⁴: Major number of studies has been done in the last few decades on role of women in labour market. He has analyzed that the women are working in low paid occupation. He argued about they are in poor condition as an impact of low paid occupations, further he stated society is not allowing women to act as major players in economic activities and has discriminated against women.

A book by **K. Shanthi (2006)³⁵** on female labour migration in India has given an extensive understanding on the relating of migrants, employments and living conditions of migrants in India. She has analyzed NSSO data and conduct facts such as female migration is employments oriented migration. If we compare the employment oriented migration. If we compare the employments oriented female migration with male migration is comparatively low. But when it compares with growing economy it has significantly associated.

It also explains autonomous female migration, relay migration and family migration as types of female migration. Where relay and family migration has directly associated with domestic work. She introduced the term gender specific migration as to address the issue of girl child domestic workers those who are sent to the town for the purpose. This type of migration consequently leads to number of problems and vulnerabilities. It results into bad working and living conditions, heavy work load, discrimination in various fields, low wages and many more. It consequently reported in very extreme conditions as risk of sexual harassment and exploitation.

55th round of **NSSO (2000)³⁶** has taken household level data on migration. It signifies that Maharashtra is one among the very few states which attracts migrants from all over India. It is expected that migration has to empower the impact on women in terms of growing work force participation of women in various sector of employments. But in unorganized sector and especially in domestic work it is not true.

Migration of uneducated and unskilled women from rural to urban has always taken a chance to accommodate in domestic work. Majority of migrant women workers work

in informal sector and experience problems like long working hours, low wages, indecent working conditions, and many unhealthy social conditions and relations. Male normally works in group rather female enter in individualized work environment that is domestic servant where there is greater isolation with the very least certainty to establish network and social support so it needs to study and diagnose separately for suitable measures.

A project report by **UNIFEM's (2008)**³⁷ East and Southeast Asia Region on women migrant workers acknowledged the facts related to migrants in Asian countries like Philippines and other. It covers women migrant workers in various types of employments. It connotes that these workers are contributing development by their productive labour in work force participation. It helps economy by informal and by unorganized sector. Apart they are getting very least return and benefits. They are prone to relation many times at various levels. It indicates of wages, working hours, social security, decent working conditions, and also irrespective of land where they work. By this report with case studies many painful and difficulties cases are also discussed to know the facts and situation. It also discussed sense of saving, surviving, and developing something by migrates women domestic workers.

Deshkal Society (2012)³⁸: Society has published a seminars report on migrants and displaced women domestic workers in Delhi. It indicates a dimension with the help of guidance and report that domestic work has become more feminized over the decades. Discussion of labour on the basis of gender is still found a global phenomenon. According to census of 2011, 91 million women workers in India and total workforce are about 315 million. Majority of these women worker are involved is unorganized sector and most consistent work is domestic work as service.

Experts and academicians have researched on the problem of women migrants domestic workers in Delhi and try to place solution. In these situation it found that reason studies it found that reason of migration is non-availabilities of job in rural and tribal areas, and it attracts women workers in cities.

Leela Gulati (2012)³⁹: She has explained through her research paper that poor in society are finding coping strategy to survive family from social, Economic and psychological impact and dimensions through migration. They are part of urban poor and especially women are facing social insecurity by surrounding and condition.

Pravin Sinha (2004)⁴⁰: According to his research paper, he orients the total employment scenario of women in India. He focused reason of migration. According to it mass poverty and high level of illiteracy are reason of rural to urban migration.

CEDAW (2008)⁴¹: In October 2008 a report submitted by CEDAW committee on the occasion of 42nd session on situation of women migrant domestic workers in Bahrain. It is an attempt of situational analysis. It elaborates working conditions of migrant workers. These workers are behind the door means often invisible and mostly vulnerable. Nature of vulnerability is includes poor living condition, low and late payment of salaries, long working houses etc., It also signing that the workers are not able to seek help in exploitation and abuse due to unawareness and lack of social support.

Shramshakti, Pune (1999)⁴²: A survey has conducted in Mumbai and Pune by Shramshakti, organization to study conditions of domestic workers. It observed that women domestic workers are role supporters of their family. Also it focused the problem of deplorable wage level.

A national level survey conducted by the school of social work in Kolkata reveals shocking facts about domestic workers and their working conditions. In this survey they found facts such as very few workers had made contract with employers and domestic workers is a luxury as considered by employer.

Dhanalakshmi (2012)⁴³: In the present study researcher has intended to study socio-economic conditions, needs and issues of women domestic servants in Thiruvananthapuram city. She has focused number of issues of women on labour market according to bargaining power. She has covered points and aspects in the way of analyzing it like employment opportunities taken by women, different rates of remuneration caused by gender biases and issues, and obviously level of participation of females compared to male.

Padmini(2015)⁴⁴:According to her domestic service is most unregulated or disorganized form of work within all other securities is India. No working house and holidays are decided. The law is passed but no implementation.

Murugaiah (2012)⁴⁵: has analyzed the risk areas of domestic servants in Tirupathi town. It includes high level of insecurity, deplorable wages, and long working houses. Etc. The academic literature on domestic work in India provides a very rich description and evidences, about the workers or the employers" life and their relation. However less number of studies focused the terms of employment and labour eight. I look at the domestic work as a reason of migration and pose of labour rights so I aim to have a detail analysis over the problems and conditions of migrants" women domestic workers in Nashik city. With this content try to develop a boarder understanding of women domestic workers in Indian homes generally.

Moors (2013)⁴⁶: Researcher has argued that the study on domestic work is not prestigious in Academic, but would like to explain that is important and relevant in Indian context and framework of labour relations. In western countries domestic servants and work is subject to study and research under women and gender studies. So in western countries very comprehensive literature is available on paid domestic work and servants.

Srujana (2002)⁴⁷: Researcher has commented according to the report of commission of Justice Development and Peace of India that domestic work is an employment provider sector and it cannot be underestimated and neglected. Further it has explained nature of appointment of domestic workers in household chores as temporary, permanent, part time or full time.

Tenhunen (2006)⁴⁸: In colonial period domestic work was the main occupation for working class women. In the old colonial industries there were very less amount of opportunities for women. In the contemporary content domestic workers by all means is the largest workers group in the informal sector. But the unemployment and underemployment is increasing in other sector.

Importance of domestic work in India is significantly remarkable but we found that very few studies have been conducted on it. So it can be commented that domestic labour is still an unexplored facts in Indian history. The study proposes that after 1990 a new labour history has come into existence.

Banerjee (2004)⁴⁹: Author has drawn attention to a particular point that if we look through the insights of the literature of 19th century on status of women in society by and large perpetuates figures of servants and frequently stressed that the servants were from low socio-economic stratum of the society. It put forward anew word as ‘the others’ means not from the same class of master or employer. Author commented on the relationship of master and servant as nurture and continuity or stability of an employment was depending on the familial ties.

Tellis -Nayak’s (1983)⁵⁰: Researcher has contributed a significant part in the studies on domestic workers especially covered Mumbai and South India for the exploration servant class and arrangements of domestic patron-client. After it researcher has commented that mainly research studies on domestic workers were organized under the spell of labour studies, anthropology and sociology and gender studies.

Neetha (2003)⁵¹: Researcher has put forward very important observations on migrant women domestic workers in India as importance of family, other social networks, how it works as support system and reason of exploitation to, migrant women from the rural and tribal villages signifies bridging pool’s to urban labour force. Present research study in landmark study in the field of migration and especially for understanding trends of female migration in India. She has also put forward a point of over burden on the availability of jobs, then point of unionization of these workers and endless efforts for their well-being.

Raghuram (2001)⁵²: According to the present study researcher has initiate to take attention to an important aspect that studies after 2000 conducted in India on paid domestic work, worker and services elaborates role of caste, gender and class in the informal sector and economy. Author has intensely described the Delhi based case study on caste based discrimination in domestic services as Dalit female sweepers were forced to do toilet cleaning and waste removal. Further it emphasis stratified, unevenness among the field of domestic work.

Anne Waldrop (2004)⁵³: Present research study takes an efforts to describe and elaborate the conditions of domestic work and services in south Indian states of India with particular reference to mega cities. It concludes that labour relations in the field of domestic work have handled by employer with their perspectives. It depends on social class of employer and employee. Literature reviewed in the present study also contributes views on similarity in conditions and problems of domestic workers

around the globe.

Varrell (2002)⁵⁴: Author has over looked on migration of young girls from very poor families to cities in India from Tamil Nadu to join domestic work with the view of easy available and accessible work or employment. Furthermore it discussed those tragedies of girls working as domestic workers.

Shah's (2000)⁵⁵: In the present study research study researcher discussed on work life problems of women domestic servants especially child workers in Nepal. It also helps to explain contribution of child workers in domestic work and in Indian homes also.

Chigateri (2007)⁵⁶: The study aims at to explain perceptions of employers and workers about rules and regulation related to labour issues.

Froystad (2003)⁵⁷: An attempt by researcher describes that studies conducted on domestic work in India limited to mega cities in India, rather to this researcher has focused Jaipur and Kanpur for the study of domestic workers. It can draw that is an attempt to provide insights from and for a new location.

2.5. Previous research studies on unorganized sector and migration.

ILO (2011)⁵⁸: According to report of International Labour Organization domestic work and workers are always unheard and invisible as they don't have an identity as an employee and an independent profession. It claims that near about 100 million, workers are involved in domestic work among them 83% are women and high prevalence of migrants.

JAGORI (2007)⁵⁹: A report by Mewa Bharati and Surabhi Tandon Mehrotra on Rights and Dignity: Women Domestic Workers in Jaipur connotes that owing to financial needs, a large number of women look for work with construction as their first option. As women do not find employment in the construction field easily any more, domestic work is the most viable option. Most of the families go back to the village every one or two years but those women with some family land, or those who work as agricultural laborers, go back to the village two or three times a year. Though they continue to maintain the link with their villages, many of them buy houses and settle down in the city itself. It is focused many times that No matter how essential the services of domestic workers are, but the reality is as harsh as the respect given to their profession.

National consultation on decent work (2008)⁶⁰: Summary of national consultation on decent work for domestic work, 15-16 July 2009 mentioned that a recent study conducted by the Institute of Social Studies Trust showed that the variables which influence wages are location, socio-economic profile of employers, tasks performed and combination of tasks. It is also must think that it increases the vulnerability among migrants.

Anjali B. Borhade (2008)⁶¹: A working paper regarding the problems of seasonal migrants in Nashik has been stated that situation of these migrant generally move to Nashik with their families, and reside in nuclear units in the city. Most seasonal migrants seek work as daily laborers providing unskilled services; men usually work as manual laborers while women are employed as domestic workers, head-load transporters or agricultural workers. It is an entry point and rest at domestic worker. It is many times taken as last option and which creates number of denials in facilities by the side of employer.

Bharat Jyoti (2000)⁶²: Present report is a diagnostic study conducted in five major townships of Orissa to analyze socio-economic status of the women domestic workers. It emphasizes absence of facilities, absence of recognition as profession and social security measures, impact of migration on women domestic workers, recent statistic related to migrant women domestic workers, social problems caused by migration and linked it to overwhelming feminization of domestic work establishment and visibility. In addition to living condition, it was found that the use of toilets in the house was an important issue where many households denied access of toilets to their domestic workers due to caste based discrimination. Access to toilets during work was essential.

Neetha (2008)⁶³: A study on domestic workers comes to the conclusion as domestic work is female dominated profession, so it usually drives female migration for the same. Female migration for domestic work has based on personal and social relationships. Social networking, largely female centered, influences migration decisions, the process of migration and also the day to day lives of the migrants and prevail impact for the long time on settlement issues at migrated place.

(Article library)⁶⁴: This study emphasis migration from rural areas to big cities

typically occurs due to debt bondage, poverty, sudden death in the family, rural and male unemployment. The glamour of city life acts as a further “pull” factor inducing young girls and women to migrate. Working in cities is seen as a solution to poverty and villagers are unaware of the difficult working conditions and poor remuneration of domestic workers. Additionally, a large number of domestic workers come from areas, which have been subjected to natural disasters and man-made crisis situations (such as insurgency) and as such are from displaced communities.

NDMW (2007)⁶⁵: The National Domestic Workers’ Movement (NDWM) is a Movement and a non-governmental organization working with domestic workers, child domestic workers and migrant workers. It is active in 23 states of India and work towards achieving dignity for domestic work and workers, at both a national and international level. It has identified some socio-economic circumstances which highlights conditions of migrant women domestic workers. Workers engagement in domestic work was found ultimately and universally only just because of poverty. Furthermore it emphasized internal migration from rural to semi-urban and urban areas were proposing search of employment and it ends to join domestic work. They faced end number of problems starts from food to residence and many more.

CWA News Letter (2004)⁶⁶: Changing social and financial environment changed many things in India society and culture one of them was families turned in nuclear from joint. It affects a lot on migration of family members from native places to nearby urban and semi urban areas.

UNDP (2002)⁶⁷: According to a research paper published by United Nations Development Program near about 20 million female and adolescent girls get migrated to join domestic work mostly in Delhi, Mumbai and other mega cities in India.

ILO Convention (2011)⁶⁸: International Labour Organization, in 2011 put forward a convention. The convention is obvious for decent work and working conditions. It connotes and explains need and emergence of decent working conditions for domestic workers.

Neetha N. and Rajni Palriwala (2009)⁶⁹: Present article is expressing condition of legal securities to domestic workers in India. It emphasized that absence of state law for domestic workers in India caused number of issues. Further researchers express

that Domestic work is the most readily entered and available employment, especially for migrants.

K. Shanthi (2006)⁷⁰: Researcher has reviewed NSSO data to get understand the pattern of female labour migration in India. With this view, it connotes that the work of Connell et al (1976) the earliest of the studies in migration contains a detailed discussion on women's migration. In the Indian context it is not clear whether wage employment has helped them to overcome poverty since for an outsider there is nothing emancipating in bad working conditions, low wages, over-work and discrimination.

Acharya and Saradamoni (1995)⁷¹:The limited research studies that are available in the Indian context for the earlier periods indicate that these women are exposed more to the risk of sexual harassment and exploitation. Maharashtra is one among the very few states which attracts migrants from almost all over India due to available scope in various manners.

Arpita Banerjee and Sarswati Raju (2009)⁷²: An article "Gendered mobility: women migrants and work in urban India", has been focused the changing work profile of migrant women and avenues available to them in the city life.

In case of stating the current situation of domestic workers in Nashik administrative division hundreds of domestic workers staged a day-long sit-in agitation in front of the office of the deputy labor commissioner to press for their demands. Their demands included issuance of identity cards to those domestic workers who are already registered with the Domestic Workers' Welfare Board, scholarships of Rs. 1200 each to the wards of domestic workers registered last year, recommencement of registration of domestic workers in Dhule, Nandurbar and Jalgaon districts, and arrangements for registration of domestic workers in all districts, tehsils and rural areas of north Maharashtra.

Banerjee, Nirmala (2003)⁷³: With the present research contribution researcher has provoked condition of women workers in labour market, informal economy and especially in unorganized sector. According to the study she commented that labour market is more problematic for women workers.

Jaya Arunachalam (2009)⁷⁴: She has an opinion that the issues of informal sector are common in developing countries, but have to be understood in the context of informal economy. Researcher has kept major focus on working poor in informal economy, their exploitation, irregular work and working conditions as well as discrimination in wage.

Sathya Sundaram (2011)⁷⁵: According to him the workers in unorganized sector remain unprotected by law. They are the most vulnerable section of the society and they enjoy no job or income security with little bargaining power. The unorganized sector is divided in to institutionalized and non- institutionalized sectors. The non-institutionalized unorganized sector comprises workers doing casual work like domestic workers, sweepers, scavengers etc. A key factor in the growth of informal activity in most developing regions has been the plummeting value of wages.

Susan Bullock, (1994)⁷⁶: He has shared some observations pertaining attention to gender base division of labour. Informal sector has not only offered the possibility of work to the unemployed, but has permitted survival of many households with wage earners. Some division of labour exists between formal and informal sectors on the basis of gender. It has been suggested that women tend to stay within the informal sector because of the flexibility of working arrangements and diversity of opportunities.

Atanu Thakar (1999)⁷⁷: He has made an enquiry in to women's workforce participation and she concluded that the proposal for participating in the workforce made by feminist literature and the gender empowerment measure (Proposed by UNDP) may not empower the women; rather it will burden the women more and more.

Sandra Rothboeck and Surathi Acharya (1999)⁷⁸: It emphasis mainly the point of gender segregation of jobs. Researcher has treated it as two different elements and tried to describe more comprehensively and clear. These two different elements were bunch of workers in jobs and hierarchy with social and occupational perspective.

Nirmala Banerjee (1985)⁷⁹: She has made an enquiry about women workers in the unorganized sector of Calcutta's economy. In the field of informal economy participation of children and old age workers were found more than 60% researcher

commented that it has a significant number. One of the most striking observations put forward in the study that maximum participants were found illiterate.

Jeemol Unni and Uma Rani (1999)⁸⁰: Both have made an attempt to study the informal sector in the light of structural adjustment program. A very significant and large labour force is accommodating in the field of agriculture. With this researcher has referred SAP program to explain condition of Indian economy and informal sector. However, the most important and the large sector of employed women is the unorganized sector which includes the landless agricultural laborers, workers in traditional Crafts, Village and Cottage industries, migrants to the cities employed as domestic workers.

CLARA (2002)⁸¹: Present workshop deals with domestic services and mobility. Worldwide level participation of students in such studies gives an insight of great contribution towards the field. Situation and conditions of domestic workers was emphasized by political and economic inter connections. It also connected to framing policies and security measures to the domestic workers.

Balgovind Baboo and Laxmi Pawar (1984)⁸²: The present study has focused and conducted in Haryana. Major contribution of the study shows problems, situation and conditions of domestic workers in the state of Haryana. It describes problems as low income, job insecurity, and discrimination on the basis of caste.

Ministry of Labour, GOI (1988)⁸³: Present report is on working condition of domestic workers in Delhi. According to it, nearly 90 per cent of domestic workers are women. Domestic workers face various problems and one of them is deplorable wage level. The wages of domestic workers have not kept pace with the spiraling price-rise. Every price rise cuts their real wage and further nutritional deficiency for them. Women domestic workers are often the sole supporters of their family.

2.6. Research Gap

To carry out extensive review of literature various sources has been referred to understand and elaborate condition, situation, circumstances, problems and difficulties of women domestic workers. Migration is one of the most important aspects in the present study. Various migration studies have been referred to understand and elaborate concept, characteristics, bases, reasons, and theories of migration. To study impact and interrelation of migration and domestic work or service has found a very crucial task. To line out this segment of study review covers women domestic work and workers, migration and problems of women domestic workers. With this

extensive review researcher gets help to understand the concepts and constraints of the research study. But there is some research gaps found in the process of review of literature. Major research gap in the process was found as the studies have been focused domestic help and servants entirely not women specified. The studies were focused women domestic workers and the present study has focused on problems of migrant women domestic workers. Many studies have focused to study conditions not problems and issues of women domestic workers.

2.7. Summary

In this chapter a review of literature related to the subject has taken. Outline of the review of literature is basically on four major points as history of domestic work from colonial times to contemporary practices, regulation of domestic work, previous research studies on paid domestic work in India and previous research studies conducted on migration. The said outline has widened scope for extensive review of literature and helped in understanding linkages between the topics of research study. It developed approach to study concepts and issues with significant dimensions.

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CHAPTER III
RESEARCH METHODOLOGY

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3.1 Introduction

In present chapter, research methodology related concepts and their brief description have been discussed. The chapter comprises statement of problem, Scope of the study, Significance of the study, research questions, Objectives of the study, hypotheses, variables to be studied, operational definitions, ethical concerns followed during the study, research Design as research Methodology and techniques to be used, sampling Design as universe of the study, sample Size, methods and techniques of sample selection, sources of data collection, data Processing, chapterisation and references. Operational definitions of the concepts are given for better understanding about variables used in present research study with their association. The hypothesis outlined in the light of review of literature is written. The nature, type and method of sample selection are written in detailed. The type of primary and secondary data and its orientation is shared. The researcher has revealed the statistical techniques used for the analysis of the data.

3.2. Statement of the problem

Growing urbanization, increasing women participation in different types of workforce, inducing social and environmental condition and other spheres related to it emerges need of domestic workers. In, India domestic work has a pro long history. In colonial period when women had no other scope of paid work mostly they were engaged in domestic work. In British Presidency Towns scope of paid domestic work had developed significantly. History of paid domestic work has a relation with slavery in society. Many scholars argued that domestic work is disregarded and devalued. Number of evidences indicates that over a period of time domestic work has become more feminized.

Paid domestic work is coming as the significant and largest segment of women employment in service sector in India. Still, the exact number of domestic workers is quite difficult to estimate because many of them are not even existent data sources. May they are very scattered and not well defined in a specific segment of work. Domestic workers are not considered as workers in general due to nature of work and so they are not subject to regulation and legal framework has been considered at large. Their employment situation, issues and working conditions are not fit for the general framework of existing employment laws. As they are unorganized and mostly migrants so facing problem to become unionize and very low bargaining power compare to other workers in the segment of informal economy and unorganized

sector. Women domestic workers are always invisible, inconsideration and unheard as they work behind the doors and in others home. Domestic workers as a part of unorganized work force in India remain the most exploited ones even after decades of independence.

One of the most striking changes in domestic work in the past 30 years is prevalence of migration and migrant workers in domestic work. Over the last few years, studies on domestic work in India have noted the increase in the numbers of migrant female domestic workers in the cities. As they are migrant workers, they do not poses basic entitlements like P. D. S. cards and hence are forced to buy food grains and kerosene at higher than market price. Women are not provided with any extra facilities to take care of their children, while they are working. It is experience of both Karnataka and Maharashtra that even the minimal protections accorded by the law are difficult to implement. Majority of migrants are illiterate and unskilled. These illiterate and unskilled rural migrants are observed in very low quality urban informal sectors in cities.

The nature of female migration is bound by socio-economic factors and in simple manner bound by poverty and to support the family. Especially females from low socio-economic background have to work in the domestic sector. Migration has now become a part of the livelihood which is adopted by large number of people living in the peripheral of the city. It clears the picture that migrant women domestic workers are facing dual sphere of problems.

UNFPA, study conducted in 1966 shows that migration is big concern, that many of the urban dwellers in unorganized sectors particularly women and their children would become the poorest people in the world in the years to come.

Despite the significant difference in estimates, contested by all sources is the fact that the majority of domestic workers working in India's large cities constitute migrant women labor. And it is very clear that domestic work is the most readily entered and available employment especially for migrant (Kaur, *supra* note 34 at 196)

This study proposed to examine the problems of migrant women domestic workers and factors leading to their problems. It has been conducted in slums in Nashik city. Nearly 90 percent of domestic workers in India are women or children (especially girls), ranging from ages 12 to 75 and it is estimated that 25% among them are below

the age of 14. Domestic workers are referred to as 'servants' and 'maids' which has resulted in their feelings of insecurity and inferiority. This has further added to the undignified status awarded to these services provided by them. So researcher has find out practical links for contribution for future policy formation and methods of implementation, to revoke barriers.

Domestic workers are often migrant women hailing from some of India's most deprived regions and mostly from tribal hinterlands. Migrant women domestic workers are facing various types of problems due to migration which can be grouped as family problems, social problems, work related problems, etc. Description of family problems limited to poor living conditions, insufficient residential accommodation, and financial crisis including low income, difficulties in raring child and domestic responsibilities, adjustment within family and family members. Social problems limited to Difficulty of communication in local language, education of children, local contacts, adjustment with city life and environment, irregular employment, absence of medical facilities in or nearby the locality. Work related problems limited to employment status, income range and level of exploitation (both financial and sexual), lack of implementation of social security measures, long working hours, no holidays, dues in the form of salaries, verbal physical and psychological abuse. The lives of the migrants in the cities are not economically productive. Several notified impacts of migration on domestic workers are topographical isolation; cultural simplicity, slow economic development, and unawareness of city culture make them more vulnerable to exploitation. The present study is an attempt to explore, highlight and analyze the problems of migrant women domestic workers in Nashik city.

Number of studies and research has been conducted on domestic work, service and workers with variety of dimensions. As domestic work and worker is subject to informal economy, unorganized employment sector, part of Indian economy, labour relations, labour market, and fastest growing employment sector, as service sector, migration, trends and patterns of migration, female labour migration and feminization of migration. With this mainly studies are associated between the causes and find out proportions. Such research studies have been conducted in metropolitan and cosmopolitan cities or mega cities. But the gradual growing urban, semi-urban cities and areas are not part of such investigation and study. As mega cities, metros and cosmos have their own set of culture and style; it significantly affects life of people.

And the effects are varying from place to place. It is difficult to go for generalization. With this view many scholars observed and recommended the need of independent investigation and research in small towns, cities and areas of prevalence of related problems separately. It can be very helpful to get consistent and quite more reliable facts by the scholars about specific problems and situations to a specific area. Workers in unorganized sector are comparatively large in numbers yet they suffer hesitation in society. As according to the discussion, women domestic workers are in a chunk of problems, issues and difficulties. And it became more difficult when they are migrant women and engaged in domestic work. The present research study is attempted to get understand and acknowledge the socio-economic conditions, to findout reasons of migration, to examine problems faced, to analyze impact of migration and have critical examination of programs, policies of government and its implementation for migrant women domestic workers. The present research study has contributed practical suggestions to the problems of migrant women domestic workers in Nashik city. Therefore this topic was undertaken for the research study.

3.3. Scope of the research study

Scope of present study was limited to migrant women domestic workers from the age group of 15 to 60 years in Nashik city and their problems especially family, social and work related problems. Domestic workers means who works within the household of an employer .Which will cover family problems as poor living conditions, insufficient residential accommodation, and financial crisis including low income, difficulties in raring child and domestic responsibilities, adjustment within family and family members. Social problems limited to Difficulty of communication in local language, education of children, local contacts, adjustment with city life and environment, irregular employment, availability or access to medical facilities in or nearby the locality. Work related problems limited to employment status, income range and level of exploitation (both financial and sexual), lack of implementation of social security measures, long working hours, no holidays, dues in the form of salaries, verbal physical and psychological abuse. The lives of the migrants in the cities are not economically productive. Several notified impacts of migration on domestic workers are topographical isolation; cultural simplicity, slow economic development, and lack of city culture make them more vulnerable to exploitation.

3.4. Significance of the research study

The present study put forward existing issues and problems of migrant women domestic workers which are associated with migration, reasons of migration and their socio-economic conditions. The study is significant as well as beneficial to organizations working with migrant, urban poor and women domestic workers to design and implement various interventional strategies to resolve problems and to improve conditions of migrant women domestic workers.

The study develops rationale for social work intervention to bridge the gaps. The study has emphasized the need of social work intervention to work on problems and issues of migrant women domestic workers. The study is significant as well as beneficial to the Social worker working in field. The study is significant as well as beneficial to the organizations and government to frame concrete policy. The study is significant as well as beneficial for policy maker; administrative wing to emphasize and encourage effective implementation of policy. The study is significant and beneficial for the NGOs working on issues of migration, unorganized and especially domestic workers. Last but not the least the study is significant as well as beneficial to the migrants and domestic workers in variety of dimensions as rights, legal awareness, social security, etc.

Domestic work is demanding fact due to the changes occurs in the society, such as increase in working women population, changing nature of families from joint and extended to nuclear units. Very progressive developments in the field of education cause demand. Day by day the need and emergence of this profession is increasing. This emergence is also fulfilling just because of uneven development of regions. So these regions promote migration silently.

When migrants come at migrated places, their living is non-productive unless and until they get work. So they are not look after the remuneration and its type. This converts them into vulnerable mode and starting point of exploitation.

Domestic work is always being an undignified and unrecognized profession, whether it is very important in shaping needs of today's society. And one more important sight of this is that it is women oriented profession, so it is to be neglected. All such circumstances deal with the significance of present study.

3.5. Research questions

1. What is the socio-economic profile of the migrant women domestic workers?
2. What are the factors causes to migration?

3. What are the different problems faced by migrant women domestic workers?
4. What is the impact of migration on migrant women domestic workers?
5. What are the government policies for the welfare of women domestic workers?

3.6. Objectives of the research study

1. To study and understand the socio-economic profile of migrant women domestic workers in Nashik city.
2. To study and find out reasons of migration among migrant women domestic workers in Nashik city.
3. To study and examine different problems faced by migrant women domestic workers in Nashik city.
4. To study and investigate the impact of migration on the migrant women domestic workers in Nashik city.
5. To know the level of awareness about government programs and policies for women domestic workers in Nashik city.

3.7.Hypothesis

1. Majority of migrant women domestic workers belong to lower socio-economic stratum of the society.
2. In majority cases poverty and unemployment are the main causes of migration.
3. Migrant women domestic workers are facing poor living conditions, low income, and topographical isolation.
4. Settlement issues, exploitation, and working conditions increase problems of migrant women domestic workers.
5. Denial of basic entitlements increases vulnerability of migrant women domestic workers.

3.8.Variables of the study

Independent Variables	Dependent Variables
Family adjustment	Nature of household responsibilities and issues.
Living standard and health	Family and work related problems

conditions	
Employment and income	Autonomy and social security related issues.
Adaptation of new place and culture	Denial of social and basic entitlements.
Topographical isolation and socio-economic problems	Adjustment issues and lack of social support.
Social conditions and economic crisis	Reasons of migration and problems as migrant.

3.9.Operational definition of concepts

Migrant Women

- A woman who leaves her native place and goes to the distance place may be for the purpose of marriage or employment is a migrant woman.
- A woman who migrated not more than 10 years ago but at least within the last 30 days of enumeration was selected by researcher respectively.
- A woman staying in the destination place for at least 6 months is migrant woman.

Domestic worker

- Domestic worker means a person who involved in domestic services; it includes cooking, washing clothes, cleaning of floors, gardening, and raring children, taking care of adults and dependents, assistance in marketing.
- Domestic worker means a woman who had migrated and involved in work such ashousehold work which includes cooking, washing clothes, cleaning of floors, gardening, raring children, taking care of adults and dependents, assistance in marketing, and who are between the age of 15 to 60 years working in any domestic employments, directly or through any agency or contractor whether exclusively for one employer or in a group or otherwise one or more employers whether simultaneously or otherwise and includes a casual or temporary domestic worker, migrant worker. But it does not include any member of the family of employers for the present study.

3.10. Ethical concerns followed during research study

Researcher has followed ethical concerns during the research study are as follows:

(1) Obtained Informed Consent from the Respondents

Consent of the respondent has obtain for the study is as follows

1. Researcher has obtained an informed consent from each respondent before inclusion in the research study.
 2. Researcher has given comfort to each of the respondents participated in research study that all shared information for the study by the respondent will be kept confidential and maintained.
 3. Researcher has allowed respondents to withdraw from research as they want to withdraw.
 4. Respondents participated in study has appropriately entertained according to professional relationship.
- (2) **Obtained permission from the organizations and professionals working on migration in Nashik city:** Researcher has obtained permission from NGO's, Government Departments and other organizations in Nashik city to get essential statistics and information about the subject.
- (3) **Professional relationship:** Researcher has maintained professional relationship and ethical standards with all respondents and other professionals.

3.11. Research design

3.11.1. Research Methodology and techniques to be used

Descriptive research design was used for describing characteristics of migrant women domestic workers, reasons and impact of migration, problems and issues facing as migrant women domestic worker. This design is quite helpful in mapping out all the significant variables involved in the study and in finding out the relationships between the different variables in hypotheses stated in the research study. Further it is also helpful in building a smooth bridge between the study and the different micro studies whose conclusions we have used both to set up the study and to verify its findings with those coming out of different demographic, socio-cultural and economic situations.

3.12. Sampling design

3.12.1. Universe of the study

The universe of the study includes all migrant women domestic workers in Nashik city. According to available statistics near about 35000 women domestic workers are in Nashik city. They are mostly accommodated in slums. With this migrant women domestic workers are approximately calculated according to prevalence of migration

are more than 8000. So the 8000 migrant women domestic workers accommodated in different areas of Nashik city is universe of the study.

3.12.2. Sample size

Out of 8000 migrant women workers, 360 respondents were selected and involved in the study, from three selected administrative divisions of Nashik city. To get an appropriate estimate of sample size researcher has used Krejcie and Morgan's formula. So with this formula sample size is limited to 360 respondents among available.

3.12.3. Methods and Techniques of Sample selection

From probability sampling method Multistage Sampling has been used to draw samples by taking a series of simple random samples in stages. Nashik city is divided among six administrative divisions from that three divisions has been selected. The three divisions selected from the six shows high density of migrant population. After that slums have selected randomly in second stage. At last migrant women domestic workers are approached dis-proportionately to ensure a sufficient number of cases in each of the sample subpopulation.

So at first stage three divisions as Nashik Road, New Nashik (CIDCO) and Satpur were selected from six administrative divisions of Nashik Municipal Corporation by lottery method from simple random sampling.

At second stage consecutively four slums were selected by irregular number method from the available list of slums on the Website of Nashik Municipal Corporation. According to it 44 slums in Nashik Road Division, 19 slums in New Nashik (CIDCO) Division and 18 slums in Satpur Division. Selected slums are listed in the figure.

At third stage 30 migrant women domestic workers were selected from each slum from the list with disproportionate stratified random sampling method. List of migrant women domestic workers was prepared by researcher with the help of Anganwadi personnel, Non-Government Organizations, professionals, union leaders, contact persons from community having concern and working in respective area. According to prepared list of migrant women domestic workers from 44 slums in Nashik Road Division in Upnagar (canal road) 73, Rokdoba Wadi 45, Jetwan Nagar 37, Annabhau Sathe Nagar (Near station) 65 migrant women domestic workers. From 19 slums in New Nashik (CIDCO) Division, in Rajiv Nagar 36, Ramabai Ambedkar Nagar 42, Lekha Nagar 81, and ChincholeGaothan 52 migrant women domestic workers. From

18 slums in Satpur Mahadeo Wadi 60, Swarbaba Nagar 78, Utkarsh Nagar 57, and Siddharth Nagar 46 migrant women domestic workers. From above stated slums 30 respondents were selected by disproportionate stratified random sampling method. Sampling procedure is also explained by following chart.

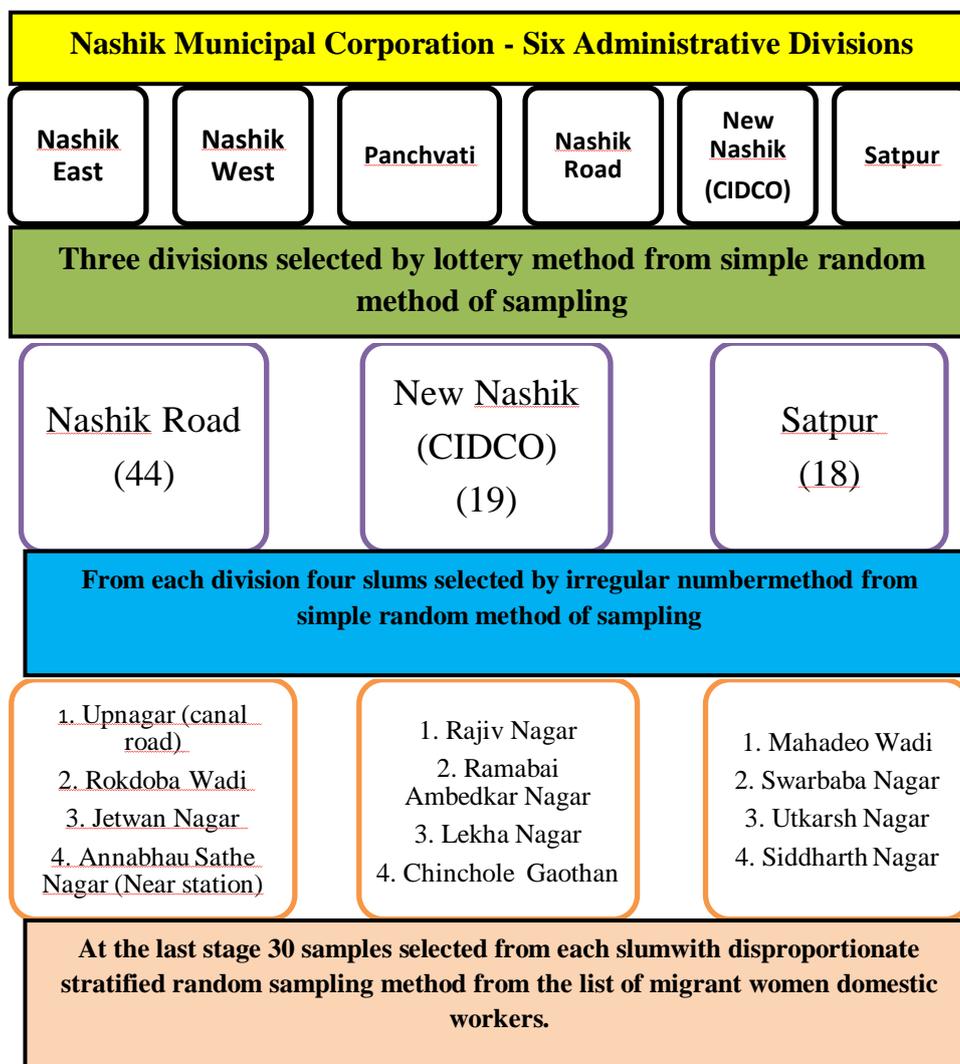


Figure No. 7 Sampling Procedure

Inclusive and Exclusive Criteria of sampling

Inclusive Criteria: -Women, those who are migrant, but migrated not more than 10 years ago and at least within the last 30 days of enumeration was selected, engaged in domestic work from study area are included in sample.

Exclusive Criteria: - Women those who are involved in domestic work, but are not migrant has excluded in sample. As well as seasonal and circular migrants has also excluded in sample.

3.13. Sources of Data

Primary and secondary data has been collected and used in investigation of present research study.

Primary Data

Primary data has been collected through use of Interview schedule and focused group discussion. Secondary data has been collected from the books, journals, empirical and theoretical studies, articles, policies, legal provisions, Government gazetteers and census reports, Judgments by honorable courts etc.

Secondary Data

The secondary data included references of various research studies, review of the literature got collected through review of various publications related with the research study. International and National publication published by various body of knowledge also been collected through the internet services. Reports, statistical review published by NGOs, Government of India as well as private Institute's Publication also reviewed to get secondary data for the research study. Books, magazines, research journals, national and international research articles published in various journals also been collected for the secondary data purpose. The annual magazine of the NGOs offering management and governance of the schools also been reviewed for the secondary data. Case studies and local daily newspaper cuttings also been utilized as secondary data.

The researcher has used interview schedule as main tool to collect data from the respondents in the following way:

Tools for Data collection

3.13.1. Self-developed interview schedule: Researcher has developed interview schedule with the understanding through available literature and field observation. The interview schedule is divided in sections according to classification of indicators has been inculcated in research study. Sections in the interview schedule is Personal and Household Profile, Demographic profile of the domestic worker, Nature of service, Work profile of domestic worker, Awareness about access to social security, Consumption under PDS system, Health profile & Present health Situation of the domestic worker,

Habitat profile, Household asset and liabilities profile of domestic worker,
Profile as migrant, Union awareness profile of domestic worker

3.13.2. Focused group discussion: Focused group discussion is used to deal with and get information about sensitive issues. It has an extensive focus on physical and financial exploitation, mental and sexual abuse, reported incidences of theft and beating, domestic violence, community level insecurity with exploitation, communal violence and risk of involvement in malpractices.

3.13.3. Interviews with expert: Experts working in the field of migration, labour unions, women empowerment are particularly and selectively interviewed. It has extensive inclusion of government officers and private practitioners within the respective field.

3.14. Data Processing

After the data collection phase following steps has been followed:

Editing: This was the first step took during this process. All the data were scrutinized very carefully, detected all the errors, corrected all the errors which are possible to be get corrected and prepared rough draft for the coding.

Coding: It involved assigning numerals to each response for further efficient analysis of the collected data. Code book has been developed during this process and the same has helped to summarized numerical assign for each and every response of the respondents.

Classification: During this process data has been reduced and kept into homogeneous groups of common characteristics.

Tabulation: During this process all the data has been arranged in compact form and it actually helped during the further complex analysis of the data.

Data Analysis: SPSS (Statistical Package for Social Science Research) was used for processing of data. After processing of the data uni-variate, bivariate and tri-variate tables were prepared. Descriptive statistics like mean, mode median, standard deviation, variance and inferential statistics like Chi-Square, Correlations, t-test were conducted.

3.15. Chapterisation

The present study includes fifth chapters and three appendices. Chapter I is Introduction to the subject of research. These chapters includes recent conditions of women domestic workers, push and pull factors for migration among women domestic workers, problems of migrant women domestic workers, causes of problems

of migrant women domestic workers. Chapter II is Review of related literature; it includes review of theoretical and empirical studies.

Chapter III is about Research Methodology which includes the statement of the problem, objectives of the research, research questions, hypothesis, operational definitions, variables, research design, and methods of data collection, sampling procedure, and analysis plan. Chapter IV in research is Interpretation of Data. This chapter includes analysis of the primary data and association of variables. Chapter V includes Conclusion, Hypothesis testing and recommendations. The appendices are Bibliography and web-liography, tools of data collection, abbreviations etc.

3.16. References

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CHAPTER IV
PERSONAL, SOCIO- ECONOMIC AND DEMOGRAPHICAL PROFILE OF
THE MIGRANT WOMEN DOMESTIC WORKERS IN NASHIK CITY

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Introduction

Women are not only affected as part of the family and as a disadvantaged group of society, but also a result of their position in the sexual division of work. No doubt, the aspects of globalization have provided women with increasing opportunities to work but on the other hand it couldn't gender wage differentials and marginalization of women which is reflected through segregation of women workers in certain specific jobs which are less rewarding, low in status but have long working hours. Unhealthy working conditions with mostly facilities for their maternity requirements and care of young children, unfavorable working hours, lack of training and skill up-gradation opportunities and lesser career mobility in the formal sector of economy still prevail in almost every country. Migrant women domestic workers are bound by tragedy.

This section exhibits the primary data analysis consists of information as personal profile of the respondents and variables like, age, education, type of family, marital status, social category and religion. The next section deals with socio-economic profile of the respondents. It includes area of resident, income, income of other family members, payment related details, working hours, working in no. of houses, nature of work, facilities and services at workplace by employer, reasons to undertake this profession and suggestion by the person, financial autonomy, living conditions, social security and social entitlements, etc. Further segment analyze the migration related variables as reasons of migration, factors motivated migration, and associated variables. Next section deals with problems faced by migrant women domestic workers through nature of work related difficulties, management to overcome from such situations, impact of difficulties, impact of migration on women domestic workers. It concludes nature of problem facing as migrant, suggestion for migration by the person, etc. Last section deals with legal and union awareness related variables as union membership, benefits of it, having knowledge and information about law related to domestic work, etc.

A. Personal Profile Of the respondent

The profile of the respondents selected for the study has presented first in the chapter. The following details have been presented and analyzed to orient and understand the personal profile of the respondent. It includes following points:

- 1) Age
- 2) Social category
- 3) Education
- 4) Marital status
- 5) Type of family
- 6) Religion

Section A: Profile of the Respondents

Age of the Respondents

Age has been a very important variable in research especially Social Science and Social work research. Age of the respondents has also been associated with many psycho-social variables. Data relating to the age of the respondent is presented in Table No. 4.1.1

Table No. 4.1.1. Age

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	16 to 27	93	26	25.8	25.8
2.	27 to 35	108	30	30.0	55.8
3.	35 to 42	73	20	20.3	76.1
4.	43 and above	86	24	23.9	100.0
Total		360	100.0	100.0	

To understand the age group of the respondents, it has been divided into four groups by taking quartiles. The above table 4.1.1 indicates that out of 360 respondents, 93(26%) respondents age has between 16 to 27 years old, while 108 (30%) respondents age has between 27 to 35 years old, 73(20%) respondents age has between 35 to 42 years old, 86 (24%) respondents age has been 43 and above years old.

It clearly states that majority of the respondents are from middle age group.

Educational Background of the Respondents

As educational level of the individual has been identified as an important indicator of overall development of his/her personality and awareness about surrounding, changing situation. Similarly it also has been associated and identified with various skill oriented job profile too. The following Table No. 4.1.2 explains the overall educational background of the respondents.

Table No. 4.1.2. Level of Education

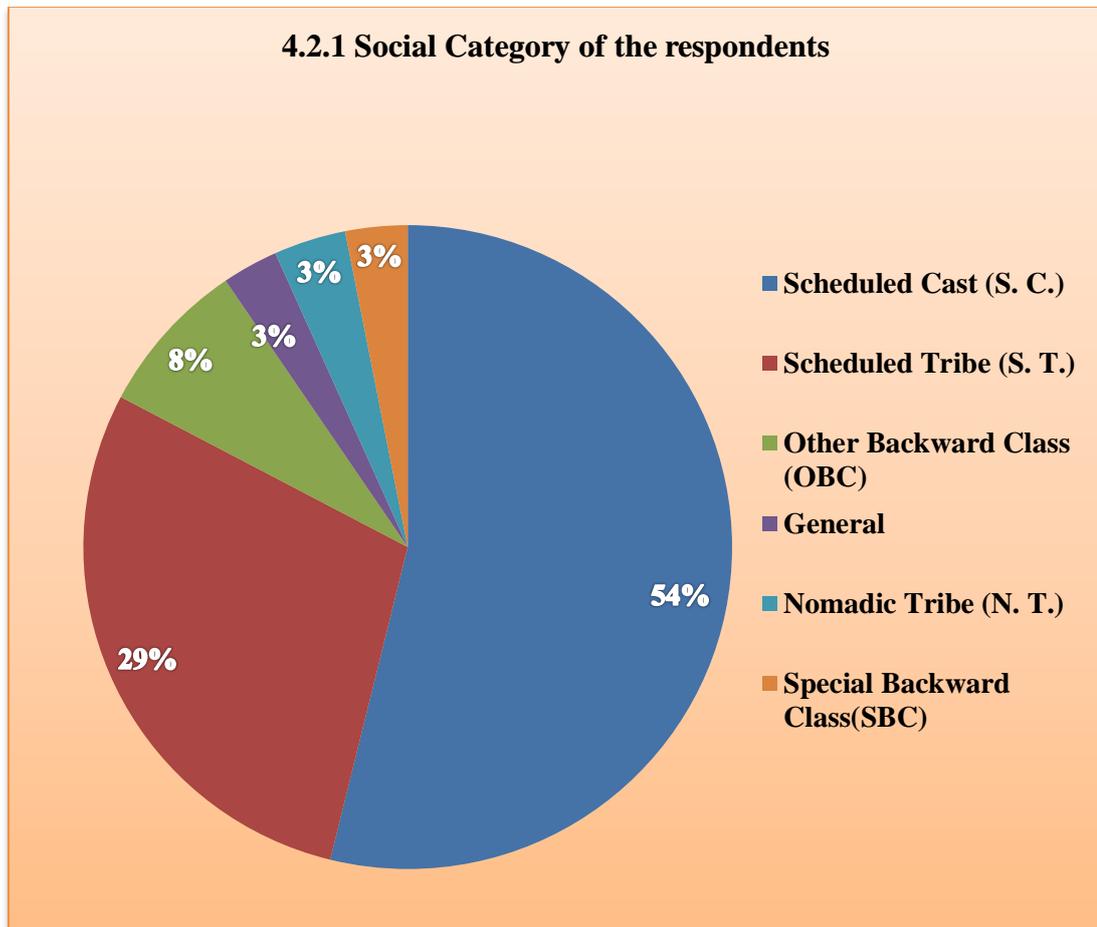
Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Illiterate	164	46	45.6	45.6
2.	Literate without formal schooling	3	0.8	.8	46.4
3.	Primary	91	25	25.3	71.7
4.	Secondary	75	21	20.8	92.5
5.	Higher Secondary	23	6	6.4	98.9
6.	Certificate course or Diploma	4	1	1.1	100.0
Total		360	100.0	100.0	

Present table 4.1.2 communicates about level of education of the respondents. Among all respondents 164 (46%) respondents were illiterate, 91 (25%) respondents have reached up to primary level education, 75 (21%) respondents have reached up to secondary level education, 23 (6%) respondents have reached up to higher secondary level education and 4 (1%) respondents have reached up to Certificate course or Diploma, whereas 3 (0.8%) respondents are literate without formal schooling.

It clearly states that majority (46%) of the respondents are illiterate so they are involved in domestic work as profession.

Social Category of the Respondents

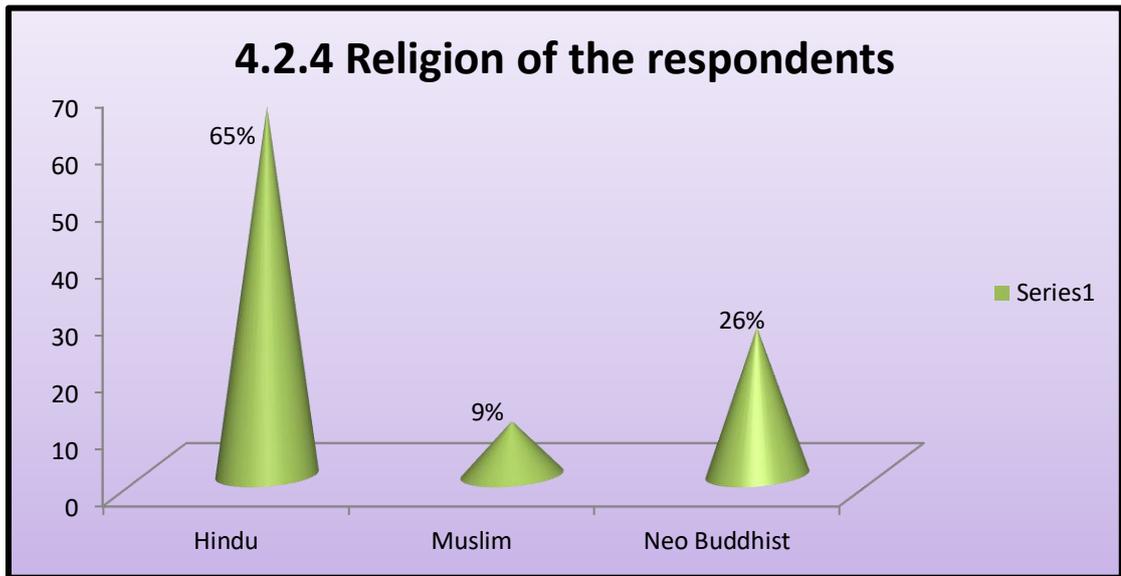
Indian population is stratified into various social categories, as it has various shades of analysis. It has resulted into discrimination and discriminatory activities by a group on another group. India has a long history of caste based work distribution. It is essential is this significant over here?



Above pie-chart 4.2.1 elaborates proportion of respondents involved in research study according to social category. Among all 360 respondents 194 (54%) respondents are from Scheduled Caste (S.C.) while 104 (29%) respondents are from Scheduled Tribe (S.T.), 28 (8%) respondents are from Other Backward Class (O.B.C), 13 (3%) respondents are from Nomadic Tribe (N.T.), 11(3%) respondents are from Special Backward Class (S. B. C.) and 10 (3%) respondents are from General category. It concludes that majority (54%) of migrant women domestic workers are from Scheduled Caste.

Religion of the Respondents

Religion is one of the important factors determine the socio-economic activity of the individuals, the religious institution are the powerful in the world especially in India which is the important directive mechanism embedded with lot of traditions and belief system, almost all the religious code given directive principles to the followers who are entitled to follow the regulations made by the code, hence religion is the important determinant of human activities.



Above graph 4.2.2 shows the religions which respondents are belong to. Out of 360 respondents 233(65%) respondents are belongs to Hindu religion, while 93 (26%) respondents are belongs to Neo Buddhist religion and rest of 34(9%) respondents are belongs to Muslim religion.

It concludes that majority (65%) of migrant women domestic workers are belongs to Hindu religion.

Marital Status

In Indian society, marriage is supposed to be a religious obligation. In the social context, it is the prelude to the family formation, expansion or ever bifurcation. After marriage, there is a transition in the status of men and women with attendant rights and obligations

Table No. 4.1.3. Marital Status

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Married	304	84	84.4	84.4
2.	Unmarried	5	1	1.4	85.8
3.	Widow	38	11	10.6	96.4
4.	Divorcee	4	1	1.1	97.5
5.	Separated	8	2	2.2	99.7
6.	Deserted	1	.3	.3	100.0
Total		360	100.0	100.0	

The above table 4.1.3 shows marital status of the respondents. Out of 360 respondents, 304 (84%) are married while 38 (11%) respondents are widow, 8(2%) respondents are separated, 5 (1%) respondents are unmarried and 1(0.3%) respondent is deserted.

It concludes that majority (84%) of respondents are married.

Type of family

Family is one of the most important social institutions. Most of the world's population lives in family units; it is an important primary group in the society. Family is the most pervasive and universal social institution. It plays a vital role in the socialization of individuals. Family is regarded as the first society of human beings.

Table No. 4.1.4. Type of Family

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Joint	136	38	37.8	37.8
2.	Nuclear	224	62	62.2	100.0
Total		360	100.0	100.0	

The above table 4.1.4 clearly states that 224 (62%) MWDW are living in nuclear family as to compare 136 (38%) are living in joint family.

It concludes that majority of migrant women domestic workers are living in nuclear family.

Section B: Socio-economic Profile of the Respondents

The socio-economic profile of the respondents selected for the study has presented first in the chapter. The following details have been presented and analyzed to orient and understand the socio-economic profile of the respondent. It includes –

1. Area of resident
2. Income
3. Income of other family members
4. No. of family members in family
5. Payment related details
6. Working hours
7. Working in no. of houses
8. Nature of work,

Area of residence

It is an important part in the life of every individual and especially among migrated people. It is an identical character which indicates socio-economic status of an individual. To understand and analyses the facts of accommodation of migrants in urban slums, where they resides is always need to know.

Table No. 4.1.5. Residential Area

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Nashik Road	120	33%	33.3	33.3
2.	New Nashik	120	33%	33.3	66.7
3.	Satpur	120	34%	33.3	100.0
	Total	360	100.0	100.0	

Above table 4.1.5 shows the residential area of migrant women domestic workers in Nashik city. Out of 360 respondents 120 (33%) respondents have equal representation from Nashik Road, New Nashik and Satpur which are having high prevalence of migrant population in Nashik city. It concludes that there is equal number of respondents taken from the selected three divisions of Nashik city.

Family size

Family size is sometimes used to represent the total number of individuals comprising a family unit. Family size may be considered from two perspectives. At the individual (micro) level, it defines one aspect of an individual's family background or environment. As such, it represents a potential influence on the development and accomplishments of family members. At the societal (macro) level, family size is an indicator of societal structure that may vary over time, with concomitant implications for individual development and social relations.

Table No. 4.1.6.No. of Family members in the family of Respondents.

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	1 to 4	171	47	47.5	47.5
2.	5	110	31	30.6	78.1
3.	6 to 11	79	22	21.9	100.0
	Total	360	100.0	100.0	

Above table 4.1.6 shows number of family members in the family of respondents. Out of 360 respondents, 171 (47%) respondents are having 1 to 4 family members in the family, whereas 110 (31%) respondents are having 5 family members in the family, and 79 (22%) respondents are having 6 to 11 family members in the family.

It describes that majority of respondents were part of small and nuclear units which consists of 4 to 5 members in a family.

Table No. 4.1.7. No. of male members in family

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	0 to 2	252	70	70.0	70.0
2.	3	70	19	19.4	89.4
3.	4 to 7	38	11	10.6	100.0
Total		360	100.0	100.0	

Above table 4.1.7 shows number of male members in the family of respondents. Out of 360 respondents, 252 (70%) respondents are having 0 to 2 male members in the family, whereas 70 (19%) respondents are having 3 male members in the family, and 38 (11%) respondents are having 4 to 7 male members in the family.

It elaborates that respondents involved in study have less male members in family which is range through 0 to 2.

Table No. 4.1.8. No. of female members in family

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	1 to 2	193	54	53.6	53.6
2.	3	105	29	29.2	82.8
3.	4 to 6	62	17	17.2	100.0
Total		360	100.0	100.0	

Above table 4.1.8 shows number of female members in the family of respondents. Out of 360 respondents, 193 (54%) respondents are having 1 to 2 female members in the family, whereas 105 (29%) respondents are having 3 female members in the family, and 62 (17%) respondents are having 4 to 6 female members in the family.

It describes that majority of the respondents have 1 to 2 female members in family.

Divyang persons

Divyang means a person with disability; it may physical, mental or multi-disability in nature. The word Divyang is introduced under Accessible India Mission. Divyang person in family indicates dependence and responsibility in addition. As it raise question of development and participation in productive economic and social activities. It also affects financial status of family.

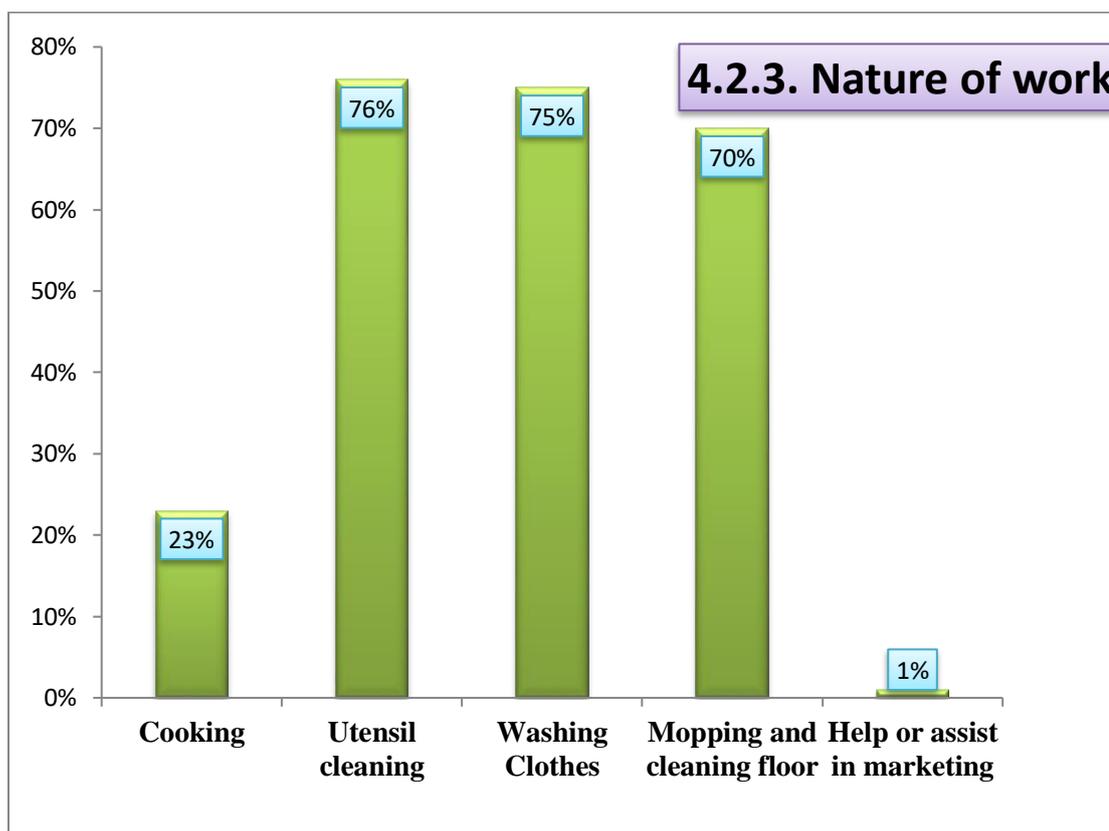
Table No. 4.1.9. Divyang persons in family

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	11	3	3.1	3.1
2.	No	349	97	96.9	100.0
Total		360	100.0	100.0	

Above table 4.1.9 shows Divyang persons in the family of respondents. Out of 360 respondents, 11 (3%) respondents are with Divyang persons in the family, whereas 349 (97%) respondents are not having Divyang in the family. It concludes that majority of the respondents are not having Divyang person in their family.

Nature of work

Nature of work indicates socio-economic condition of person and their family. Nature of work is an important component in the life. It determines lifestyle, health condition, living condition, social status, consuming capacity, financial returns of a person and family. It also affects decision of an individual in crises situation.



Present Bar Graph 4.2.3 elaborates nature of work among the respondents. Among all respondents 180 (76%) respondents are doing utensil cleaning while 176 (75%) respondents are washing clothes, 165 (70%) respondents are doing mopping and floor cleaning, 53 (23%) respondents are involved in cooking and very less no. 3 (1%) respondents are involved in work like help or assist in marketing.

It concludes that majority of the respondents are involved in and getting work as utensil cleaning and washing clothes.

Table No. 4.1.10. Working in no. of houses

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	2	193	54	53.6	53.6
2.	3	82	23	22.8	76.4
3.	4 to 7	85	23	23.6	100.0
Total		360	100.0	100.0	

Above table 4.1.10 shows that respondents are working in number of houses. Out of 360 respondents, 193 (54%) respondents are working in 2 houses, whereas 82 (23%) respondents are working in 3 houses, and 85 (23%) respondents are working in 4 to 7 houses.

It concludes that majority of the respondents are working in less number of houses and having low financial return from their work.

Time spent for daily work

Table No. 4.1.11. Time spent for work daily

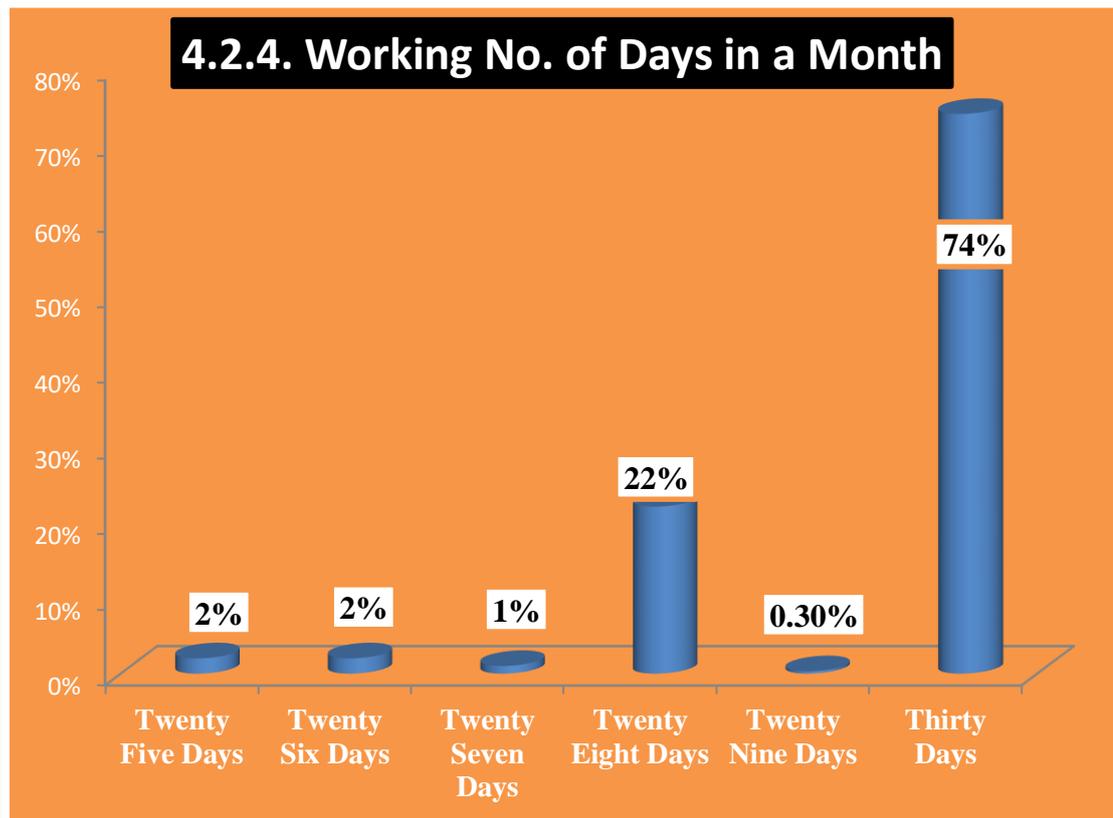
Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	1 to 4 Hrs.	142	40	39.4	39.4
2.	5 to 7 Hrs.	140	39	38.9	78.3
3.	8 to 9 Hrs.	78	21	21.7	100.0
Total		360	100.0	100.0	

Above table 4.1.11 shows that respondents are spending time for work daily. Out of 360 respondents, 142 (40%) respondents are spending 1 to 4 hours daily for work, whereas 140 (39%) respondents are spending 4 to 7 hours daily for work, 78 (21%) respondents are spending 8 to 9 hours daily for work.

It concludes that majority (40%) of the respondents are spending 1 to 7 hours daily for work and still having low financial return from their work.

No. of days working in a month

It is an indicator related to work and work conditions. Involvement in work and availability of work shows pressure of work. Pressure of work and financial returns are associated factors. As financial returns and employment is secured and quite constant people are ready to take pressure of work positively, otherwise it shows negligence or unhappiness among the working personnel towards the work. So it is an important point as indicator to learn and analyze.



Above graph 4.2.4 shows respondents are working no. of days in a month. Out of 360 respondents, 266 (74%) respondents are working 30 days in a month, while 78 (21%) respondents are working 28 days in a month, 7 (2%) respondents are working 26 days in a month, 6 (2%) respondents are working 25 days in a month, 2 (1%) respondents are working 27 days in a month and very less no. 1 (0.3%) respondents are working 29 days in a month.

It concludes that majority (74%) of the respondents are working for 30 days in a month. It clearly indicates that there is no holiday or working off in a month for the respondents.

Income

Income is an important factor in socio-economic studies. It cannot drop the final conclusions without studying income. The low levels of remuneration among domestic workers is the result of a range of factors, including a large labour supply, undervaluation of domestic work and its contribution to society, the low bargaining power of domestic workers, the lack of representation in the sector, and frequent exclusion from labour.

Table No. 4.1.12. Monthly income of the respondent

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	500 to 1500 Rs.	113	31	31.4	31.4
2.	1501 to 4000 Rs.	73	21	20.3	51.7
3.	4001 to 8000 Rs.	112	31	31.1	82.8
4.	8001 to 20000 Rs.	62	17	17.2	100.0
Total		360	100.0	100.0	

Above table 4.1.12 shows monthly income of the respondents. Out of 360 respondents, 113 (31%) respondents monthly income is ranged through 500 to 1500 Rs., while , 73 (21%) respondents monthly income is ranged through 1501 to 2500 Rs., 112 (31%) respondents monthly income is ranged through 2501 to 8000 Rs. and 62 (17%) respondents monthly income is ranged through 8001 to 20000 Rs.

It concludes that majority of the respondents monthly income is ranged through 500 to 4000 Rs. As it is compared with city life is a very low income.

Family income

Combined gross money income of all members of a family, living in the same household is come under the concept family income. In simple words family income is earning of all family members within annum. It is essential to study and analyses the family income as indicates socio-economic status of family.

Table No. 4.1.13. Family income

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	1 to 3000	125	35	34.7	34.7
2.	3001 to 5000	84	23	23.3	58.1
3.	5001 to 8000	84	23	23.3	81.4
4.	8001 to 20000	67	19	18.6	100.0
Total		360	100.0	100.0	

Above table 4.1.13 shows monthly income of the family of respondents. Out of 360 respondents, 209 (58%) respondents monthly family income is ranged through 1 to 5000 Rs., while 84 (23%) respondents monthly family income is ranged through 5001 to 8000 Rs., and 67 (19%) respondents monthly family income is ranged through 8001 to 20000 Rs.

It concludes that majority of the respondents monthly family income is ranged through 1 to 5000 Rs. This is quite very low income.

Section C: Work related details

1. Facilities and services at workplace by employer
2. Reasons to undertake this profession
3. Suggestion by the person
4. Financial autonomy
5. Living conditions
6. Social security
7. Social entitlements

Subsidiary work

Subsidiary work means a work which is less important or time consuming but related or supplementary to main work. Domestic workers have various types of subsidiary work to perform. It consumes time and essential to study whether it provides income to domestic workers or not.

Table No. 4.1.14. Involvement in subsidiary work

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	190	53	52.8	52.8
2.	No	170	47	47.2	100.0
Total		360	100.0	100.0	

The above table 4.1.14 shows that respondents are involved in subsidiary work or not. Out of 360 respondents, 190 (53%) respondents are involved in subsidiary work, while 170 (47%) respondents are not involved in subsidiary work.

It concludes that majority of respondents are involved in subsidiary work.

Type of subsidiary work

Studies on domestic work and workers must include analysis of subsidiary work and its type. Along with domestic work, domestic workers are performed subsidiary work. It involves dusting, classification of unused or braked items, furniture cleaning, raring child, cleaning and sorting fruits and vegetables, cooking, work during festival preparation and cleaning of toilet and bathroom.

Table No. 4.1.15. Type of subsidiary work

Sr. No.	Particulars	Frequency	Percent
1.	Dusting	128	68%
2.	Classification of unused/braked items	46	25%
3.	Furniture cleaning	22	12%
4.	Raring child	9	5%
5.	Cleaning and sorting fruits & vegetables	13	7%
6.	Cooking	29	15%
7.	Work during festival preparation	24	13%
8.	Toilet & bathroom cleaning	9	5%

The above table 4.1.15 shows that which type of subsidiary work has been done by the respondents. Out of 360 respondents 190 respondents are involved in subsidiary work, so out of 190 respondents, 128 (68%) respondents are involved in dusting as a subsidiary work, while 46 (25%) respondents are involved in Classification of unused/braked items as a subsidiary work, 29 (15%) respondents are involved in cooking as a subsidiary work, 24 (13%) respondents are involved in work during festival preparation as a subsidiary work, 22 (12%) respondents are involved in furniture cleaning as a subsidiary work, 13 (7%) respondents are involved in Cleaning and sorting fruits & vegetables as a subsidiary work, 9 (5%) respondents are involved in raring child as a subsidiary work, 9 (5%) respondents are involved in Toilet & bathroom cleaning as a subsidiary work.

It concludes that majority of respondents are involved in dusting as a subsidiary work.

Extra pays for extra work

It indicates approach of an employer towards employee or service provider. Many times by giving substitutes employer tries to get unpaid work rather than regular decided work from employee. It has been accepted by workers due to pressure to loose job, hesitation or unpleasant attendance from employer.

Table No. 4.1.16. Getting extra pays for extra work

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	134	37	37.2	37.2
2.	No	226	63	62.8	100.0
	Total	360	100.0	100.0	

The above table 4.1.16 shows that whether respondents getting extra pay for extra work or not. Out of 360 respondents, 226 (63%) respondents are not getting extra pay for extra work, while 134 (37%) respondents are getting extra pay for extra work. It concludes that majority of respondents are not getting extra pay for extra work. Getting extra pays for extra work or not has shown in graph 4.2.20

Reasons to undertake domestic work as profession

This is the main focused area of the present study. Reasons are not just indicating factors but stressing stressors to undertake domestic work as job. Reasons are analyzing socio-economic conditions of the society at large.

Table No. 4.1.17. Reasons to undertake this profession

Sr. No.	Particulars	Frequency	Percent
1.	Poverty	287	80%
2.	Less family income	286	80%
3.	Husband is unable to work	124	35%
4.	To support family income	192	54%
5.	No other work is offer	130	36%
6.	Marital problem	58	16%
7.	Time demanded	78	22%
8.	Followed mother path from childhood	32	9%

Above table 4.1.17 shows reasons to undertake domestic work as profession by respondents. Out of 360 respondents, 287 (80%) respondents have undertaken this profession due to poverty, while 286 (80%) respondents have undertaken this profession because of less family income, 192 (54%) respondents have undertaken this profession to support family income, 130 (36%) respondents have undertaken this profession just because of no other work is offer, 124 (35%) respondents have undertaken this profession because their husband is unable to work, 78 (22%) respondents have undertaken this profession due to tome demand, 58 (16%) respondents have undertaken this profession due to marital problem, and comparatively less no. of respondents have undertaken this profession as followed mother path from childhood.

It concludes that majority of the respondents have undertaken domestic work as profession just because of poverty and less family income.

Responsible person for undertaking domestic work as a profession or job

In many incidents, it is found that advice or suggestion to choose something as job always suggested by near and dears. It may include family members, relatives, friends and neighbors. Impact on choosing or finding any job or employment is also emphasized by self-motivation. As individual choice, capacity or circumstances leads to take decision of engagement in job or employment. In case of women domestic workers they are suppressed by their conditions at large. So they decide at their own and lead to join it as work.

Table No. 4.1.18. Responsible person for undertaking domestic work as a profession or job

Sr. No.	Particulars	Frequency	Percent
1.	Self	220	61%
2.	Husband	143	40%
3.	In-laws	39	11%
4.	Children	24	7%
5.	Friends	25	7%
6.	Neighbor	50	14%
7.	Relatives	58	16%

Above table 4.1.18 shows to undertake domestic work as job is suggested by the persons to the respondents. Out of 360 respondents, 220 (61%) respondents have selected it by their own, while 143 (40%) respondents have suggestion from husband to undertake domestic work as job, 58 (16%) respondents have suggestion from relatives to undertake domestic work as job, 50 (14%) respondents have suggestion from neighbor to undertake domestic work as job, 39 (11%) respondents have suggestion from in-laws to undertake domestic work as job, 25 (7%) respondents have suggestion from friends to undertake domestic work as job, 24 (7%) respondents have suggestion from children to undertake domestic work as job.

It concludes that majority of the respondents have selected domestic work as job by their own.

Frequency of payment

Frequency of payment is an indicator which indicates availability of funds or money to respondents. In unorganized sector maximum numbers of job and employment activities are based on daily financial returns. It is also important to notice that maximum poor or low economic class, marginal population is involved in the sector. Their daily and basic needs are depend upon the remuneration they get on the same day of work. Many times it is reported like cheating or exploitation of workers by employer in giving returns. It is essential to study the facts of getting remuneration in the present study.

Table No. 4.1.19. Frequency of payment

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
	Daily	30	8	8.3	8.3
	Weekly	17	5	4.7	13.1
	Monthly	313	87	86.9	100.0
	Total	360	100.0	100.0	

The above table 4.1.19 shows frequency of payment of the respondents. Out of 360 respondents, 313 (87%) respondents getting their payment on monthly basis, while 30 (8%) respondents getting their payment on daily basis, and 17 (5%) respondents getting their payment on weekly basis.

It concludes that majority of the respondents are getting their payments on monthly basis.

Form of payment

Form of payment is mostly considered as cash in domestic work. But it is found in the study that employer used to substantiate payments by other things. Somehow it is important to analyze transaction between employer and domestic workers with form of payment.

Table No. 4.1.20. Form of payment

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Cash	358	99	99.4	99.4
2.	By giving goods	2	1	.6	100.0
Total		360	100.0	100.0	

The above table 4.1.20 shows form of payment of the respondents. Out of 360 respondents, 358 (99%) respondents getting their payment by cash, while 2 (1%) respondents getting their payment by giving goods.

It concludes that majority of the respondents are getting their payment by cash.

Regularity and punctuality of payments

It is an important aspect in the present study. Even can say socio-economic study cannot do without studying conditions of payment. Regularity and punctuality of payments connotes and assures employee about employment. It is also an indication of good employer and quite conducive approach towards employee. At comprehensive level it pose question of rights.

Table No. 4.1.21. Getting pays regularly and on time

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Always	255	71	70.8	70.8
2.	Sometimes	103	28	28.6	99.4
3.	Never	2	1	.6	100.0
	Total	360	100.0	100.0	

The above table 4.1.21 shows that whether respondents are getting their pays regularly and on time or not. Out of 360 respondents, 255 (71%) respondents are always getting their pays regularly and on time, while 103 (28%) respondents are sometimes getting their pays regularly and on time and 2 (1%) respondents are never getting their pays regularly and on time.

It clearly indicates that majority of respondents are getting their pays regularly and on time.

Level of satisfaction with payment

Level of satisfaction shows rigorous feeling of expression towards the things or conditions. It is an indicator associated with psychological expression of an individual. It indicates approach and attachment of employee towards work. Satisfaction and satisfaction level leads to proper engagement of employee in work.

Table No. 4.1.22. Satisfied with pays

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Highly satisfies	25	7	6.9	6.9
2.	Satisfied to some extent	196	54	54.4	61.4
3.	Not at all satisfied	139	39	38.6	100.0
	Total	360	100.0	100.0	

The above table 4.1.22 shows that whether respondents are satisfied with their pays or not. Out of 360 respondents, 196 (54%) respondents are saying that they are satisfied to some extent, while 139 (39%) respondents are saying that they are not at all satisfied, and 25 (7%) respondents are saying that they are highly satisfied with their pays.

It clearly indicates that majority of respondents are satisfied to some extent with their pays.

Autonomy to spend money

It is an important indicator to analyze condition of women domestic workers in recent context. As promotion of gender equality connotes number of things about Indian society. It is essential to find out trends and financial autonomy among women domestic workers. Autonomy to spend money is an expression of financial freedom. Generally women have autonomy to earn not spend.

Table No. 4.1.23. Having autonomy to spend money

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	To a great extent	22	6	6.1	6.1
2.	To some extent	147	41	40.8	46.9
3.	Not at all	191	53	53.1	100.0
	Total	360	100.0	100.0	

The above table 4.1.23 shows that how the respondents are having autonomy to spend money. Out of 360 respondents, 191 (53%) respondents are not at all having autonomy to spend money, while 147 (41%) respondents are having autonomy to spend money to some extent and 22 (6%) respondents are having autonomy to spend money to a great extent.

It clearly indicates that majority of respondents are not at all having autonomy to spend money.

Section D: Working Conditions

1. Contract with employer
2. Conditions at workplace
3. Expectations of employer at workplace

Contract with employer

Present point is more relevant and valid in case of immigration. It is a legal aspect. Generally it is a security for both. Contract shows number of obligations regarding work, work conditions, remuneration, liability of an employer and employee. By written contract employee gets legal documented rights.

Table No. 4.1.24. Written contract with employer

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	17	5	4.7	4.7
2.	No	343	95	95.3	100.0
	Total	360	100.0	100.0	

The above table 4.1.24 shows that respondents have done written contract with employer or not. Out of 360 respondents, 343 (95%) respondents have not done written contract with employer, while 17 (5%) respondents have done written contract with employer.

It concludes that majority of respondents had not done written contract with employer.

Termination notice to employer

It indicates an approach of employee towards work and employer. In case of mutual break of employment relationship between employer and employee have chance to be faithful. It may take place in future again. But when it is not with proper communication it leads to uncertain misunderstanding and also mark impact on appointment of another worker.

Table No. 4.1.25. Notice given before termination to employer

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	16	4	4.4	4.4
2.	No	344	96	95.6	100.0
Total		360	100.0	100.0	

The above table 4.1.25 shows that respondents have given notice before termination to employer or not. Out of 360 respondents, 344 (96 %) respondents have not given notice before termination to employer, while 16 (4%) respondents have given notice before termination to employer.

It concludes that majority of respondents had not given notice before termination to employer.

Social Security and payment

Some cuttings from the said salary on account of part of social security show protection under the respective law. In case of domestic workers it is not applicable. Even if it is not guaranteed under the prevail law. Somewhere employers secured their employee by cutting and paying premiums of RD, LIC, etc. Domestic workers are considering such practices are as social security measures.

Table No. 4.1.26. Social security is part of payment

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	11	3	3.1	3.1
2.	No	349	97	96.9	100.0
Total		360	100.0	100.0	

The above table 4.1.26 shows that whether Social security is part of payment of the respondents or not. Out of 360 respondents, 349 (97%) respondents have said that Social security is not part of payment of them, while 11 (3%) respondents have said that Social security is part of their payment.

It concludes that social security is not part of payment of the respondents.

Fixed weekly holidays

It shows concern to labour rights. At least a single weekly off is necessary for every worker on humanitarian grounds. In case of unorganized sector and particularly about domestic workers, it is found that they don't have any official and guaranteed weekly off. Employer denies it by canvassing to employee.

Table No. 4.1.27. Fixed weekly holidays

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	148	41	41.1	41.1
2.	No	212	59	58.9	100.0
	Total	360	100.0	100.0	

The above table 4.1.27 shows that whether respondents have fixed weekly holidays or not. Out of 360 respondents, 212 (59 %) respondents are not having fixed weekly holidays, while 148 (41%) respondents are having fixed weekly holidays.

It concludes that majority of respondents are not having fixed weekly holidays.

Work on holidays

Somehow employer guarantees holidays to worker. But by the circumstance employer insist workers to work on holidays. For job security or to avoid sudden loose of job employee has to work on holidays and may have extra work.

Table No. 4.1.28. Even worked on holidays

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	188	52	52.2	52.2
2.	No	172	48	47.8	100.0
	Total	360	100.0	100.0	

The above table 4.1.28 shows that respondents are even worked on holidays or not. Out of 360 respondents, 188 (52%) respondents are even worked on holidays also, while 172 (48%) respondents are not worked on holidays.

It clearly states that majority of the respondents are even working on holidays.

Table No. 4.1.29. Getting food at workplace

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	106	29	29	29.4
2.	No	254	71	71	100.0
Total		360	100.0	100.0	

The above table 4.1.29 shows that respondents are getting food at work place or not. Out of 360 respondents, 254 (71%) respondents are not getting food at workplace, while 106 (29%) respondents are getting food at workplace.

It clearly states that majority of the respondents are not getting food at workplace.

Mode of travel

It indicates the distance between residence and workplace of employee. Domestic workers are supposed to take work at nearby areas to reach it easily by walking which cuts spending money on travel. Nashik is not such big town. So interconnectivity is maintained through city bus, auto rikshaw and other modes.

Table No. 4.1.30. Mode of travel for going to work

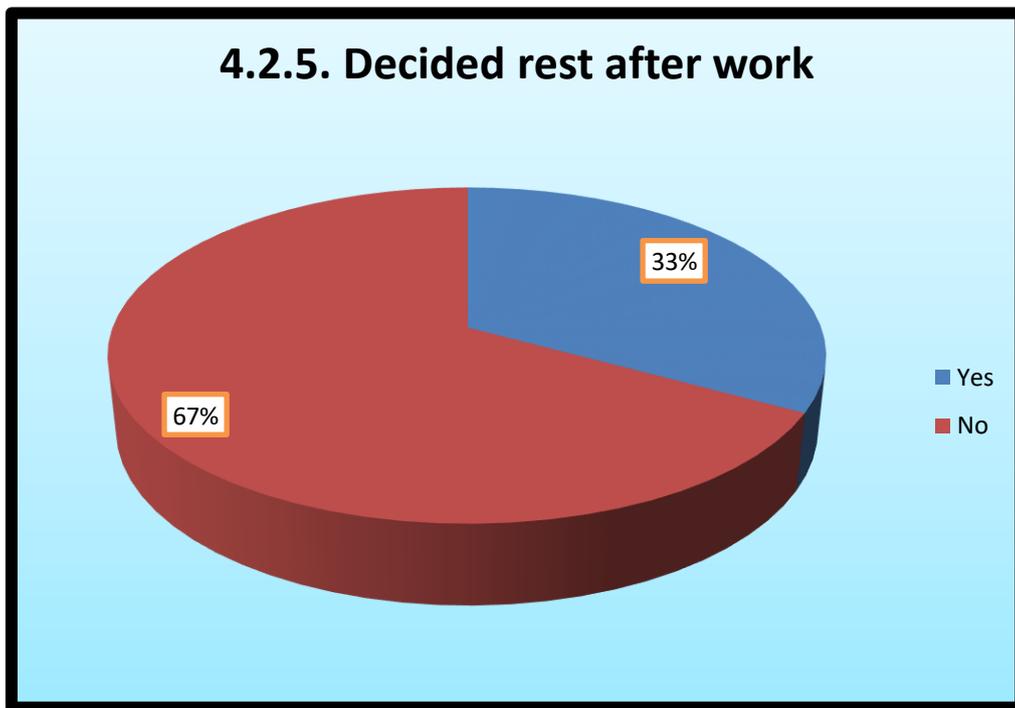
Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Bus	20	6	5.6	5.6
2.	Walking	297	82	82.5	88.1
3.	Share Rikshaw	43	12	11.9	100.0
	Total	360	100.0	100.0	

The above table 4.1.30 shows that mode of travel has been used by respondents. Out of 360 respondents, 297 (82%) respondents are going to work by walking, while 43 (12%) respondents are using share rikshaw and 20 (6%) are using city buses for going to work.

It is clearly states that majority of the respondents are going to work by walking.

Rest after work

Breaks between working hours indicate rest from the jerk of work. It promotes physical and mental relaxation. It is essential to maintain a good health condition of an individual. Women domestic workers are already having bugged work in homes of an employer and themselves. So rest should be decided after work is important.



The above pie-chart 4.1.5 shows that whether respondents have decided rest after work or not. Out of 360 respondents, 241 (67%) respondents have not decided rest after work, while 119 (33%) respondents have decided rest after work.

It concludes that majority (67%) of respondents have not decided rest after work.

To access toilet at workplace

It is related to very fundamental fact and right, as well as the condition indicates approach of an employer towards the worker.

Table No. 4.1.31. Permission to access toilet at work place

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	269	75	74.7	74.7
2.	No	91	25	25.3	100.0
Total		360	100.0	100.0	

The above table 4.1.31 shows that whether respondents have permission to access toilet at work place or not. Out of 360 respondents, 269 (75%) respondents have permission to access toilet at work place, while 91 (25%) respondents have not permission to access toilet at work place.

It clearly indicates that majority of respondents have permission to access toilet at work place.

Section E: Living Conditions

1. Possession of house
2. Type of house
3. Fuel
4. Type of toilet /latrine
5. Possession of ornaments
6. Loan outstanding
7. Type of lender

Possession of house

Possession of house is a significant indicator in case of migrant and domestic workers. It indicates living condition of domestic workers. Number of other factors is associated with the possession of house like social status, stability, security, etc.

Table No. 4.1.32. Possession of house

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1	Owned	252	70	70.0	70.0
2	Rented	87	24	24.2	94.2
3	Relatives house	21	6	5.8	100.0
	Total	360	100.0	100.0	

The above table 4.1.32 shows possession of house of the respondent. Out of 360 respondents, 252 (70%) respondents have their own house, 87 (24%) respondents are living in rented house, and 21 (6%) respondents are residing in relatives' house. It clearly indicates that majority (70%) of respondents have their own house at the migrant place.

Type of house

Type of house shows financial status of an individual. It indicates the living condition of a family. Number of other factors are depend on type of house like ventilation, available rooms and size of house, sanitation, toilet and bathroom, cleanliness and rusty water etc.

Table No. 4.1.33. Type of house

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Pucca house	136	37	37.8	37.8
2.	Kaccha House	223	62	61.9	99.7
3.	Zuggi	1	.3	.3	100.0
	Total	360	100.0	100.0	

The above table 4.1.33 shows type of house of the respondents. Out of 360 respondents, 136 (37%) respondents are living in Pucca house, while 223 (62%) respondents are living in Kaccha house, and 1 (.3%) respondent is living in Zuggi. It clearly indicates that majority (62%) of respondents are living in Kacchahouse.

Type of fuel used for cooking

Type of fuel used for cooking indicates availability of resources and facilities to consume. Type of fuel used for cooking is matter related to consume time for cooking.

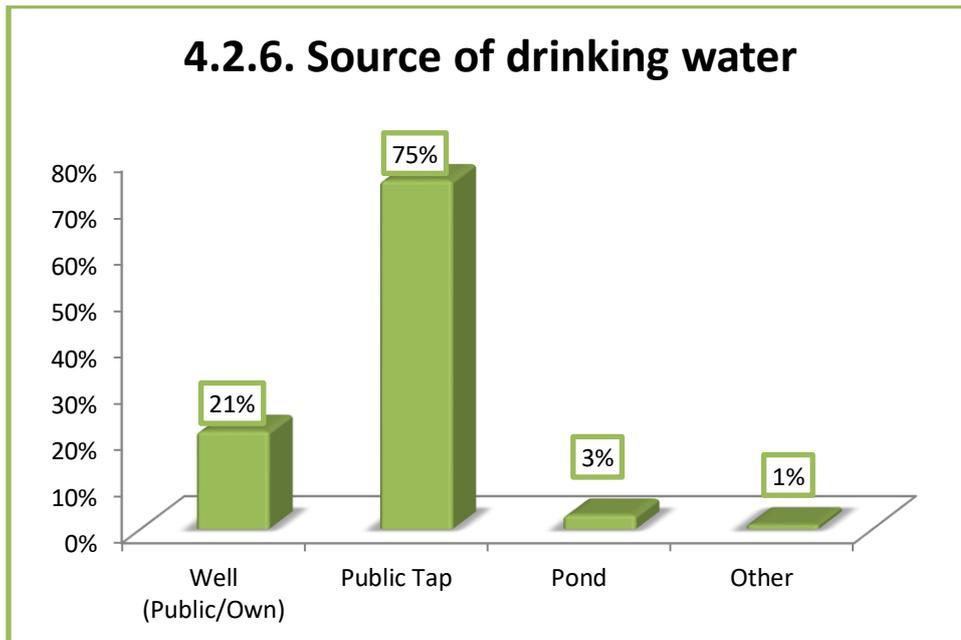
Table No. 4.1.34. Type of fuel used for cooking

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	LPG	352	98	97.8	97.8
2.	Kerosene	5	1	1.4	99.2
3.	Wood	3	1	.8	100.0
Total		360	100.0	100.0	

The above table 4.1.34 shows type of fuel used for cooking. Out of 360 respondents, 352(98%) respondents are using LPG to cook food, while 5 (1%) respondents are using kerosene to cook food, and 3 (1%) respondents are using wood to cook food. It clearly indicates that majority (98%) of respondents are using LPG for cooking.

Source of drinking water

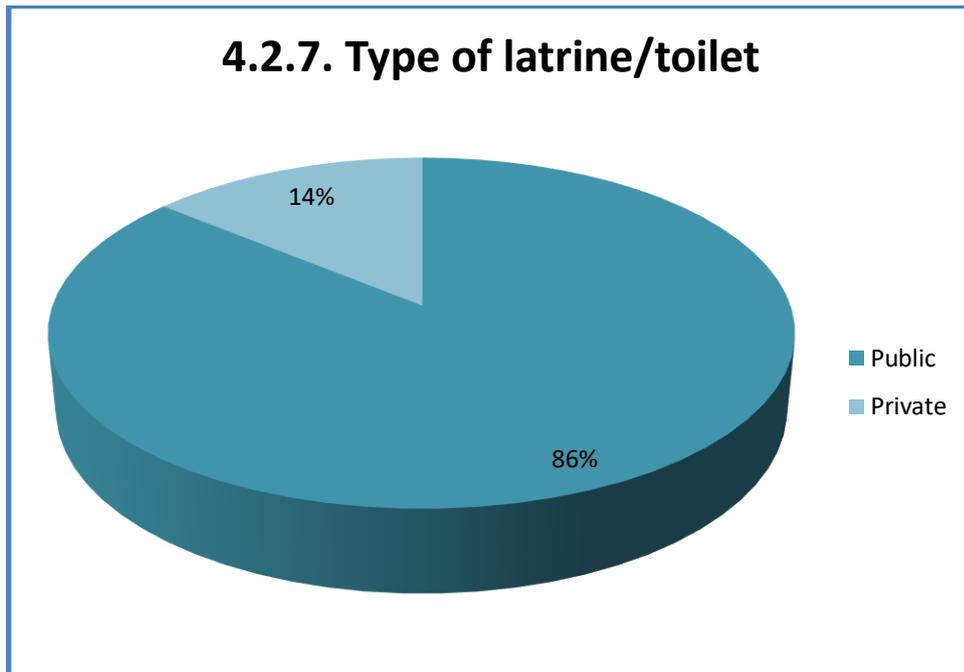
Source of drinking water is always an important concern regarding health and other issues. Usually in slums no safe drinking water is available and in sufficient amount. It is essential to know about source of drinking water in social studies. It may affect living condition of people and mostly migrant population is facing problems related to basic amenities.



The above bar graph 4.2.6 shows source of drinking water. Out of 360 respondents, 75 (21%) respondents are getting drinking water from wells which have may public or own in nature, while 271 (75%) respondents are getting drinking water from public tap, 11 (3%) respondents are getting drinking water from pond, and 3 (1%) respondents are getting drinking water from other sources. It clearly indicates that majority of respondents are getting drinking water from public taps.

Type of latrine or toilet

It is related to basic facilities and their availability in communities where the migrant population gets accommodated. It is essential to study and find out nature and condition of such basic sources in social studies. It is related to many factors as it affects life of people in communities. In urban slums absence of such facilities consequently follows sanitation and health related issues.



The above pie-chart 4.2.7 shows type of latrine/toilet is used by the respondents. Out of 360 respondents, 311 (86%) respondents are using public latrine/toilet, while 49 (14%) respondents are using private latrine/toilet. It clearly indicates that majority (86%) of respondents are using public latrine/toilet.

Own house at native place

Owned house at native place shows belongingness and social status of an individual and family. It also concern of financial status in the community.

Table No. 4.1.35. Own house at native place

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	261	73	72.5	72.5
2.	No	99	27	27.5	100.0
	Total	360	100.0	100.0	

The above table 4.1.35 shows own house at native place. Out of 360 respondents, 261 (75%) respondents are having own house at native place, while 99 (28%) respondents are not having own house at native place.

It clearly indicates that majority (73%) of respondents are having own house at native place.

Ornaments

Possession of personal ornaments is an important factor in the life of women especially. Their sense of saving indicates possession of ornaments. Women prefer to invest in ornaments by their little bit savings also. Now a day it is consider as solution to any financial crises.

Table No. 4.1.36. Possession / Having personal ornaments

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	135	37	37.5	37.5
2.	No	225	63	62.5	100.0
	Total	360	100.0	100.0	

The above table 4.1.36 shows possession of personal ornaments of by the respondents. Out of 360 respondents, 135 (37%) respondents are having personal ornaments, while 225 (63%) respondents are not having possession of personal ornaments.

It clearly indicates that majority (63%) of respondents are not having possession of personal ornaments.

Value of ornaments

Value of ornaments is indicates investment. It is source of emergency fund in financial crises and circumstances in many families. Value of ornaments shows economic and social status family.

Table No. 4.1.37. Approximate value of Ornaments

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	1500 to 15000	77	21	21.4	21.4
2.	15001 to 30000	52	14	14.4	35.8
3.	30001 to 50000	6	2	1.7	37.5
4.	Not Applicable	225	63	62.5	100.0
	Total	360	100.0	100.0	

The above table 4.1.37 shows approximate value of ornaments of the respondents. Out of 360 respondents, 135 (38%) respondents are having ornaments, among them 77 (21%) respondents are having ornaments with approximate value between 1500 to 15000 Rs., while 52 (14%) respondents are having ornaments with approximate value between 15001 to 30000 Rs., 06 (2%) respondents are having ornaments with approximate value between 30001 to 50000 Rs., and 225 (63%) respondents are not having ornaments.

It clearly indicates that majority of respondents are having ornaments with minimum value that is between 1500 to 15000 Rs.

Table No. 4.1.38. Possession of home appliances & other things

Sr. No.	Particulars	Yes	No	Total
1.	Gas connection	348 (97%)	12 (3%)	360(100%)
2.	T. V.	289 (80%)	71(20%)	360(100%)
3.	Fridge	46 (13%)	314 (87%)	360(100%)
4.	Vehicle	37 (10%)	323 (90%)	360(100%)
5.	Computer	8 (2%)	352 (98%)	360(100%)

The above table 4.1.38 shows possession of various things and home appliances of the respondents. Out of 360 respondents, 348 (97%) respondents are having gas connection, while 289 (80%) respondents are having television in their house, 46 (13%) respondents are having fridge, 37 (10%) respondents are having own vehicle, mostly two wheeler, and 8 (2%) respondents have computer in their house.

It clearly indicates that majority of respondents are having possession of gas connection and television in their house.

Loan

Loan is the important indicators of the socio-economic conditions of the respondents, indebtedness is the major problem for agricultural distress which cost the lives of the farmers across the nation, and it is the serious problem which deprived the agriculture activities in the rural areas.

Table No. 4.1.39. Loan outstanding

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	146	41	42.8	42.8
2.	No	214	59	57.2	100.0
Total		360	100.0	100.0	

The above table 4.1.39 shows loan outstanding status of the respondents. Out of 360 respondents, 146 (41%) respondents are having loan outstanding, while 214 (59%) respondents are not having loan outstanding.

It clearly indicates that majority (59%) of respondents are not having loan outstanding.

Table No. 4.1.40. loan outstanding amount

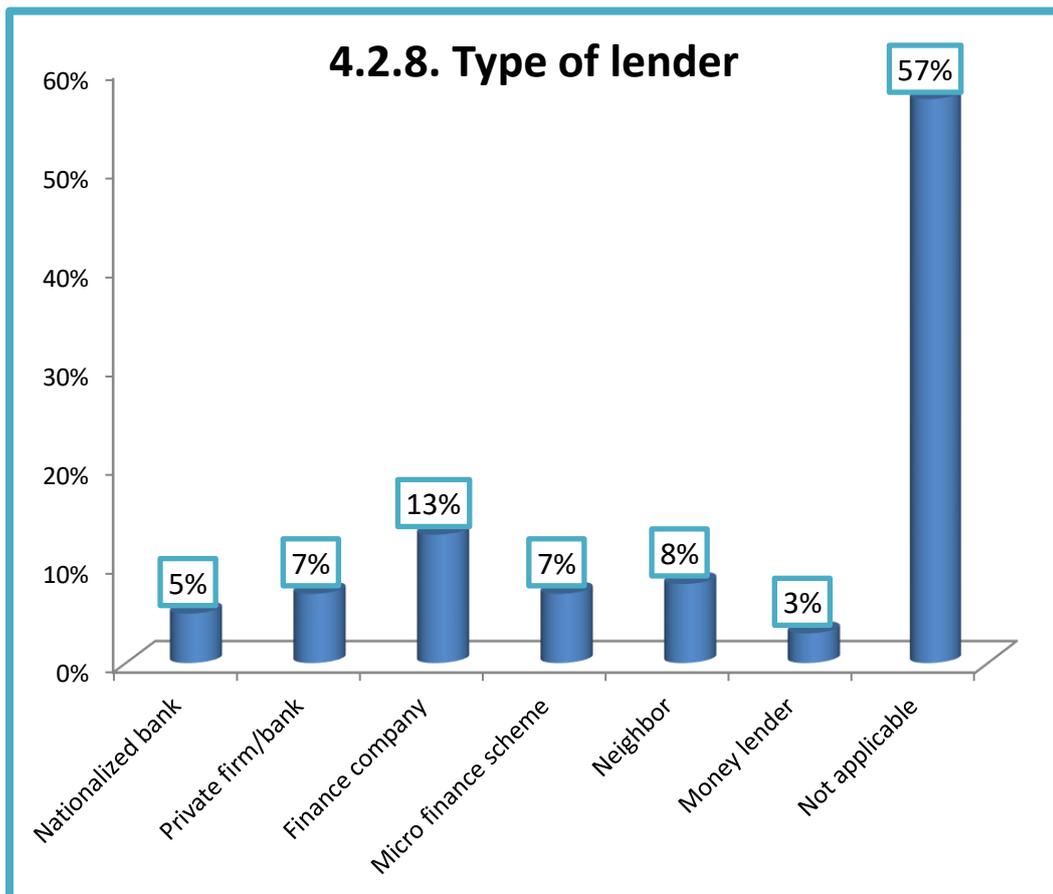
Sr. No.	Particulars	Frequency	Percentage	Valid percentage	Cumulative Percentage
1.	5000 to 20000	74	21	20.6	20.6
2.	20001 to 50000	52	14	14.4	35.0
3.	50001 to 400000	20	6	5.6	40.6
4.	Not Applicable	214	59	59.6	100.0
Total		360	100.0	100.0	

The above table 4.1.40 shows loan outstanding amount of the respondents. Out of 360 respondents, 146 (41%) respondents are having loan outstanding, among them 74 (21%) respondents are having loan outstanding between 5000 to 20000 Rs., while 52 (14%) respondents are having loan outstanding between 20001 to 50000 Rs., 20 (6%) respondents are having loan outstanding between 50001 to 400000 Rs. and 214 (59%) respondents are not having any loan outstanding.

It clearly indicates that majority (21%) of respondents are having minimum amount of loan outstanding that is between 5000 to 20000 Rs.

Type of lender

Type of lender is an important aspect in socio-economic studies. It helps in understanding the financial condition of a person who takes loan. Taking loan from different lenders signifies the liability of a person. The pressure of returning loan is varying according to type of lender. It found that private firms are quite harsh with the customers in repayments of loan.



The above graph 4.2.8 shows type of lender. Out of 154 respondents, 48 (13%) respondents have taken loan from finance company, while 27 (8%) respondents have taken loan from neighbor, 26 (7%) respondents have taken loan from private firm or bank, 24 (7%) respondents have taken loan from micro finance schemes, 18 (5%) respondents have taken loan from nationalized banks, and 11 (3%) respondents have taken loan from money lender.

It clearly indicates that majority (13%) of respondents have taken loan from finance company.

Section F: Social entitlements and other Facilities

1. Possession of ration card
2. Type of ration card
3. Social security benefits
4. Health facilities

Ration Card

Ration card is important aspect in PDS in India. It is a basic social entitlement service to underprivileged in society. Availability of ration card ensures access to services guaranteed in PDS. Even in other facilities it is used for verification.

Table No. 4.1.41. Availability of Ration Card

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	288	80	80.0	80.0
2.	No	72	20	20.0	100.0
Total		360	100.0	100.0	

The above table 4.1.41 shows availability of Ration Card to the respondents. Out of 360 respondents, 288 (80%) respondents are having Ration Card, while 72 (20%) respondents are not having Ration Card. It clearly indicates that majority of respondents are having Ration Card.

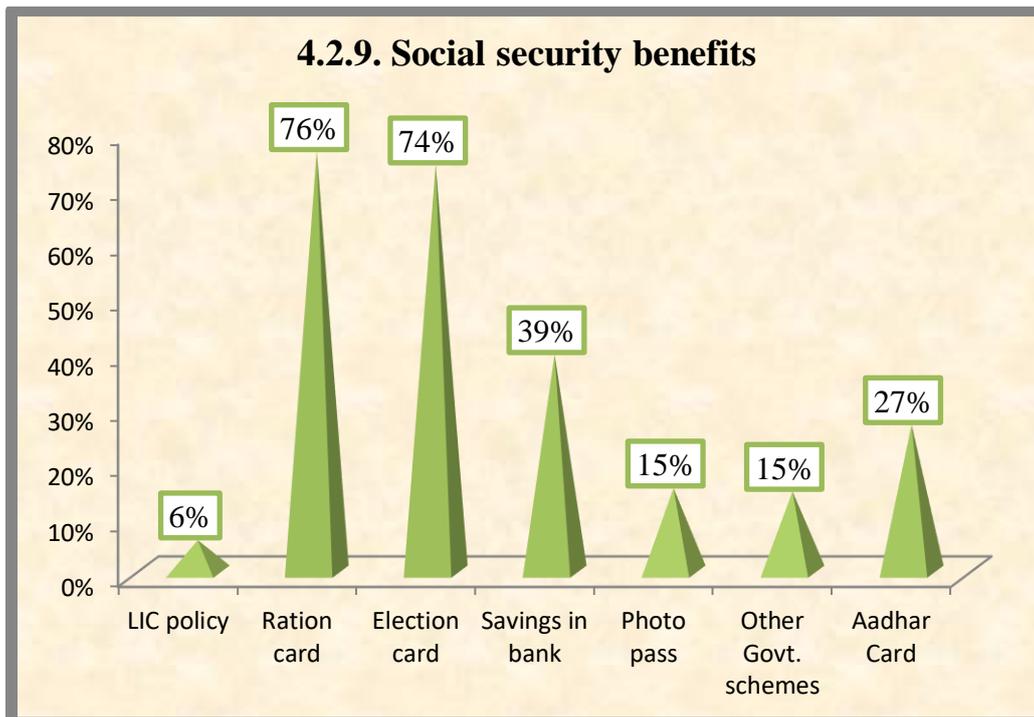
Type of Ration Card

Mainly there are three types of ration cards, as yellow, orange and white. Yellow card is known as BPL card, orange card is for them are not acquainted income.....to....., white card is an identical mark to exception of financially sound citizens from PDS scheme.

Table No. 4.1.42. Type of ration card

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yellow	146	41	40.6	40.6
2.	Orange	142	39	39.4	80.0
3.	Not Applicable	72	20	20	100.0
	Total	360	100.0	100.0	

The above table 4.1.42 shows type of Ration Card of the respondents. Out of 360 respondents, 288 (80%) respondents are having Ration Card, among them 146 (41%) respondents are having yellow means BPL Card, while 142 (39%) respondents are having orange card and 72 (20%) respondents are not having Ration Card. It clearly indicates that majority of respondents are having yellow means BPL Ration Card.



The above table 4.2.9 shows social security benefits. Out of 360 respondents, 252 (76%) respondents are having Ration Card, 244 (74%) respondents are having election card, 130 (39%) respondents are having savings in bank, 88 (27%) respondents are having Aadhar Card, 50(15%) respondents are having Photo Pass, 48 (15%) respondents are having benefit of other government schemes and 19 (6%) respondents are having LIC policies.

It clearly indicates that majority of respondents are having Ration Card and Election Card.

Access to health facilities

Table No. 4.1.43. Accessing health facility in need

Sr. No.	Particulars	Frequency	Percent
1.	Government/Municipal hospital	290	82%
2.	NGO/Trust hospital	27	8%
3.	Private clinic	117	33%
4.	Mobile clinic	24	7%
5.	Drug store	7	2%

The above table 4.1.43 shows that respondents accessing health facility in need. Out of 360 respondents, 290 (82%) respondents are approached to government or municipal hospital in need, while 117 (33%) respondents are approached to private clinic in need, 27 (8%) respondents are approached to NGO/Trust hospital in need, 24 (7%) respondents are approached to mobile clinic in need, and 7 (2%) respondents are approached to drug store in need.

It clearly indicates that majority (82%) of respondents are approached to government or municipal hospital in need.

Table No. 4.1.44. Received health related information from health service provider

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	77	21	21.4	21.4
2.	No	283	79	78.6	100.0
Total		360	100.0	100.0	

The above table 4.1.44 shows that whether respondents received health related information from health service provider. Out of 360 respondents, 283 (79%) respondents had not received health related information from health service provider, while 77 (21%) had received health related information from health service provider. It clearly indicates that majority of respondents had not received health related information from health service provider.

Table No. 4.1.45. Details about health service provider

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Anganwadi personnel	36	10	10.0	10.0
2.	Asha worker	8	2	2.2	12.2
3.	Private or Trust Hospital	9	3	2.5	14.7
4.	Civil Hospital	4	1	1.1	15.8
5.	Nurse	20	6	5.6	21.4
6.	Not applicable	283	78	78.6	100.0
Total		360	100.0	100.0	

The above table 4.1.45 shows Details about health service provider. Out of 360 respondents, 283 (78%) respondents had not received health related information from health service provider, while 77 (22%) had received health related information from health service provider. Out of it 36 (10%) respondents received health related information from Anganwadi Personnel, 20 (6%) respondents received health related information from ASHA worker, 9 (3%) respondents received health related information from Private or Trust Hospital, 8 (2%) respondents received health related information from Civil Hospital, 4 (1%) respondents received health related information from Nurse. It clearly indicates that very less no. of respondents have received health related information from health service provider, among them maximum respondents received health related information from Anganwadi Personnel.

Section G: Migration related details

To study and analyze reasons of migration among migrant women domestic workers the section C migration related details is prepared. This Segment analyses the migration related variables as reasons of migration, factors motivated migration, impact of migration on women domestic workers and associated variables.

1. Type of migration
2. Nature of place of migration
3. Reasons of migration
4. Factors motivated migration
5. Suggestion given for migration by ..
6. Nature of problems facing as migrant

Table No. 4.1.46. Living no. of years in Nashik City

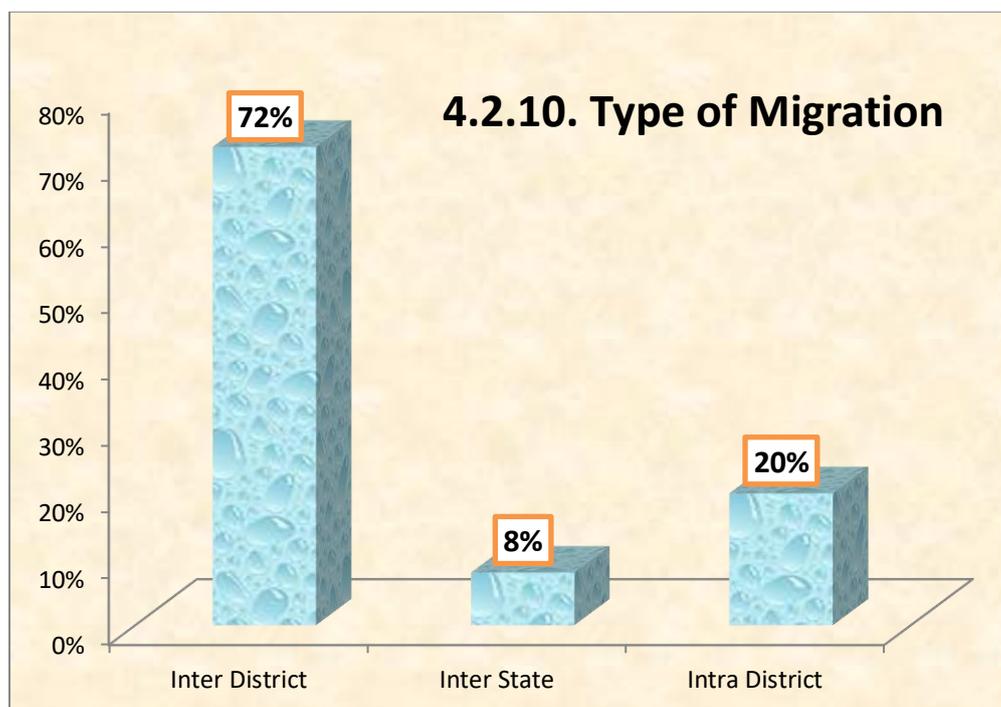
Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	06 months to 1 year	90	25	25.0	25.0
2.	Up-to 5 years	255	71	70.9	95.9
3.	Up-to 10 years	15	4	4.1	100.0
Total		360	100.0	100.0	

The above table 4.1.46 shows that the respondent is leaving in Nashik from number of years. Out of 360 respondents, 90 (25%) respondents are living in Nashik from less than 1 year, while 255 (71%) respondents are living in Nashik between more than 1 to 5 years, 15 (4%) respondents are living in Nashik between more than 5 years to 10 years.

It clearly indicates that majority of the women domestic workers are living in Nashik from more than one year to five years.

Type of migration

Type of migration shows the native place or destination of migrants from where they migrated. It also indicates receptivity in and of the new place where the people migrated.



Above table 4.2.10 shows type of migration of the respondents. Out of 360 respondents, 259 (72%) respondents are migrated from inter districts within state; while 71 (20%) respondents are migrated from intra district means within Nashik district and rest of others 30 (8%) are migrated from interstate.

It clearly indicates that the majority of migration among respondents is interdistrict migration.

Table No. 4.1.47. Nature of place of migration

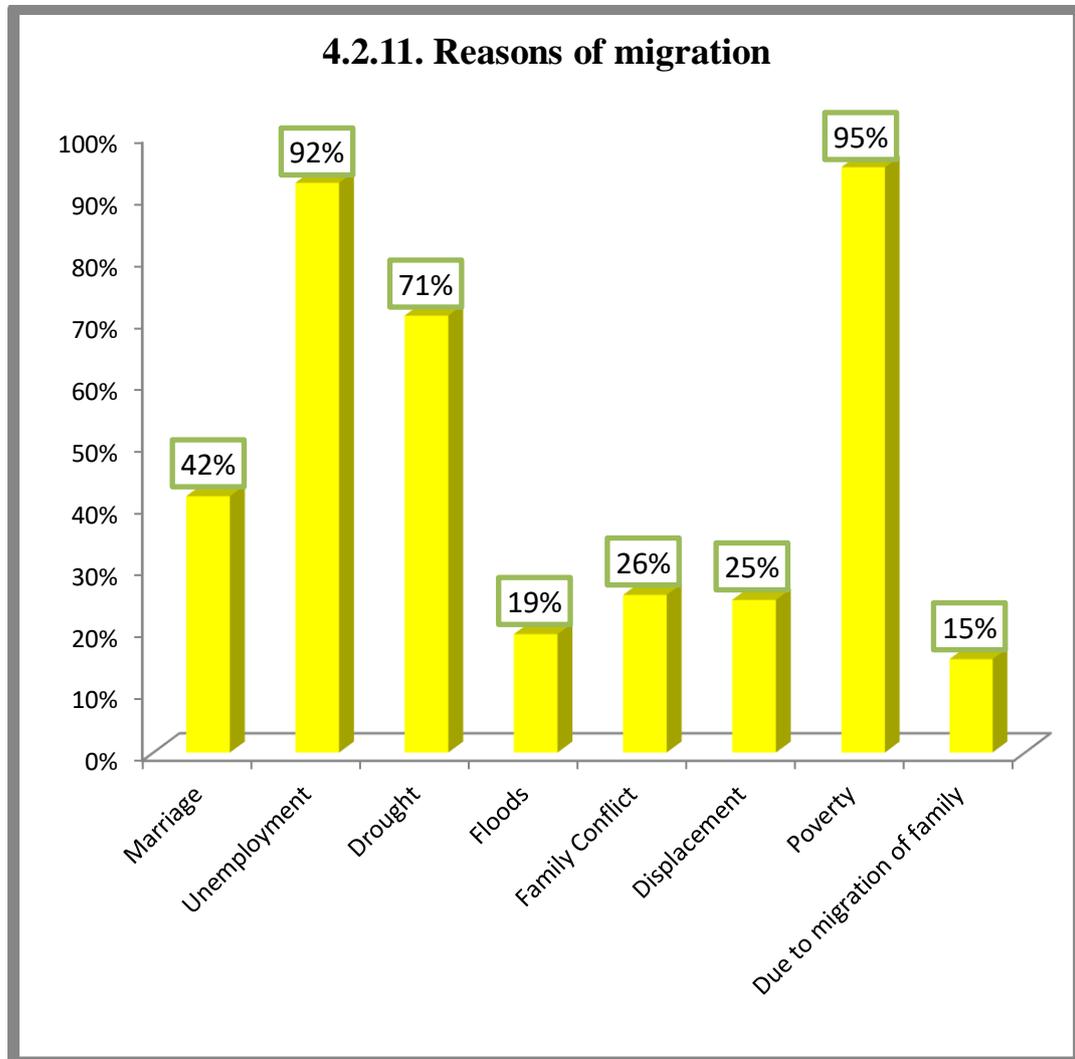
Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Village	291	81	80.8	80.8
2.	Town	23	6	6.4	87.2
3.	City	46	13	12.8	100.0
	Total	360	100.0	100.0	

Above table 4.1.47 shows nature of place of migration of the respondents. Out of 360 respondents, 291 (81%) respondents; while 46 (13%) respondents are migrated from city and rest of others 23 (6%) are migrated from town.

It clearly indicates the trend of migration from rural to urban area.

Reasons of migration

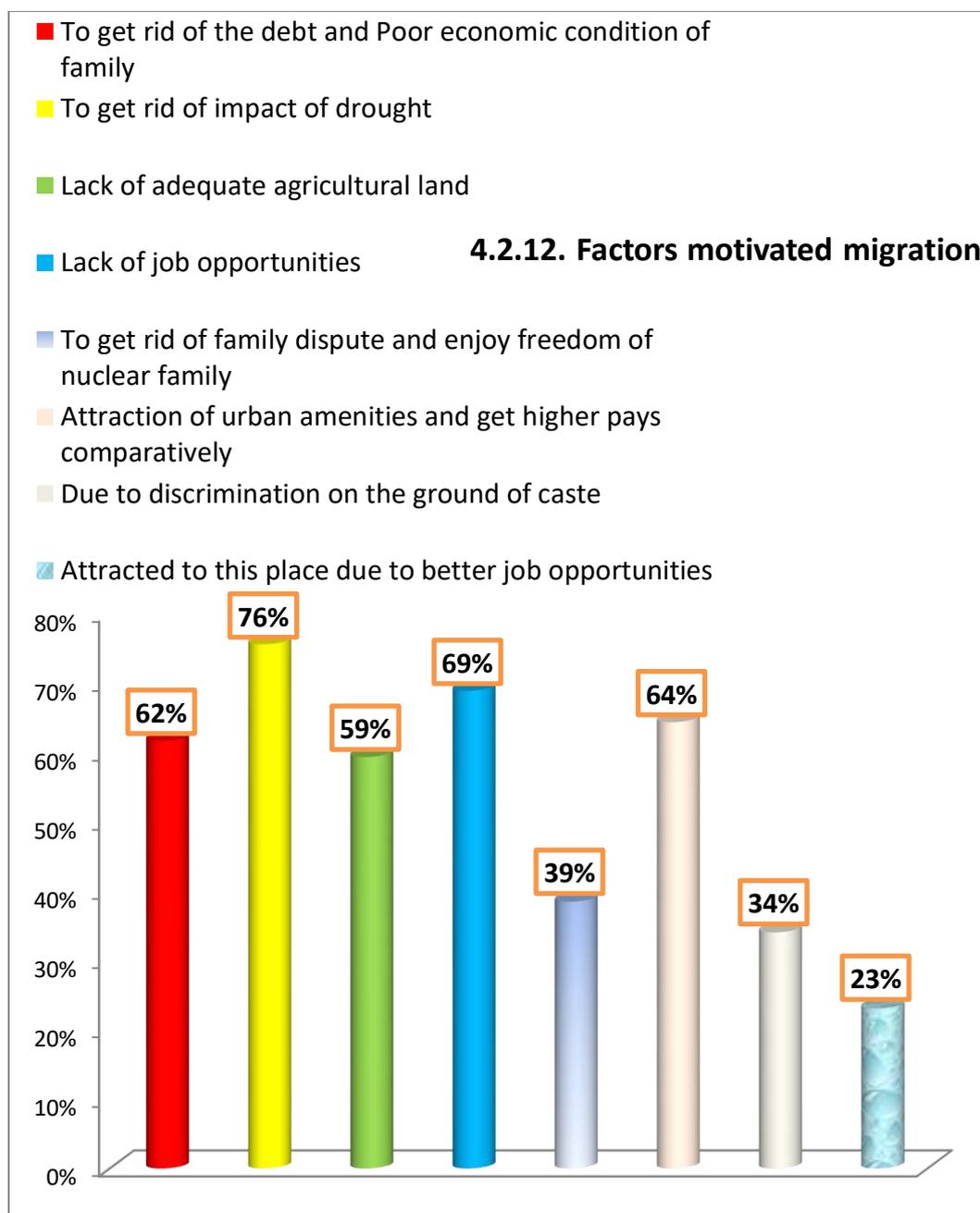
Reasons of migration indicate necessity to migrate other places. Major reasons of migration are unemployment, drought, marriage, and other family related reasons.



Above graph 4.2.11 shows reasons of migration of the respondents. Out of 360 respondents, 341 (95%) respondents are migrated due to poverty, while 332(92%) respondents are migrated because of unemployment, 255 (71%) respondents are migrated due to drought, 150 (42%) respondents are migrated due to marriage, 93 (26%)respondents are migrated due to family conflict, 90 (25%)respondents are migrated due to displacement, and 55 (15%)respondents are migrated just because of migration of family. From the above chart it clearly indicates that main reasons of migration are poverty and unemployment in majority cases.

Factors motivated migration

Number of reasons lead migration. But the factors channelize or cause migration and transform it into result.



Above graph 4.2.12 shows factors motivated migration of the respondents. Out of 360 respondents, 222 (62%) respondents were motivated to migrate just because of getting rid of the debt and poor economic condition of family, while 272(76%) respondents were motivated to migrate because to get rid of impact of drought, 214 (59%) respondents were motivated to migrate due to lack of adequate agricultural

land, 248 (69%) respondents were motivated to migrate due to lack of job opportunities, 139 (39%) respondents were motivated to migrate to get rid of family dispute and enjoy freedom of nuclear family, 232 (64%) respondents were motivated to migrate because of attraction of urban amenities and get higher pays comparatively, 123 (34%) respondents were motivated to migrate due to discrimination on the ground of caste, and 84 (23%) respondents were motivated to migrate just because of attracted to this place due to better job opportunities. From the above table it clearly indicates that major factors that motivated migration are attraction of urban amenities, higher pays comparatively, lack of job opportunities at native place, poor economic conditions, debts, drought, and inadequate agricultural land among respondents.

Table No. 4.1.48. Suggestion given for migration by.....

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Family members	203	56	56.4	56.4
2.	Neighbour	25	7	6.9	63.3
3.	Friends	27	8	7.5	70.8
4.	Relatives	94	26	26.1	96.9
5.	Agent/middle man	11	3	3.1	100.0
Total		360	100.0	100.0	

Above table 4.1.48 shows suggestion given for migration to the respondents by the persons. Out of 360 respondents, 203 (56%) respondents are migrated by the suggestion of family members, while 94 (26%) respondents are migrated by the suggestion of relatives, 27 (8%) respondents are migrated by the suggestion of friends, 25 (7%) respondents are migrated by the suggestion of neighbor, and 11 (3%) respondents are migrated by the suggestion of agent/middle man.

From the above table it clearly indicates that mainly migration has taken place on the suggestion of family members.

Problems of migrants

Table No. 4.1.49. Nature of problem facing as migrant

Sr. No.	Particulars	Frequency	Percent
1.	Debar from access to adequate curative care	300	83%
2.	Excludes from preventive care and reduced access to health services	309	86%
3.	Lack of social support	308	86%
4.	Denial of social entitlement services	282	78%
5.	Low paying/ wages	293	81%
6.	Rapid change of residence	180	50%
7.	Reduced economic choices	115	32%
8.	High exposure to exploitation and abuse	115	32%

Above table 4.1.49 shows nature of problem facing as migrant by the respondents. Out of 360 respondents, 300 (83%) respondents are facing problem that debar from access to adequate curative care, while 309 (86%) respondents are facing problem as excludes from preventive care and reduced access to health services, 308 (86%) respondents are facing problem of lack of social support, 282 (78%) respondents are facing problem of denial of social entitlement services, 293 (81%) respondents are facing problem of low paying/wages, 180 (50%) respondents are facing problem of rapid change in residence, 115 (32%) respondents are facing problem of reduced economic choices, and 115 (32%) respondents are facing problem of high exposure to exploitation and abuse.

From the above table it clearly indicates that majority of women domestic workers facing problems as migrant are mainly excludes from preventive care and reduced access to health services, lack of social support, debar from access to adequate curative care, and problem of low paying/wages.

Health problems of migrant women domestic workers

Women who have to carry water over long distances, often, while also carrying their children on their backs, have to constantly carry very heavy weights during all their working life-often from childhood to old age, also immediately before and after child birth. These give rise to health problems like menstrual disorders, prolapsed of the uterus, miscarriages, and back problems, especially those related to spinal column, causing serious and long term repercussions. Accidents and injuries to themselves and to their children are other serious health problems these women face. Most of the serious health problems get aggravated due to the long hours of work women have to put in. The postural problem women face, in most of the work they do, get much worse, as women work for 8 to 14 hours each day.

Table No. 4.1.50. Nature of problem to seek medical help

Sr. No.	Particulars	Frequency	Percent
1.	Physical tiredness	135	41%
2.	General health problems	130	40%
3.	Pregnancy related issues	200	61%
4.	Back pain	193	59%
5.	Diarrhea	55	17%
6.	Cough and cold	113	35%
7.	Children health	59	18%

The above table 4.1.50 shows health problems when respondents seek medical help. Out of 360 respondents, 200 (61%) respondents had sought medical help in pregnancy related issues, while 193 (59%) had sought medical help in back pain, 135 (41%) had sought medical help in physical tiredness, 130 (40%) respondents had sought medical help in general health problems, 113 (35%) respondents had sought medical help in cough and cold, 59 (18%) respondents had sought medical help in children health problems, and 55 (17%) respondents had sought medical help in general diarrhea. It clearly indicates that majority of the respondents had sought medical help in pregnancy related issues and back pain.

Serious illness among migrant women domestic workers

Women are known to have to work in at least two shifts, if not three. They have to do or take the responsibility for almost all the household work, child care, caring for the old and sick as well as earning a living. In whatever way women try to combine these different equally strenuous roles, it gives rise to extreme mental strain. Secondly, most women have to work in extremely insecure conditions. Socially too, women are extremely vulnerable.

Table No. 4.1.51. Nature of suffering serious illness

Sr. No.	Particulars	Frequency	Percent
1.	B.P. and other cardiac disease	32	9%
2.	Women specific illness or problems	33	10%
3.	Kidney related issues	85	24%
4.	T. B.	28	8%
5.	Diabetes	80	23%
6.	Skin problems and allergies	220	63%
7.	Anemia	121	35%
8.	Piles	28	8%

The above table 4.1.51 shows Nature of suffering serious illness. Out of 360 respondents, 220 (63%) respondents are suffering from skin problems and allergies, while 121 (35%) respondents are suffering from anemia, 85 (24%) respondents are suffering from Kidney related issues, 80 (23%) respondents are suffering from, 33 (10%) respondents are suffering from women specific illness or problems, 32 (9%) respondents are suffering from B.P. and other cardiac disease, 28 (8%) respondents are suffering from T.B., and 28 (8%) respondents are suffering from piles.

It clearly indicates that majority of the respondents are suffering from skin problems and allergies.

Section H: Union membership and legal awareness

1. Status of union membership
2. Opinion about union membership
3. Benefits of union membership
4. Information, registration and benefits of DWWB

Table No. 4.1.52. Membership of union

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	1	.3	.3	.3
2.	No	359	99.7	99.7	100.0
	Total	360	100.0	100.0	

The above table 4.1.52 shows that whether respondents have membership of union or not. Out of 360 respondents, only 1 (.3%) respondent has membership of domestic workers union and 359 (100%) respondents are not having membership of domestic workers union.

It clearly indicates that majority of respondents are not having membership of domestic workers union.

Table No. 4.1.53. Is union membership is beneficial

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	43	12	11.9	11.9
2.	No	153	43	42.5	54.4
3.	Can't say	164	45	45.6	100.0
	Total	360	100.0	100.0	

The above table 4.1.53 shows that whether union membership is beneficial to the respondents or not. Out of 360 respondents, 43 (12%) respondents have said that the union membership is might be beneficial, while 153 (43%) respondents have said that the union membership is not beneficial, and 164 (45%) respondents have said that they can't say anything about the benefits of union membership.

It clearly indicates that majority of respondents are not aware about benefits of having membership of domestic workers union.

Table No. 4.1.54. Benefits of union membership

Sr. No.	Particulars	Frequency	Percent
1.	Law for domestic workers	53	25%
2.	Help in social entitlement facilities	53	25%
3.	Protection from police	50	23%
4.	Political awareness	51	24%
5.	Health information	39	18%
6.	Awareness about women empowerment	29	13%
7.	Awareness about children's education	22	10%
8.	Work place culture related training and orientation	159	74%

The above table 4.1.54 shows benefits of union membership. Out of 360 respondents, 53 (25%) respondents think that law for domestic worker is benefit of union membership, while 53 (25%) respondents think it as help in social entitlement facilities, 50 (23%) respondents think that it helps in protection from police, 51 (24%) respondents think it as political awareness, 39 (18%) said that it helps in getting health related information, 29 (13%) think it as awareness about women empowerment, 22 (10%) look it as awareness about children's education, and 159 (74%) are saying that work place culture related training and orientation is benefit of union membership.

It clearly indicates that majority of respondents are thought that work place culture related training and orientation is benefit of union membership.

Table No. 4.1.55. Awareness about law for domestic workers

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	34	9	9.4	9.4
2.	No	326	91	90.6	100.0
	Total	360	100.0	100.0	

The above table 4.1.55 shows awareness about law for domestic workers. Out of 360 respondents, 34 (9%) respondents are aware that there is a law for domestic workers, and 326 (91%) respondents are not aware about that there is law for domestic workers.

It clearly indicates that majority of respondents are not aware about law for domestic workers.

Table No. 4.1.56. Information about DWWB Act 2008

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	14	4	3.9	3.9
2.	No	346	96	96.1	100.0
	Total	360	100.0	100.0	

The above table 4.1.56 shows that whether respondents have information about DWWB Act or not. Out of 360 respondents, 14 (4%) respondents are having information about DWWB Act, and 346 (96%) respondents are not having any information about DWWB Act.

It clearly indicates that majority of respondents are not having any information about DWWB Act.

Table No. 4.1.57. Status of registration under DWWB Act

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Yes	10	3	2.8	2.8
2.	No	350	97	97.2	100.0
	Total	360	100.0	100.0	

The above table 4.1.57 shows the status of registration under DWWB Act. Out of 360 respondents, 10 (3%) respondents are having registration under DWWB Act, and 350 (97%) respondents are not having registration under DWWB Act.

It clearly indicates that majority of respondents are not having registration under Domestic Workers Welfare Board Act.

Table No. 4.1.58. Benefits of Registration under DWWB

Sr. No.	Particulars	Frequency	Percent
1.	Immediate assistance to a beneficiary in case of accident	8	2%
2.	Financial assistance for the education of the children of the beneficiary.	10	3%
3.	Medical expenses for treatment of ailments of a beneficiary or his dependent	8	2%
4.	Maternity benefit to the women beneficiaries (shall be restriction in case of two children only)	8	2%
5.	Payment of funeral expenses to the legal heir on the death of the beneficiary	8	2%
6.	Such other benefit as may be decided by the Board, from time to time.	6	2%
7.	Can't say	348	97%

The above table 4.1.58 shows opinions of the respondents about benefits of registration under Domestic Workers Welfare Board. Out of 360 respondents, 8 (2%) respondents are saying immediate assistance to a beneficiary in case of accident is benefit of registration under DWWB, 10 (3%) respondents are saying financial assistance for the education of the children of the beneficiary. is benefit of registration under DWWB, 8 (2%) respondents are saying medical expenses for treatment of ailments of a beneficiary or his dependent is benefit of registration under DWWB, 8 (2%) respondents are saying maternity benefit to the women beneficiaries (shall be restriction in case of two children only) is benefit of registration under DWWB, 8 (2%) respondents are saying payment of funeral expenses to the legal heir on the death of the beneficiary is benefit of registration under DWWB, 6 (2%) respondents are saying such other benefit as may be decided by the Board, from time to time is benefit of registration under DWWB, 348 (97%) respondents are saying that they can't say anything about benefits of registration under DWWB.

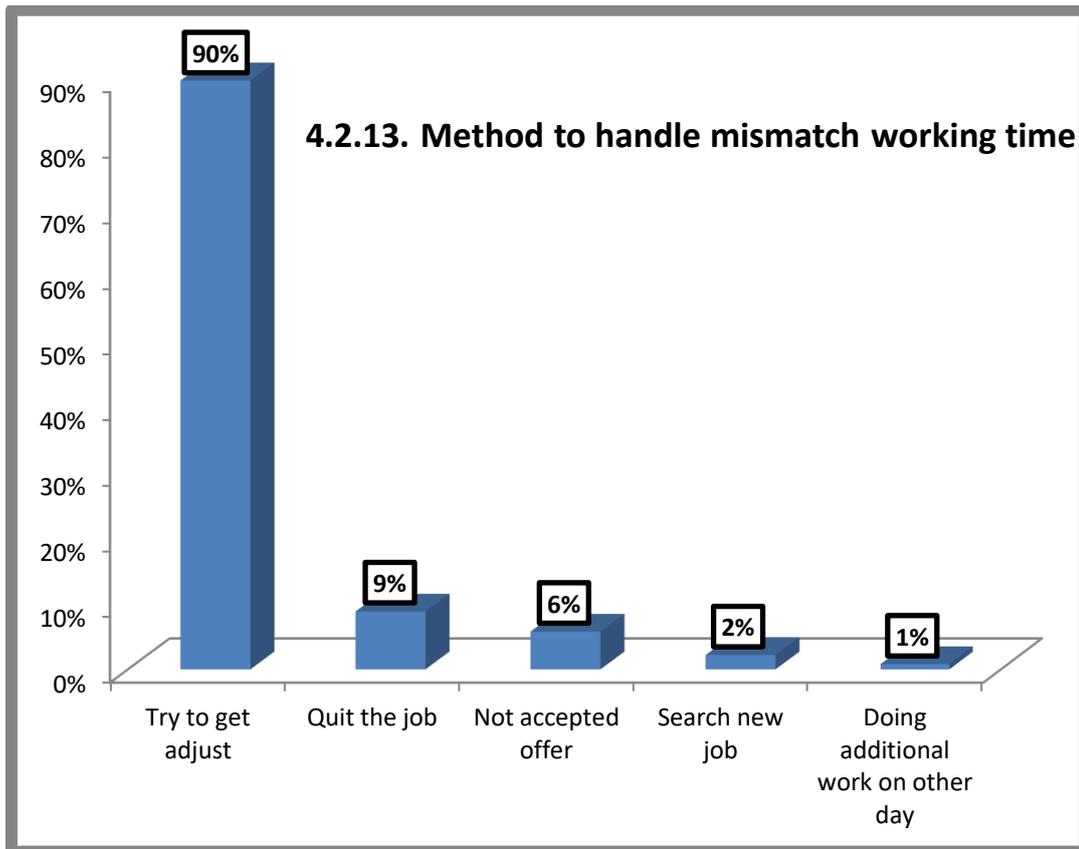
It clearly indicates that majority of respondents are not saying anything about benefits of registration under DWWB as opinion.

Table No. 4.1.59. Finalization of working time

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	Owners convenience	147	41	40.8	40.8
2.	Your convenience	132	37	36.7	77.5
3.	Both convenience	81	23	22.5	100.0
Total		360	100.0	100.0	

The above table 4.1.59 shows method of finalization of working time. Out of 360 respondents, 147 (41%) respondents finalize their working time according to owners' convenience, while 132 (37%) respondents finalize working time according to their own convenience, and 81 (23%) respondents finalize working time according to convenience of both.

It clearly indicates that majority of respondents are supposed to finalize working time according to owners convenience.



The above bar graph 4.2.13 shows method to handle mismatch working time by the respondents. Out of 360 respondents, 322 (90%) respondents are trying to get adjust as method to handle mismatch working time, while 32 (9%) respondents quit the job as method to handle mismatch working time, 21 (6%) respondents are not accepted offers like this, 8 (2%) respondents search new job as method to handle mismatch working time, and 3 (1%) respondents are doing additional work on other day as Method to handle mismatch working time.

It clearly indicates that majority (90%) of respondents are trying to get adjust as method to handle mismatch working time and to avoid loose work.

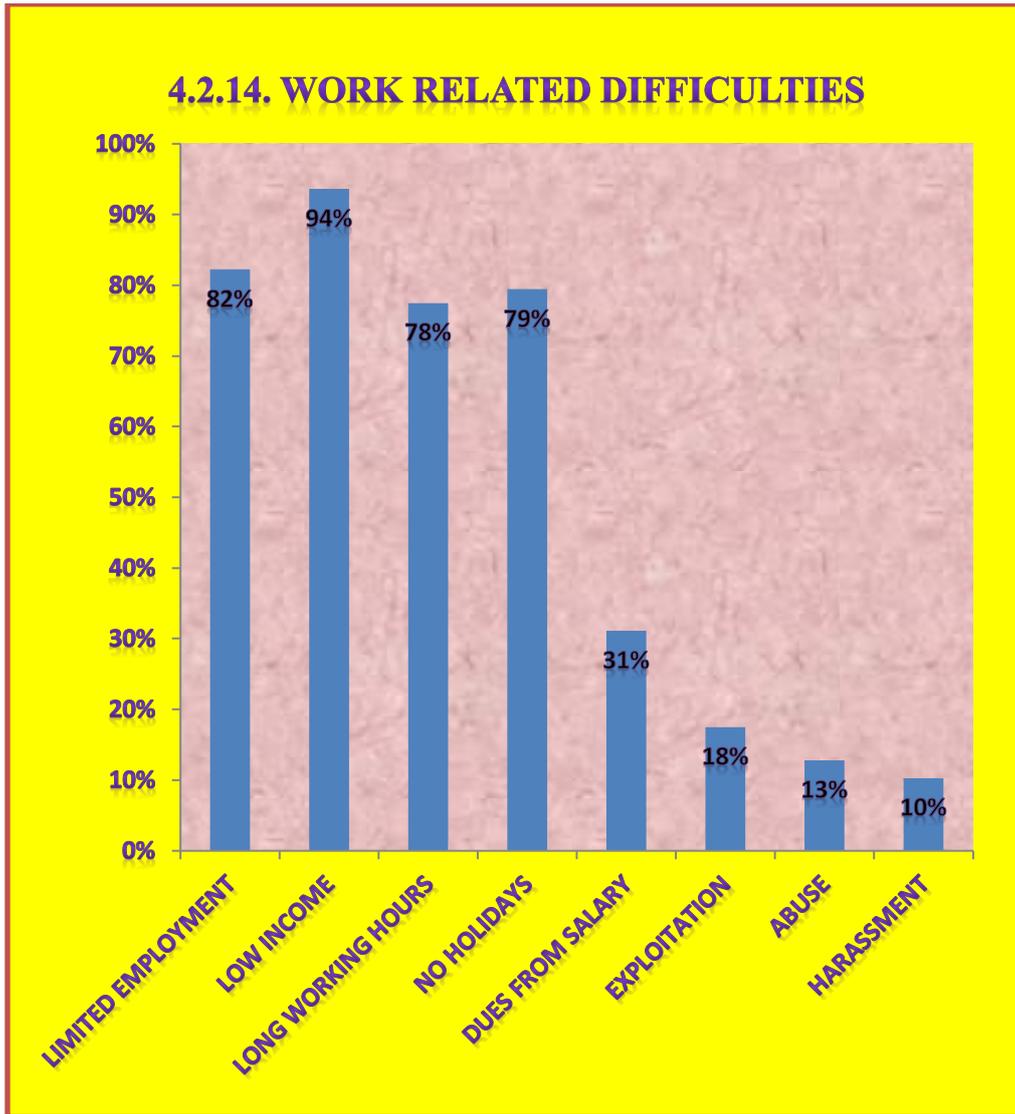
Table No. 4.1.60. Management of duties of domestic worker in illness

Sr. No.	Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
1.	By taking leaves	218	61	60.6	60.6
2.	Assigning other family members to owners	64	18	17.8	78.3
3.	Being absent	68	19	18.9	97.2
4.	Loss of pay	10	2	2.8	100.0
Total		360	100.0	100.0	

The above table 4.1.60 shows how respondents do management of duties of domestic worker in illness. Out of 360 respondents, 218 (61%) respondents manage their duties in illness by taking leaves, while 68 (19%) respondents are being absent in illness, 64 (18%) respondents are assigning other family members to owners house to manage their duties in illness, 10 (2%) respondents have faced loss of pay to manage their duties in illness.

It clearly indicates that majority (61%) of respondents are managing their duties as domestic worker in illness by taking leaves.

4.2.14. WORK RELATED DIFFICULTIES



The above bar graph 4.2.14 shows work related difficulties of the respondents. Out of 360 respondents, 337 (94%) respondents are facing low income as work related difficulty, while 296 (82%) respondents are facing limited employment as work related difficulty, 286 (79%) respondents are facing no holidays as work related difficulty, 279 (78%) respondents are facing long working hours as work related difficulty, 112 (31%) respondents are facing dues from salary as work related difficulty, 63 (18%) respondents are facing exploitation as work related difficulty, 46 (13%) respondents are facing abuse as work related difficulty, and 37 (10%) respondents are facing harassment as work related difficulty.

It clearly indicates that majority of respondents are facing limited employment, low income, long working hours and no holidays as work related difficulties.

Table No: - 4.3.1. Association between Age and Income of the respondents

Sr. No.	Age	Income of the respondent				Total
		500 to 1500	1501 to 2500	2501 to 4000	4001 to 20000	
1.	16 to 27	33	23	24	13	93
		9%	6%	7%	4%	26%
2.	28 to 35	32	15	31	30	108
		9%	4%	9%	8%	30%
3.	36 to 42	20	20	26	7	73
		6%	6%	7%	2%	21%
4.	43 to 66	28	15	31	12	86
		7%	4%	9%	3%	23%
Total		113	73	112	62	360
		31%	20%	32%	17%	100%

Chi-square=19.011

df= 09

P=0.025

The above table shows association between age and income of the respondents. Out of 360 respondents, 93 (26%) respondents are in the age group of 16 to 27 years, among them 33 (9%) respondents are having monthly income between 500 to 1500 Rs, 23 (6%) respondents are having monthly income between 1501 to 2500 Rs., 24 (7%) respondents are having monthly income between 2501 to 4000 Rs., and 13 (4%) respondents are having monthly income between 4001 to 20000 Rs.

Out of 360 respondents, 108 (30%) respondents are in the age group of 28 to 35 years, among them 32 (9%) respondents are having monthly income between 500 to 1500 Rs, 15 (4%) respondents are having monthly income between 1501 to 2500 Rs., 31 (9%) respondents are having monthly income between 2501 to 4000 Rs., and 30 (8%) respondents are having monthly income between 4001 to 20000 Rs.

Out of 360 respondents, 73 (21%) respondents are in the age group of 36 to 42 years, among them 20 (6%) respondents are having monthly income between 500 to 1500 Rs, 20 (6%) respondents are having monthly income between 1501 to 2500 Rs, 26 (7%) respondents are having monthly income between 2501 to 4000 Rs., and 7 (2%) respondents are having monthly income between 4001 to 20000 Rs.

Out of 360 respondents, 86 (23%) respondents are in the age group of 43 to 66 years, among them 28 (7%) respondents are having monthly income between 500 to 1500 Rs, 15 (4%) respondents are having monthly income between 1501 to 2500 Rs., 31 (9%) respondents are having monthly income between 2501 to 4000 Rs., and 12 (3%) respondents are having monthly income between 4001 to 20000 Rs.

From the above table of association age and monthly income of the respondents shows significant relationship among the present variables.

Table No: - 4.3.2. Association between Age and Income of the family

Sr. No.	Age	Income of the family				Total
		0 to 3000	3001 to 5000	5001 to 8000	8001 to 20000	
1.	16 to 27	27	26	25	15	93
		8%	7%	7%	4%	26%
2.	28 to 35	32	31	30	15	108
		9%	9%	8%	4%	30%
3.	36 to 42	29	14	18	12	73
		8%	4%	5%	3%	20%
4.	43 to 66	37	13	11	25	86
		10%	4%	3%	7%	24%
Total		125	84	84	67	360
		35%	24%	23%	18%	100.0 %

Chi-square=21.532

df=09

P= 0.010

The above table 4.3.2 shows association between age and income of the family of the respondents. Out of 360 respondents, 93 (26%) respondents are in the age group of 16 to 27 years, among them 27 (8%) respondents monthly family income is between 0 to 3000Rs, 26 (7%) respondents monthly family income is between 3001 to 5000 Rs., 25 (7%) respondents monthly family income is between 5001 to 8000 Rs., and 15(4%) respondents monthly family income is between 8001 to 20000 Rs.

Out of 360 respondents, 108 (30%) respondents are in the age group of 28 to 35 years, among them 32 (9%) respondents monthly family income is between 0 to 3000 Rs, 31 (9%) respondents monthly family income is between 3001 to 5000 Rs., 30 (8%) respondents monthly family income is between 5001 to 8000 Rs., and 15(4%) respondents monthly family income is between 8001 to 20000 Rs.

Out of 360 respondents, 73 (20%) respondents are in the age group of 36 to 42 years, among them 29 (8%) respondents monthly family income is between 0 to 3000 Rs, 14 (4%) respondents monthly family income is between 3001 to 5000 Rs., 18 (5%) respondents monthly family income is between 5001 to 8000 Rs., and 12 (3%) respondents monthly family income is between 8001 to 20000 Rs.

Out of 360 respondents, 86 (24%) respondents are in the age group of 43 to 66 years, among them 37 (10%) respondents monthly family income is between 0 to 3000 Rs,

13 (4%) respondents monthly family income is between 3001 to 5000 Rs., 11 (3%) respondents monthly family income is between 5001 to 8000 Rs., and 25(7%) respondents monthly family income is between 8001 to 20000 Rs.

From the above table of association age and monthly income of the family of the respondents shows significant relationship among the present variables.

Table No: - 4.3.3. Association between Education and income of the respondent

Sr. No.	Educational Status	Income of the respondent				Total
		500 to 1500	1501 to 2500	2501 to 4000	4001 to 20000	
1.	Illiterate	54	20	61	29	164
		15%	6%	17%	8%	46%
2.	Literate without formal schooling	0	1	2	0	3
		0.0%	0.3%	0.6%	0.0%	1%
3.	Primary	23	30	24	14	91
		6%	8%	7%	4%	25%
4.	Secondary	29	15	19	12	75
		8%	4%	5%	3%	20%
5.	Higher Secondary	4	7	6	6	23
		1%	2%	2%	2%	7%
6.	Certificate course or Diploma	3	0	0	1	4
		1%	0.0%	0.0%	0.3%	1%
Total		113	73	112	62	360
		31%	20%	31%	18%	100%

Chi-square=30.053

df =15

P=0.012

Above table 4.3.3 shows association between education and income of the respondent. Out of 360 respondents, 164 (46%) respondents are illiterate among them 54 (15%) respondents monthly income is ranged through 500 to 1500 Rs., while, 20 (6%) respondents monthly income is ranged through 1501 to 2500 Rs., 61 (17%) respondents monthly income is ranged through 2501 to 4000 Rs., and 29 (8%) respondents monthly income is ranged through 4001 to 20000 Rs.

Out of 360 respondents, 3 (1%) respondents are literate without formal schooling among them 1 (.3%) respondents monthly income is ranged through 1501 to 2500 Rs., 2 (.6%) respondents monthly income is ranged through 2501 to 4000 Rs.,

Out of 360 respondents, 91 (25%) respondents have completed primary education among them 23 (6%) respondents monthly income is ranged through 500 to 1500 Rs., while, 30 (8%) respondents monthly income is ranged through 1501 to 2500 Rs., 24 (7%) respondents monthly income is ranged through 2501 to 4000 Rs., and 14 (4%) respondents monthly income is ranged through 4001 to 20000 Rs.

Out of 360 respondents, 75 (20%) respondents have completed secondary education among them 29 (8%) respondents monthly income is ranged through 500 to 1500 Rs., while, 15 (4%) respondents monthly income is ranged through 1501 to 2500 Rs., 19 (5%) respondents monthly income is ranged through 2501 to 4000 Rs., and 12 (3%) respondents monthly income is ranged through 4001 to 20000 Rs.

Out of 360 respondents, 23 (7%) respondents have completed higher secondary education among them 4 (1%) respondents monthly income is ranged through 500 to 1500 Rs., while, 7 (2%) respondents monthly income is ranged through 1501 to 2500 Rs., 6 (2%) respondents monthly income is ranged through 2501 to 4000 Rs., and 6 (2%) respondents monthly income is ranged through 4001 to 20000 Rs.

From the above table of association level of education and monthly income of the respondents shows significant relationship among the present variables.

Table No: - 4.3.4. Association between Type of family and income of the respondent

Sr. No.	Type of Family	Income of the respondent				Total
		500 to 1500	1501 to 2500	2501 to 4000	4001 to 20000	
1.	Joint	47	20	42	27	136
		13%	6%	11%	8%	38%
2.	Nuclear	66	53	70	35	224
		18%	15%	19%	10%	62%
Total		113	73	112	62	360
		31%	20%	31%	18%	100.0%

Chi-square=4.928

df= 03

P=0.177

Above table 4.3.4 shows association between type of family and income of the respondent. Out of 360 respondents, 136 (38%) respondents are living with joint family among them 47 (13%) respondents monthly income is ranged through 500 to 1500 Rs., while, 20 (6%) respondents monthly income is ranged through 1501 to 2500 Rs., 42 (11%) respondents monthly income is ranged through 2501 to 4000 Rs., and 27 (8%) respondents monthly income is ranged through 4001 to 20000 Rs.

Out of 360 respondents, 224 (62%) respondents are living with nuclear family among them 119 (33%) respondents monthly income is ranged through 500 to 2500 Rs, while, 70 (19%) respondents monthly income is ranged through 2501 to 4000 Rs., and 35 (10%) respondents monthly income is ranged through 4001 to 20000 Rs.

From the above table of association type of family and monthly income of the respondents shows significant relationship among the present variables.

Table No: - 4.3.5. Association between Type of family and income of the family

Sr. No.	Type of Family	Income of the family				Total
		0 to 3000	3001 to 5000	5001 to 8000	8001 to 20000	
1.	Joint	33	31	26	46	136
		9%	9%	7%	13%	38%
2.	Nuclear	92	53	58	21	224
		26%	14%	16%	6%	62%
Total		125	84	84	67	360
		35%	23%	23%	19%	100%

Chi-square=35.754

df =03

P=0.000

Above table 4.3.9 shows association between type of family and income of family of the respondent. Out of 360 respondents, 136 (38%) respondents are living with joint family among them 33 (9%) respondents monthly income is ranged through 1 to 3000 Rs., while, 31 (9%) respondents monthly income is ranged through 3001 to 5000 Rs., 26 (7%) respondents monthly income is ranged through 5001 to 8000 Rs., and 46 (13%) respondents monthly income is ranged through 8001 to 20000 Rs.

Out of 360 respondents, 224 (62%) respondents are living with nuclear family among them among them 92 (26%) respondents monthly income is ranged through 1 to 3000 Rs., while, 53 (14%) respondents monthly income is ranged through 3001 to 5000 Rs., 58 (16%) respondents monthly income is ranged through 5001 to 8000 Rs., and 21 (6%) respondents monthly income is ranged through 8001 to 20000 Rs.

From the above table of association type of family and monthly income of the family of the respondents shows significant relationship among the present variables.

Table No: - 4.3.6. Association between Income of the respondent and reasons of migration

Sr. No.	Income of respondent	Reasons of migration															
		Marriage		Unemployment		Drought		Floods		Family conflict		Displacement		Poverty		Due to migration of family	
1	500 to 1500	61	17%	103	29%	89	25%	11	3%	31	9%	35	10%	108	30%	25	7%
2	1501 to 2500	29	8%	62	17%	51	14%	21	6%	17	5%	18	5%	66	18%	10	3%
3	2501 to 4000	37	10%	107	30%	66	18%	31	9%	28	8%	13	4%	106	30%	8	2%
4	4001 to 20000	23	6%	60	17%	49	14%	7	2%	17	5%	24	7%	61	17%	12	3%

Chi-square= 86.634

df =24

P=0.000

Above table shows the association between income of the respondent and reasons of migration. Out of 360 respondents, 113 (31%) respondents monthly income is ranged through 500 to 1500 Rs, among them 61 (17%) respondents are migrated due to marriage, 103 (29%) respondents are migrated due to unemployment, 89 (25%) respondents are migrated due to drought, 11 (3%) respondents are migrated due to floods, 31 (9%) respondents are migrated due to family conflict, 35 (10%) respondents are migrated due to displacement, 108 (30%) respondents are migrated due to poverty, and 25 (7%) respondents are migrated due to migration of family.

Out of 360 respondents, 73 (20%) respondents monthly income is ranged through 1501 to 2500 Rs. among them 29 (8%) respondents are migrated due to marriage, 62 (17%) respondents are migrated due to unemployment, 51 (14%) respondents are migrated due to drought, 21 (6%) respondents are migrated due to floods, 17 (5%) respondents are migrated due to family conflict, 18 (5%) respondents are migrated due to displacement, 66 (18%) respondents are migrated due to poverty, and 10 (3%) respondents are migrated due to migration of family.

Out of 360 respondents, 112 (31%) respondents monthly income is ranged through 2501 to 4000 Rs. among them 37 (10%) respondents are migrated due to marriage, 107 (30%) respondents are migrated due to unemployment, 66 (18%) respondents are migrated due to drought, 31 (9%) respondents are migrated due to floods, 28 (8%)

respondents are migrated due to family conflict, 13 (4%) respondents are migrated due to displacement, 106 (30%) respondents are migrated due to poverty, and 8 (2%) respondents are migrated due to migration of family.

Out of 360 respondents, 62 (18%) respondents monthly income is ranged through 4001 to 20000 Rs. among them 23 (6%) respondents are migrated due to marriage, 60 (17%) respondents are migrated due to unemployment, 49 (14%) respondents are migrated due to drought, 7 (2%) respondents are migrated due to floods, 17 (5%) respondents are migrated due to family conflict, 24 (7%) respondents are migrated due to displacement, 61 (17%) respondents are migrated due to poverty, and 12 (3%) respondents are migrated due to migration of family.

From the above table of association monthly income of the respondents and reasons of migration among the respondents shows significant relationship among the present variables.

Table No: - 4.3.7. Association between Income of the family and reasons of migration

Sr. No.	income of the family	Reasons of migration															
		Marriage		Unemployment		Drought		Floods		Family conflict		Displacement		Poverty		Due to migration of family	
1	1 to 3000	47	13%	112	31%	93	26%	22	6%	53	15%	42	12%	118	33%	27	8%
2	3001 to 5000	31	9%	75	21%	56	16%	17	5%	15	4%	14	4%	79	22%	7	2%
3	5001 to 8000	46	13%	81	23%	60	17%	10	3%	10	3%	14	4%	80	22%	7	2%
4	8001 to 20000	26	7%	64	18%	46	13%	21	6%	15	4%	20	6%	64	18%	14	4%

Chi-square= 77.732 df =24 P=0.000

Above table shows the association between income of the family and reasons of migration. Out of 360 respondents, 125 (35%) respondents monthly income of family is ranged through 1 to 3000 Rs. among them 47 (13%) respondents are migrated due to marriage, 112 (31%) respondents are migrated due to unemployment, 93 (26%) respondents are migrated due to drought, 22 (6%) respondents are migrated due to floods, 53 (15%) respondents are migrated due to family conflict, 42 (12%) respondents are migrated due to displacement, 118 (33%) respondents are migrated due to poverty, and 27 (8%) respondents are migrated due to migration of family.

Out of 360 respondents, 84 (23%) respondents monthly income of family is ranged through 3001 to 5000 Rs. among them 31 (9%) respondents are migrated due to marriage, 75 (21%) respondents are migrated due to unemployment, 56 (16%) respondents are migrated due to drought, 17 (5%) respondents are migrated due to floods, 15 (4%) respondents are migrated due to family conflict, 14 (4%) respondents are migrated due to displacement, 79 (22%) respondents are migrated due to poverty, and 7 (2%) respondents are migrated due to migration of family.

Out of 360 respondents, 84 (23%) respondents monthly income of family is ranged through 5001 to 8000 Rs. among them 46 (13%) respondents are migrated due to marriage, 81 (23%) respondents are migrated due to unemployment, 60 (17%) respondents are migrated due to drought, 10 (3%) respondents are migrated due to

floods, 10 (3%) respondents are migrated due to family conflict, 14 (4%) respondents are migrated due to displacement, 80 (22%) respondents are migrated due to poverty, and 7 (2%) respondents are migrated due to migration of family.

Out of 360 respondents, 67 (19%) respondents monthly income of family is ranged through 8001 to 20000 Rs. among them 26 (7%) respondents are migrated due to marriage, 64 (18%) respondents are migrated due to unemployment, 46 (13%) respondents are migrated due to drought, 21 (6%) respondents are migrated due to floods, 15 (4%) respondents are migrated due to family conflict, 20 (6%) respondents are migrated due to displacement, 64 (18%) respondents are migrated due to poverty, and 14 (4%) respondents are migrated due to migration of family.

From the above table of association monthly income of the family of the respondents and reasons of migration among the respondents shows significant relationship among the present variables.

Table No: - 4.3.8. Association between social category and reasons of migration

Sr. No.	Social Category	Reasons of migration															
		Marriage		Unemployment		Drought		Floods		Family conflict		Displacement		Poverty		Due to migration of family	
1	S. C.	80	22%	176	48%	159	44%	42	12%	43	12%	67	19%	192	53%	42	12%
2	S. T.	49	13%	99	28%	58	16%	11	3%	25	7%	12	3%	92	26%	5	1%
3	O. B. C.	5	1%	28	8%	12	3%	10	3%	6	2%	1	0.3%	25	7%	1	0.3%
4	General	3	1%	9	3%	9	3%	2	1%	2	1%	0	0.0%	10	3%	0	0.0%
5	N. T.	10	3%	13	4%	11	3%	0	0.0%	12	3%	10	3%	13	4%	7	2%
6	S. B. C.	3	1%	7	2%	6	2%	5	1%	5	1%	0	0.0%	9	3%	0	0.0%

Chi-square=234.932 df =40 P=0.000

Above table shows the association between social category and reasons of migration among the respondents. Out of 360 respondents 194 (54%) respondents are belong to SC category among them 80 (22%) respondents are migrated due to marriage, 176 (49%) respondents are migrated due to unemployment, 159 (44%) respondents are migrated due to drought, 42 (12%) respondents are migrated due to floods, 43 (12%) respondents are migrated due to family conflict, 67 (19%) respondents are migrated due to displacement, 192 (53%) respondents are migrated due to poverty, and 42 (12%) respondents are migrated due to migration of family.

Out of 360 respondents 104 (28%) respondents are belong to ST category among them 49 (14%) respondents are migrated due to marriage, 99 (28%) respondents are migrated due to unemployment, 58 (16%) respondents are migrated due to drought, 11 (3%) respondents are migrated due to floods, 25 (7%) respondents are migrated due to family conflict, 12 (3%) respondents are migrated due to displacement, 92 (26%) respondents are migrated due to poverty, and 5 (1%) respondents are migrated due to migration of family.

Out of 360 respondents 28 (8%) respondents are belong to OBC category among them 5 (1%) respondents are migrated due to marriage, 28 (8%) respondents are migrated due to unemployment, 12 (3%) respondents are migrated due to drought, 10 (3%) respondents are migrated due to floods, 6 (2%) respondents are migrated due to family conflict, 1 (0.3%) respondents are migrated due to displacement, 25 (7%) respondents are migrated due to poverty, and 1 (0.3%) respondents are migrated due to migration of family.

Out of 360 respondents 10 (3%) respondents are belong to General category among them 3 (1%) respondents are migrated due to marriage, 9 (3%) respondents are migrated due to unemployment, 9 (3%) respondents are migrated due to drought, 2 (1%) respondents are migrated due to floods, 2 (1%) respondents are migrated due to family conflict, and 10 (3%) respondents are migrated due to poverty.

Out of 360 respondents 13 (4%) respondents are belong to NT category among them 10 (3%) respondents are migrated due to marriage, 13 (4%) respondents are migrated due to unemployment, 11 (3%) respondents are migrated due to drought, 12 (3%) respondents are migrated due to family conflict, 10 (3%) respondents are migrated due to displacement, 13 (4%) respondents are migrated due to poverty, and 7 (2%) respondents are migrated due to migration of family.

Out of 360 respondents 11 (3%) respondents are belong to SBC category among them 3 (1%) respondents are migrated due to marriage, 7 (2%) respondents are migrated due to unemployment, 6 (2%) respondents are migrated due to drought, 5 (1%) respondents are migrated due to floods, 5 (1%) respondents are migrated due to family conflict, and 9 (3%) respondents are migrated due to poverty.

From the above table of association social category and reasons of migration among the respondents shows significant relationship among the present variables.

Table No: - 4.3.9. Association between level of education and reasons of migration of the respondents

Sr. No.	Levels of Education	Reasons of migration															
		Marriage		Unemployment		Drought		Floods		Family conflict		Displacement		Poverty		Due to migration of family	
1	Illiterate	63	18%	140	39%	110	31%	32	9%	48	13%	40	11%	155	43%	22	6%
2	Literate without formal schooling	1	0.3%	3	1%	3	1%	0	0.0%	0	0.0%	0	0.0%	3	1%	0	0.0%
3	Primary	40	11%	90	25%	61	17%	19	5%	24	7%	30	8%	85	24%	16	4%
4	Secondary	38	11%	73	20%	59	16%	14	4%	18	5%	12	3%	72	20%	10	3%
5	Higher Secondary	5	1%	22	6%	21	6%	5	1%	3	1%	7	2%	22	6%	6	2%
6	Certificate course or Diploma	3	1%	4	1%	1	0.3%	0	0.0%	0	0.0%	1	0.3%	4	1%	1	0.3%

Chi-square=63.276

df=40

P=0.011

Above table shows the association between level of education and reasons of migration of the respondents. Out of 360 respondents, 164 (46%) respondents are illiterate among them 63 (18%) respondents are migrated due to marriage, 140 (39%) respondents are migrated due to unemployment, 110 (31%) respondents are migrated due to drought, 32 (9%) respondents are migrated due to floods, 48 (13%) respondents are migrated due to family conflict, 40 (11%) respondents are migrated due to displacement, 155 (43%) respondents are migrated due to poverty, and 22 (6%) respondents are migrated due to migration of family.

Out of 360 respondents, 3 (0.8%) respondents are literate without formal schooling among them 1 (0.3%) respondents are migrated due to marriage, 3 (1%) respondents are migrated due to unemployment, 3 (1%) respondents are migrated due to drought, 3 (1%) respondents are migrated due to poverty.

Out of 360 respondents, 91 (25%) respondents have completed their primary education among them 40 (11%) respondents are migrated due to marriage, 90 (25%)

respondents are migrated due to unemployment, 61 (17%) respondents are migrated due to drought, 19 (5%) respondents are migrated due to floods, 24 (7%) respondents are migrated due to family conflict, 30 (8%) respondents are migrated due to displacement, 85 (24%) respondents are migrated due to poverty, and 16 (4%) respondents are migrated due to migration of family.

Out of 360 respondents, 75 (21%) respondents have completed their secondary education among them 38 (11%) respondents are migrated due to marriage, 73 (20%) respondents are migrated due to unemployment, 59 (16%) respondents are migrated due to drought, 14 (4%) respondents are migrated due to floods, 18 (5%) respondents are migrated due to family conflict, 12 (3%) respondents are migrated due to displacement, 72 (20%) respondents are migrated due to poverty, and 10 (3%) respondents are migrated due to migration of family.

Out of 360 respondents, 23 (6%) respondents have completed their higher secondary education among them 5 (1%) respondents are migrated due to marriage, 22 (6%) respondents are migrated due to unemployment, 21 (6%) respondents are migrated due to drought, 5 (1%) respondents are migrated due to floods, 3 (1%) respondents are migrated due to family conflict, 7 (2%) respondents are migrated due to displacement, 22 (6%) respondents are migrated due to poverty, and 6 (2%) respondents are migrated due to migration of family.

Out of 360 respondents, 4 (1%) respondents have completed their certificate course or diploma among them 3 (1%) respondents are migrated due to marriage, 4 (1%) respondents are migrated due to unemployment, 1 (0.3%) respondents are migrated due to drought, 1 (0.3%) respondents are migrated due to displacement, 4 (1%) respondents are migrated due to poverty, and 1 (0.3%) respondents are migrated due to migration of family.

From the above table of association level of education and reasons of migration among the respondents shows significant relationship among the present variables.

Table No: - 4.3.10. Association between nature of place of migration and reasons of migration of the respondents

Sr. No.	Nature of place of migration	Reasons of migration															
		Marriage		Unemployment		Drought		Floods		Family conflict		Displacement		Poverty		Due to migration of family	
1	Village	113	31 %	268	74%	21	60 %	53	15 %	69	19 %	86	24%	27	77 %	52	14%
2	Town	17	5 %	23	6%	13	4%	12	3%	3	1%	4	1%	22	6%	3	1%
3	City	20	6 %	41	11%	27	8%	5	1%	21	6%	0	0.0 %	42	12 %	0	0.0 %
		Chi-square= 80.939				DF=16				P=0.000							

Above table shows the association between nature of place of migration and reasons of migration of the respondents. Out of 360 respondents, 291 (81%) respondents are migrated from village among them 113 (31%) respondents are migrated due to marriage, 268 (74%) respondents are migrated due to unemployment, 215 (60%) respondents are migrated due to drought, 53 (19%) respondents are migrated due to floods, 69 (13%) respondents are migrated due to family conflict, 86 (24%) respondents are migrated due to displacement, 277 (77%) respondents are migrated due to poverty, and 52 (14%) respondents are migrated due to migration of family.

Out of 360 respondents, 23 (6%) respondents are migrated from town among them 17 (5%) respondents are migrated due to marriage, 23 (6%) respondents are migrated due to unemployment, 13 (4%) respondents are migrated due to drought, 12 (3%) respondents are migrated due to floods, 3 (1%) respondents are migrated due to family conflict, 4 (1%) respondents are migrated due to displacement, 22 (6%) respondents are migrated due to poverty, and 3 (1%) respondents are migrated due to migration of family.

Out of 360 respondents, 46 (13%) respondents are migrated from city among them 20 (6%) respondents are migrated due to marriage, 41 (11%) respondents are migrated due to unemployment, 27 (8%) respondents are migrated due to drought, 5 (1%) respondents are migrated due to floods, 21 (6%) respondents are migrated due to family conflict, 42 (12%) respondents are migrated due to poverty.

From the above table of association place of migration and reasons of migration among the respondents shows significant relationship among the present variables.

Table No. 4.3.11. Association between social category and income of the respondent

Sr. No.	Social Category	Income of the respondent (Rs.)				Total
		500 to 1500	1501 to 2500	2501 to 4000	4001 to 20000	
1.	S. C.	69	42	47	36	194
		19%	12%	13%	10%	54%
2.	S. T.	29	18	35	22	104
		8%	5%	10%	6%	29%
3.	O. B. C.	5	3	18	2	28
		1%	1%	5%	1%	8%
4.	General	2	0	8	0	10
		1%	0.0%	2%	0.0%	3%
5.	N. T.	7	2	3	1	13
		2%	1%	1%	0.3%	4%
6.	S. B. C.	1	8	1	1	11
		0.3%	2%	0.3%	0.3%	3%
Total		113	73	112	62	360
		31%	21%	31%	17%	100.0%

Chi-square= 54.722DF=15 P=0.000

Above table shows the association between social category and income of the respondents. Out of 360 respondents 194 (54%) respondents are belong to SC category among them 69 (19%) respondents monthly income is ranged through 500 to 1500 Rs., while 42 (12%) respondents monthly income is ranged through 1501 to 2500 Rs., 47 (13%) respondents monthly income is ranged through 2501 to 4000 Rs., and 36 (10%) respondents monthly income is ranged through 4001 to 20000 Rs.

104 (29%) respondents are belong to ST category among them 29 (8%) respondents monthly income is ranged through 500 to 1500 Rs., while 18 (5%) respondents monthly income is ranged through 1501 to 2500 Rs., 35 (10%) respondents monthly income is

ranged through 2501 to 4000 Rs. and 22 (6%) respondents monthly income is ranged through 4001 to 20000 Rs.

28 (8%) respondents are belong to OBC category among them 5 (1%) respondents monthly income is ranged through 500 to 1500 Rs., while 3 (1%) respondents monthly income is ranged through 1501 to 2500 Rs., 18 (5%) respondents monthly income is ranged through 2501 to 4000 Rs., and 2 (1%) respondents monthly income is ranged through 4001 to 20000 Rs.

10 (3%) respondents are belong to General category among them 2 (1%) respondents monthly income is ranged through 500 to 1500 Rs., while 8 (2%) respondents monthly income is ranged through 4000 to 20000Rs.

13 (4%) respondents are belong to NT category among them 7 (2%) respondents monthly income is ranged through 500 to 1500 Rs., while 2 (1%) respondents monthly income is ranged through 1501 to 2500 Rs., and 3 (1%) respondents monthly income is ranged through 2501 to 4000 Rs.,and 1 (.3%) respondents monthly income is ranged through 4001 to 20000 Rs.

11 (3%) respondents are belong to SBC category among them 1 (0.3%) respondents monthly income is ranged through 500 to 1500 Rs., while 8 (2%) respondents monthly income is ranged through 1501 to 2500 Rs., and 1 (0.3%) respondents monthly income is ranged through 2501 to 4000 Rs., and 1 (0.3%) respondents monthly income is ranged through 4001 to 20000 Rs.

From the above table of association social category and monthly income of the respondents shows significant relationship among the present variables.

Table No: - 4.3.12. Association between social category and expectations at workplace by employer

Sr. No.	Social Category	expectations at workplace by employer			
		Even worked on holidays		Involvement in subsidiary work	
1.	Scheduled Cast (S. C.)	97	37%	105	40%
2.	Scheduled Tribe (S. T.)	70	27%	55	21%
3.	Other Backward Class (OBC)	8	3%	11	4%
4.	General	5	2%	9	3%
5.	Nomadic Tribe (N. T.)	3	1%	6	2%
6.	Special Backward Class(SBC)	5	2%	4	2%

Chi-square=21.936

df =10

P=0.015

Above table 4.3.12 shows the association between social category and expectations at workplace by employer. Out of 360 respondents 194 (54%) respondents are belong to SC category among them 97 (37%) respondents are even worked on holiday and 105 (40%) respondents are involved in subsidiary work as expectations at workplace by employer.

Out of 360 respondents 104 (29%) respondents are belong to ST category among them 70 (27%) respondents are even worked on holiday and 55 (21%) respondents are involved in subsidiary work as expectations at workplace by employer.

Out of 360 respondents 28 (8%) respondents are belong to OBC category among them 8 (3%) respondents are even worked on holiday and 11 (4%) respondents are involved in subsidiary work as expectations at workplace by employer.

Out of 360 respondents 10 (3%) respondents are belong to General Category among them 5 (2%) respondents are even worked on holiday and 9 (3%) respondents are involved in subsidiary work as expectations at workplace by employer.

Out of 360 respondents 13 (4%) respondents are belong to N. T. Category among them 3 (1%) respondents are even worked on holiday and 6 (2%) respondents are involved in subsidiary work as expectations at workplace by employer.

Out of 360 respondents 11 (3%) respondents are belong to S. B. C. Category among them 5 (2%) respondents are even worked on holiday and 4 (2%) respondents are involved in subsidiary work as expectations at workplace by employer.

From the above table of association social category and expectations at workplace by employer from the respondents shows significant relationship among the present variables.

Table No: - 4.3.13. Association between social category and working conditions

Sr. No.	working conditions	Getting food at workplace		Written contract with employer		Notice given before termination to employer		Social security is part of payment		Fixed weekly holidays		Getting extra pays for extra work		Decided rest after work		Permission to access toilet at work place	
	Social category																
1	S. C.	51	16%	7	2%	8	2%	9	3%	75	23%	73	22%	91	28%	139	42%
2	S. T.	37	11%	0	0.0%	3	1%	1	0.3%	50	15%	46	14%	13	4%	81	25%
3	O. B. C.	13	4%	2	1%	1	0.3%	0	0.0%	14	4%	4	1%	6	2%	21	6%
4	General	3	1%	4	1%	2	1%	1	0.3%	1	0.3%	3	1%	4	1%	9	3%
5	N. T.	2	1%	4	1%	2	1%	0	0.0%	2	1%	5	2%	3	1%	12	4%
6	S. B. C.	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	2%	3	1%	2	1%	7	2%

Chi-square=149.822

df=40

P=0.000

Above table shows the association between social category and **working conditions** of the respondents. Out of 360 respondents 194 (54%) respondents are belong to SC category among them 51 (16%) respondents are getting food at workplace, 7 (2%) respondents are having written contract with employer, 8 (2%) respondents have given notice before termination to employer, 9 (3%) respondents have social security as a part of payment, 75 (22%) respondents have fixed weekly holidays, 73 (22%) respondents are getting extra pays for extra work, 91 (28%) respondents have decided rest after work, and 139 (42%) respondents have permission to access toilet.

Out of 360 respondents 104 (28%) respondents are belong to ST category among them 37 (16%) respondents are getting food at workplace, 3 (1%) respondents have given notice before termination to employer, 1 (0.3%) respondents have social security as a part of payment, 50 (15%) respondents have fixed weekly holidays, 46 (14%) respondents are getting extra pays for extra work, 13 (4%) respondents have decided rest after work, and 81 (25%) respondents have permission to access toilet.

Out of 360 respondents 28 (8%) respondents are belong to OBC category among them 13 (4%) respondents are getting food at workplace, 2 (1%) respondents are having

written contract with employer, 3 (1%) respondents have given notice before termination to employer, 14 (4%) respondents have fixed weekly holidays, 4 (1%) respondents are getting extra pays for extra work, 6 (2%) respondents have decided rest after work, and 21 (6%) respondents have permission to access toilet.

Out of 360 respondents 10 (3%) respondents are belong to General category among them 3 (1%) respondents are getting food at workplace, 4 (1%) respondents are having written contract with employer, 2 (1%) respondents have given notice before termination to employer, 1 (0.3%) respondents have social security as a part of payment, 1 (0.3%) respondents have fixed weekly holidays, 3 (1%) respondents are getting extra pays for extra work, 4 (1%) respondents have decided rest after work, and 9 (3%) respondents have permission to access toilet.

Out of 360 respondents 13 (4%) respondents are belong to NT category among them 2 (1%) respondents are getting food at workplace, 4 (1%) respondents are having written contract with employer, 2 (1%) respondents have given notice before termination to employer, 2 (1%) respondents have fixed weekly holidays, 5 (2%) respondents are getting extra pays for extra work, 3 (1%) respondents have decided rest after work, and 7 (2%) respondents have permission to access toilet.

Out of 360 respondents 11 (3%) respondents are belong to SBC category among them 6 (2%) respondents have fixed weekly holidays, 3 (1%) respondents are getting extra pays for extra work, 2 (1%) respondents have decided rest after work, and 7 (2%) respondents have permission to access toilet.

From the above table of association social category and available facilities at workplace for the respondents shows significant relationship among the present variables.

Table No. 4.3.14. Association between social category and facing problems as migrant

Sr. No.	Facing problems as migrant	Debar from access to adequate curative care		Excludes from preventive care and reduced access to health services		Lack of social support		Denial of social entitlement services		Low paying/wages		Rapid change of residence		Reduced economic choices		High exposure to exploitation and abuse	
	Social Category																
1.	S. C.	167	46%	176	49%	175	49%	179	50%	152	42%	114	32%	75	21%	68	19%
2.	S. T.	88	24%	87	24%	89	25%	56	16%	93	26%	37	10%	23	6%	29	8%
3.	O.B.C.	13	4%	14	4%	13	4%	19	5%	18	5%	8	2%	4	1%	6	2%
4.	General	8	2%	8	2%	7	2%	8	2%	6	2%	5	1%	3	1%	2	1%
5.	N.T.	13	4%	13	4%	13	4%	13	4%	13	4%	9	3%	8	2%	9	3%
6.	S. B. C.	11	3%	11	3%	11	3%	7	2%	11	3%	7	2%	2	1%	1	0.3%

Chi-square=32.627

df=10

P=0.000

Above table shows association between social category and nature of problem facing as migrant by the respondents. Out of 360 respondents, 194 (59%) respondents are from scheduled caste among them 167 (46%) respondents have faced problem as migrant that debar from access to adequate curative care, while 176 (49%) respondents are facing problem as excludes from preventive care and reduced access to health services, 175 (49%) respondents are facing problem of lack of social support, 179 (50%) respondents are facing problem of denial of social entitlement services, 152 (42%) respondents are facing problem of low paying/wages, 114 (32%) respondents are facing problem of rapid change in residence, 75 (21%) respondents are facing problem of reduced economic choices, and 68 (19%) respondents are facing problem of high exposure to exploitation and abuse.

Out of 360 respondents, 104 (28%) respondents are from scheduled tribe among them 88 (24%) respondents have faced problem as migrant that debar from access to adequate curative care, while 87 (24%) respondents are facing problem as excludes from preventive care and reduced access to health services, 89 (25%) respondents are facing problem of lack of social support, 56 (16%) respondents are facing problem of denial of social entitlement services, 93 (26%) respondents are facing problem of low

paying/wages, 37 (10%) respondents are facing problem of rapid change in residence, 23 (6%) respondents are facing problem of reduced economic choices, and 29 (8%) respondents are facing problem of high exposure to exploitation and abuse.

Out of 360 respondents, 28 (8%) respondents are from other backward class category among them 13 (4%) respondents have faced problem as migrant that debar from access to adequate curative care, while 14 (4%) respondents are facing problem as excludes from preventive care and reduced access to health services, 13 (4%) respondents are facing problem of lack of social support, 19 (5%) respondents are facing problem of denial of social entitlement services, 18 (5%) respondents are facing problem of low paying/wages, 8 (2%) respondents are facing problem of rapid change in residence, 4 (1%) respondents are facing problem of reduced economic choices, and 6 (2%) respondents are facing problem of high exposure to exploitation and abuse.

Out of 360 respondents, 10 (8%) respondents are from general category among them 8 (2%) respondents have faced problem as migrant that debar from access to adequate curative care, while 8 (2%) respondents are facing problem as excludes from preventive care and reduced access to health services, 7 (2%) respondents are facing problem of lack of social support, 8 (2%) respondents are facing problem of denial of social entitlement services, 6 (2%) respondents are facing problem of low paying/wages, 5 (1%) respondents are facing problem of rapid change in residence, 3 (1%) respondents are facing problem of reduced economic choices, and 2 (1%) respondents are facing problem of high exposure to exploitation and abuse.

Out of 360 respondents, 13 (4%) respondents are from nomadic tribe category among them 13 (4%) respondents have faced problem as migrant that debar from access to adequate curative care, while 13 (4%) respondents are facing problem as excludes from preventive care and reduced access to health services, 13 (4%) respondents are facing problem of lack of social support, 13 (4%) respondents are facing problem of denial of social entitlement services, 13 (4%) respondents are facing problem of low paying/wages, 9 (3%) respondents are facing problem of rapid change in residence, 8 (2%) respondents are facing problem of reduced economic choices, and 9 (3%) respondents are facing problem of high exposure to exploitation and abuse.

Out of 360 respondents, 11 (3%) respondents are from nomadic tribe category among them 11 (3%) respondents have faced problem as migrant that debar from access to adequate curative care, while 11 (3%) respondents are facing problem as excludes

from preventive care and reduced access to health services, 11 (3%) respondents are facing problem of lack of social support, 7 (2%) respondents are facing problem of denial of social entitlement services, 11 (3%) respondents are facing problem of low paying/wages, 7 (2%) respondents are facing problem of rapid change in residence, 2 (1%) respondents are facing problem of reduced economic choices, and 1 (0.3%) respondents are facing problem of high exposure to exploitation and abuse.

From the above table of association social category and facing problems as migrant by the respondents shows significant relationship among the present variables.

Table No: - 4.3.15. Association between social category and Opinion about benefits of union membership

Opinion about benefits of union membership																	
Sr. No.	Social Category	Law for domestic workers		Help in social entitlement facilities		Protection from police		Political awareness		Health information		Awareness about women empowerment		Awareness about children's education		Work place culture related training and orientation	
1	S. C.	40	19%	44	20%	38	18%	40	19%	28	13%	24	11%	19	9%	43	20%
2	S. T.	2	1%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	81	38%
3	O. B. C.	2	1%	0	0.0%	2	1%	2	1%	2	1%	2	1%	0	0.0%	17	8%
4	General	3	1%	3	1%	3	1%	3	1%	3	1%	1	1%	1	1%	2	1%
5	N. T.	6	3%	6	3%	6	3%	6	3%	6	3%	2	1%	2	1%	5	2%
6	S. B. C.	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	5%

Chi-square=341.219

df= 45

P=0.000

Above table shows the association between social category and opinion about benefits of union membership of the respondents. Out of 360 respondents 194 (54%) respondents are belong to SC category among them 40 (19%) respondents have opinion that law for domestic workers has benefit of union membership, while 44 (20%) respondents said that union membership is beneficial for help in social entitlement facilities, 38 (18%) respondents thought that protection from police is benefitted by union membership, 40 (19%) respondents gave reason of political awareness as benefit of union membership, 28 (13%) said that getting health related information is benefit of union membership, 24 (11%) respondents have given opinion about benefit of union membership is awareness about women empowerment, 19 (9%) said that awareness about children's education is benefit of union membership, and 43 (20%) respondents said that work place culture related training and orientation is benefit of union membership.

Out of 360 respondents 104 (28%) respondents are belong to ST category among them 2 (1%) respondents have opinion that law for domestic workers has benefit of union membership, while 1 (0.3%) respondents thought that protection from police is

benefitted by union membership, and 81 (38%) respondents said that work place culture related training and orientation is benefit of union membership.

Out of 360 respondents 28 (8%) respondents are belong to OBC category among them 2 (1%) respondents have opinion that law for domestic workers has benefit of union membership, while 2 (1%) respondents thought that protection from police is benefitted by union membership, 2 (1%) respondents gave reason of political awareness as benefit of union membership, 2 (1%) said that getting health related information is benefit of union membership, 2 (1%) respondents have given opinion about benefit of union membership is awareness about women empowerment, and 17 (8%) respondents said that work place culture related training and orientation is benefit of union membership.

Out of 360 respondents 10 (3%) respondents are belong to General category among them 3 (1%) respondents have opinion that law for domestic workers has benefit of union membership, while 3 (1%) respondents said that union membership is beneficial for help in social entitlement facilities, 3 (1%) respondents thought that protection from police is benefitted by union membership, 3 (1%) respondents gave reason of political awareness as benefit of union membership, 3 (1%) said that getting health related information is benefit of union membership, 1 (1%) respondents have given opinion about benefit of union membership is awareness about women empowerment, 1 (1%) said that awareness about children's education is benefit of union membership, and 2 (1%) respondents said that work place culture related training and orientation is benefit of union membership.

Out of 360 respondents 13 (4%) respondents are belong to NT category among them 6 (3%) respondents have opinion that law for domestic workers has benefit of union membership, while 6 (3%) respondents said that union membership is beneficial for help in social entitlement facilities, 6 (3%) respondents thought that protection from police is benefitted by union membership, 6 (3%) respondents gave reason of political awareness as benefit of union membership, 6 (3%) said that getting health related information is benefit of union membership, 2 (1%) respondents have given opinion about benefit of union membership is awareness about women empowerment, 2 (1%) said that awareness about children's education is benefit of union membership, and 5 (2%) respondents said that work place culture related training and orientation is benefit of union membership.

Out of 360 respondents 11 (3%) respondents are belonging to SBC category among them 11 (3%) respondents said that work place culture related training and orientation is benefit of union membership.

From the above table of association social category and opinion about benefits of union membership to the respondents shows significant relationship among the present variables.

Table No. 4.3.16. Association between level of education and having autonomy to spend money to the respondent

Sr. No.	Level of education	Having autonomy to spend money						Total
		To a great extent		To some extent		Not at all		
1.	Illiterate	12	3%	73	21%	79	22%	164 (46%)
2.	Literate without formal schooling	0	0.0%	1	0.3%	2	0.6%	3(1%)
3.	Primary	3	1%	33	9%	55	15%	91 (25%)
4.	Secondary	4	1%	28	8%	43	12%	75 (21%)
5.	Higher Secondary	2	1%	11	3%	10	2%	23 (6%)
6.	Certificate course or Diploma	1	0.3%	1	0.3%	2	0.6%	4(1%)
Total		22	6%	147	41%	191	53%	360 (100%)

Chi-square= 8.651 df= 10 P=0.01.

Above table 4.3.14 shows association between level of education and autonomy to spend money to the respondents. Out of 360 respondents, 164 (46%) respondents are illiterate among them 12 (3%) respondents are highly satisfied as having autonomy to spend money, 73 (20%) respondents are having autonomy to spend money to some extent, and 79 (22%) respondents are not having autonomy at all to spend money.

Out of 360 respondents, 3 (1%) respondents are literate without formal schooling among them 1 (0.3%) respondents are having autonomy to spend money to some extent, and 2 (1%) respondents are not having autonomy at all to spend money.

Out of 360 respondents, 91 (25%) respondents have completed their primary education, among them 3 (1%) respondents are highly satisfied as having autonomy to spend money, 33 (9%) respondents are having autonomy to spend money to some extent, and 55 (15%) respondents are not having autonomy at all to spend money.

Out of 360 respondents, 75 (21%) respondents have completed their secondary education, among them 4 (1%) respondents are highly satisfied as having autonomy to spend money, 28 (8%) respondents are having autonomy to spend money to some extent, and 43 (12%) respondents are not having autonomy at all to spend money.

Out of 360 respondents, 23 (6%) respondents have completed their higher secondary education, among them 2 (1%) respondents are highly satisfied as having autonomy to spend money, 11 (3%) respondents are having autonomy to spend money to some extent, and 10 (3%) respondents are not having autonomy at all to spend money.

Out of 360 respondents, 4 (1%) respondents have completed certificate course or diploma, among them 1 (0.3%) respondents are highly satisfied as having autonomy to spend money, 1 (0.3%) respondents are having autonomy to spend money to some extent, and 2 (1%) respondents are not having autonomy at all to spend money.

From the above table of association level of education and autonomy to spend money to the respondents shows significant relationship among the present variables.

Table No. 4.3.17. Association between marital status and having autonomy to spend money to the respondent

Sr. No.	Marital Status	Having autonomy to spend money						Total
		Highly satisfies		To some extent		Not at all		
1.	Married	20	5%	130	36%	154	43%	304 (84%)
2.	Unmarried	0	0.0%	1	0.3%	4	1%	5 (1%)
3.	Widow	0	0.0%	15	4%	23	7%	38 (11%)
4.	Divorcee	1	0.3%	0	0.0%	3	0.8%	4 (1%)
5.	Separated	1	0.3%	0	0.0%	7	2%	8 (2%)
6.	Deserted	0	0.0%	1	0.3%	0	0.0%	1 (.3%)
Total		22	6%	147	41%	191	53%	360 (100%)

Chi-square= 16.347df= 10 P=0.04

Above table shows the association between marital status and having autonomy to spend money to the respondents. Out of 360 respondents 304 (84%) respondents are married among them 20 (5%) respondents are highly satisfied as they have autonomy to spend money, while 130 (36%) respondents are having autonomy to spend money to some extent and 154 (43%) respondents are not having autonomy to spend money at all.

Out of 360 respondents 5 (1%) respondents are unmarried among them 1 (0.3%) respondents are having autonomy to spend money to some extent and 4 (1%) respondents are not having autonomy to spend money at all.

Out of 360 respondents 38 (11%) respondents are widow among them 15 (4%) respondents are having autonomy to spend money to some extent and 23 (6%) respondents are not having autonomy to spend money at all.

Out of 360 respondents 4 (1%) respondents are divorcee among them 1 (0.3%) respondents are highly satisfied as they have autonomy to spend money and 3 (1%) respondents are not having autonomy to spend money at all.

Out of 360 respondents 8 (2%) respondents are separated among them 1 (0.3%) respondents are highly satisfied as they have autonomy to spend money and 7 (2%) respondents are not having autonomy to spend money at all.

Out of 360 respondents 1 (0.3%) respondent is deserted and having autonomy to spend money to some extent.

From the above table of association marital status and autonomy to spend money to the respondents shows significant relationship among the present variables.

Table No. 4.3.18. Association between nature of place of migration and having autonomy to spend money to the respondent

Sr. No.	Nature of place of migration	Having autonomy to spend money						Total
		Highly satisfies		To some extent		Not at all		
1.	Village	20	6%	119	33%	152	42%	291 (81%)
2.	Town	2	1%	8	2%	13	3%	23 (6%)
3.	City	0	0.0%	20	6%	26	7%	46 (13%)
Total		22	7%	147	40%	191	53%	360 (100%)

Chi-square= 3.817 df= 04 P=0.04.

Above table 4.3.17 shows association between nature of place of migration and autonomy to spend money to the respondents. Out of 360 respondents, 291 (81%) respondents are migrated from village among them 20 (6%) respondents are highly satisfied as having autonomy to spend money, 119 (33%) respondents are having autonomy to spend money to some extent, and 152 (42%) respondents are not having autonomy at all to spend money.

Out of 360 respondents, 23 (6%) respondents are migrated from town among them 2 (1%) respondents are highly satisfied as having autonomy to spend money, 8 (2%) respondents are having autonomy to spend money to some extent, and 13 (4%) respondents are not having autonomy at all to spend money.

Out of 360 respondents, 46 (13%) respondents are migrated from city among them 20 (6%) respondents are having autonomy to spend money to some extent, and 26 (7%) respondents are not having autonomy at all to spend money.

From the above table of association nature of place of migration and autonomy to spend money to the respondents shows significant relationship among the present variables.

Table No. 4.3.19. Association between working conditions and nature of work related difficulties

Sr. No.	Nature of work related difficulties																
	Working conditions	Limited employment		Low income		Long working hours		No holidays		Dues from salary		Exploitation		Abuse		Harassment	
1	Getting food at workplace	75	21%	100	28%	73	20%	79	22%	17	5%	9	3%	4	1%	11	3%
2	Written contract with employer	15	4%	17	5%	15	4%	17	5%	8	2%	8	2%	5	1%	5	1%
3	Notice given before termination to employer	15	4%	16	4%	13	4%	16	4%	7	2%	7	2%	4	1%	5	1%
4	Social security is part of payment	8	2%	11	3%	6	2%	11	3%	3	1%	3	1%	0	0.0%	1	0.3%
5	Fixed weekly holidays	122	34%	140	39%	115	32%	117	33%	41	11%	24	7%	21	6%	15	4%
6	Getting extra pays for extra work	114	32%	121	34%	105	30%	95	26%	30	9%	21	6%	15	4%	11	3%
7	Decided rest after work	102	28%	114	32%	106	30%	93	26%	45	13%	28	8%	14	4%	10	3%
8	Permission to access toilet at work place	227	63%	253	70%	215	60%	216	60%	87	24%	56	16%	42	12%	30	8%

Chi-square=206.183

df=64

P=0.000

Above table shows the association between **working conditions and nature of work related difficulties** of the respondents. Out of 360 respondents 106 (29%) respondents are getting food at workplace, among them 75 (21%) respondents are facing limited employment as work related difficulty, 100 (28%) respondents are facing low income as work related difficulty, 73 (20%) respondents are facing long working hours as

work related difficulty, 79 (22%) respondents are facing no holidays as work related difficulty, 17 (5%) respondents are facing dues from salary as work related difficulty, 9 (3%) respondents are facing exploitation as work related difficulty, 4 (1%) respondents are facing abuse as work related difficulty and 11 (3%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 17 (5%) respondents have written contract with employer, among them 15 (4%) respondents are facing limited employment as work related difficulty, 17 (5%) respondents are facing low income as work related difficulty, 15 (4%) respondents are facing long working hours as work related difficulty, 17 (5%) respondents are facing no holidays as work related difficulty, 8 (2%) respondents are facing dues from salary as work related difficulty, 8 (2%) respondents are facing exploitation as work related difficulty, 5 (1%) respondents are facing abuse as work related difficulty and 5 (1%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 16 (4%) respondents are given notice before termination, among them 15 (4%) respondents are facing limited employment as work related difficulty, 16 (4%) respondents are facing low income as work related difficulty, 13 (4%) respondents are facing long working hours as work related difficulty, 16 (4%) respondents are facing no holidays as work related difficulty, 7 (2%) respondents are facing dues from salary as work related difficulty, 7 (2%) respondents are facing exploitation as work related difficulty, 4 (1%) respondents are facing abuse as work related difficulty and 5 (1%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 11 (3%) respondents have social security is part of payment, among them 8 (2%) respondents are facing limited employment as work related difficulty, 11 (3%) respondents are facing low income as work related difficulty, 6 (2%) respondents are facing long working hours as work related difficulty, 11 (3%) respondents are facing no holidays as work related difficulty, 3 (1%) respondents are facing dues from salary as work related difficulty, 3 (1%) respondents are facing exploitation as work related difficulty, and 1 (0.3%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 148 (41%) respondents are having fixed weekly holidays, among them 122 (34%) respondents are facing limited employment as work related difficulty, 140 (39%) respondents are facing low income as work related difficulty, 115 (32%) respondents are facing long working hours as work related difficulty, 117 (33%) respondents are facing no holidays as work related difficulty, 41 (11%) respondents are facing dues from salary as work related difficulty, 24 (7%) respondents are facing exploitation as work related difficulty, 21 (6%) respondents are facing abuse as work related difficulty and 15 (4%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 134 (37%) respondents are getting extra pays for extra work, among them 114 (32%) respondents are facing limited employment as work related difficulty, 121 (34%) respondents are facing low income as work related difficulty, 105 (29%) respondents are facing long working hours as work related difficulty, 95 (26%) respondents are facing no holidays as work related difficulty, 30 (8%) respondents are facing dues from salary as work related difficulty, 21 (6%) respondents are facing exploitation as work related difficulty, 15 (4%) respondents are facing abuse as work related difficulty and 11 (3%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 119 (33%) respondents have decided rest after work, among them 102 (28%) respondents are facing limited employment as work related difficulty, 114 (32%) respondents are facing low income as work related difficulty, 106 (29%) respondents are facing long working hours as work related difficulty, 93 (26%) respondents are facing no holidays as work related difficulty, 45 (13%) respondents are facing dues from salary as work related difficulty, 28 (8%) respondents are facing exploitation as work related difficulty, 14 (4%) respondents are facing abuse as work related difficulty and 10 (3%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 269 (75%) respondents have permission to access toilet at workplace, among them 227 (63%) respondents are facing limited employment as work related difficulty, 253 (70%) respondents are facing low income as work related difficulty, 215 (60%) respondents are facing long working hours as work related difficulty, 216 (60%) respondents are facing no holidays as work related difficulty, 87

(24%) respondents are facing dues from salary as work related difficulty, 56 (16%) respondents are facing exploitation as work related difficulty, 42 (12%) respondents are facing abuse as work related difficulty and 30 (8%) respondents are facing harassment as work related difficulty.

From the above table of association working conditions and nature of work related difficulties to the respondents shows significant relationship among the present variables.

Table No. 4.3.20. Association between Expectations at workplace by employer and nature of work related difficulties

Sr. No	Expectations at workplace by employer	Nature of work related difficulties															
		Limited employment		Low income		Long working hours		No holidays		Dues from salary		Exploitation		Abuse		Harassment	
1	Even worked on holidays	138	38 %	162	45 %	131	36 %	147	41 %	71	20 %	42	12%	35	10 %	26	7%
2	Involvement in subsidiary work	137	38 %	152	42 %	124	34 %	142	40 %	69	19 %	42	12%	30	8 %	22	6%

Chi-square=30.760 df =16 P=0.014

Above table shows the association between expectations at workplace by employer and nature of work related difficulties of the respondents. Out of 360 respondents 188 (52%) respondents are even worked on holidays, among them 138 (38%) respondents are facing limited employment as work related difficulty, 162 (45%) respondents are facing low income as work related difficulty, 131 (36%) respondents are facing long working hours as work related difficulty, 147 (22%) respondents are facing no holidays as work related difficulty, 71 (20%) respondents are facing dues from salary as work related difficulty, 42 (12%) respondents are facing exploitation as work related difficulty, 35(10%) respondents are facing abuse as work related difficulty and 26 (7%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 190 (53%) respondents are involved in subsidiary work, among them 137 (38%) respondents are facing limited employment as work related difficulty, 152 (42%) respondents are facing low income as work related difficulty, 124 (34%) respondents are facing long working hours as work related difficulty, 142 (39%) respondents are facing no holidays as work related difficulty, 69 (19%) respondents are facing dues from salary as work related difficulty, 42 (12%) respondents are facing exploitation as work related difficulty, 30 (8%) respondents are facing abuse as work related difficulty and 22 (6%) respondents are facing harassment as work related difficulty.

From the above table of association expectations at workplace and nature of work related difficulties to the respondents show significant relationship among the present variables.

Table No. 4.3.21. Association between income of the respondents and nature of work related difficulties

Nature of work related difficulties																	
Sr. No.	Income of the respondents	Limited employment		Low income		Long working hours		No holidays		Dues from salary		Exploitation		Abuse		Harassment	
1	500 to 1500	106	29%	103	29%	97	27%	91	25%	41	11%	27	8%	17	5%	15	4%
2	1501 to 2500	58	16%	67	19%	50	14%	54	15%	18	5%	13	4%	10	3%	6	2%
3	2501 to 4000	86	24%	108	30%	80	22%	88	24%	33	9%	7	2%	9	3%	10	3%
4	4001 to 20000	46	13%	59	16%	52	14%	53	15%	20	6%	16	4%	10	3%	6	2%

Chi-square=57.151df=24

P=0.002

Above table shows the association between income **and nature of work related difficulties** of the respondents. Out of 360 respondents 113 (31%) respondents are having income ranged through 500 to 1500 Rs., among them 106 (29%) respondents are facing limited employment as work related difficulty, 103 (29%) respondents are facing low income as work related difficulty, 97 (27%) respondents are facing long working hours as work related difficulty, 91 (25%) respondents are facing no holidays as work related difficulty, 41 (11%) respondents are facing dues from salary as work related difficulty, 27 (8%) respondents are facing exploitation as work related difficulty, 17(5%) respondents are facing abuse as work related difficulty and 15 (4%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 73 (20%) respondents are having income ranged through 1501 to 2500 Rs., among them 58 (16%) respondents are facing limited employment as work related difficulty, 67 (19%) respondents are facing low income as work related difficulty, 50 (14%) respondents are facing long working hours as work related difficulty, 54 (15%) respondents are facing no holidays as work related difficulty, 18 (5%) respondents are facing dues from salary as work related difficulty, 13 (4%) respondents are facing exploitation as work related difficulty, 10(3%) respondents are

facing abuse as work related difficulty and 6 (2%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 112 (31%) respondents are having income ranged through 2501 to 4000 Rs., among them 86 (24%) respondents are facing limited employment as work related difficulty, 108 (30%) respondents are facing low income as work related difficulty, 80 (22%) respondents are facing long working hours as work related difficulty, 88 (24%) respondents are facing no holidays as work related difficulty, 33 (5%) respondents are facing dues from salary as work related difficulty, 7 (2%) respondents are facing exploitation as work related difficulty, 9 (3%) respondents are facing abuse as work related difficulty and 10 (3%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 62 (18%) respondents are having income ranged through 4001 to 20000 Rs., among them 46 (13%) respondents are facing limited employment as work related difficulty, 59 (16%) respondents are facing low income as work related difficulty, 52(14%) respondents are facing long working hours as work related difficulty, 53 (15%) respondents are facing no holidays as work related difficulty, 20 (6%) respondents are facing dues from salary as work related difficulty, 16 (4%) respondents are facing exploitation as work related difficulty, 10(3%) respondents are facing abuse as work related difficulty and 6 (2%) respondents are facing harassment as work related difficulty.

From the above table of association monthly income and nature of work related difficulties of the respondents show significant relationship among the present variables.

Table No. 4.3.22. Association between income of the family of the respondents and nature of work related difficulties.

		Nature of work related difficulties															
Sr. No.	Income of the respondents	Limited employment		Low income		Long working hours		No holidays		Dues from salary		Exploitation		Abuse		Harassment	
1	1 to 3000	93	26%	118	33%	86	24%	99	28%	40	11%	26	7%	23	6%	14	4%
2	3001 to 5000	74	21%	81	23%	67	19%	60	17%	13	4%	8	2%	8	2%	4	1%
3	5001 to 8000	77	22%	74	21%	71	20%	67	19%	31	9%	11	3%	8	2%	7	2%
4	8001 to 20000	52	14%	64	18%	55	15%	60	17%	28	8%	18	5%	7	2%	12	3%

Chi-square=72.891

df=24

P=0.004

Above table shows the association between monthly income of the family and nature of work related difficulties of the respondents. Out of 360 respondents 125 (35%) respondents are having monthly income of the family is ranged through 1 to 3000 Rs., among them 93 (26%) respondents are facing limited employment as work related difficulty, 118 (33%) respondents are facing low income as work related difficulty, 86 (24%) respondents are facing long working hours as work related difficulty, 99 (28%) respondents are facing no holidays as work related difficulty, 40 (11%) respondents are facing dues from salary as work related difficulty, 26 (7%) respondents are facing exploitation as work related difficulty, 23 (6%) respondents are facing abuse as work related difficulty and 14 (4%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 84 (23%) respondents are having monthly income of the family is ranged through 3001 to 5000Rs., among them 74 (21%) respondents are facing limited employment as work related difficulty, 81 (23%) respondents are facing low income as work related difficulty, 67 (19%) respondents are facing long working hours as work related difficulty, 60 (17%) respondents are facing no holidays as work related difficulty, 13 (4%) respondents are facing dues from salary as work

related difficulty, 8 (2%) respondents are facing exploitation as work related difficulty, 8 (2%) respondents are facing abuse as work related difficulty and 4 (1%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 84 (23%) respondents are having income ranged through 4001 to 8000 Rs., among them 77 (22%) respondents are facing limited employment as work related difficulty, 74 (21%) respondents are facing low income as work related difficulty, 71 (20%) respondents are facing long working hours as work related difficulty, 67 (19%) respondents are facing no holidays as work related difficulty, 31 (9%) respondents are facing dues from salary as work related difficulty, 11 (3%) respondents are facing exploitation as work related difficulty, 8 (2%) respondents are facing abuse as work related difficulty and 7 (2%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 67 (19%) respondents are having income ranged through 8001 to 20000 Rs., among them 52 (14%) respondents are facing limited employment as work related difficulty, 64 (18%) respondents are facing low income as work related difficulty, 55 (15%) respondents are facing long working hours as work related difficulty, 60 (17%) respondents are facing no holidays as work related difficulty, 28 (8%) respondents are facing dues from salary as work related difficulty, 18 (5%) respondents are facing exploitation as work related difficulty, 7 (2%) respondents are facing abuse as work related difficulty and 12 (3%) respondents are facing harassment as work related difficulty.

From the above table of association monthly income of family and nature of work related difficulties of the respondents show significant relationship among the present variables.

Table No. 4.3.23. Association between marital status and nature of work related difficulties of the respondents.

Sr. No.	Marital Status	Nature of work related difficulties															
		Limited employment		Low income		Long working hours		No holidays		Dues from salary		Exploitation		Abuse		Harassment	
1	Married	252	70%	288	80%	241	67%	245	68%	94	26%	58	16%	45	13%	30	8%
2	Unmarried	3	1%	3	1%	3	1%	4	1%	4	1%	0	0.0%	0	0.0%	0	0.0%
3	Widow	28	8%	36	10%	22	6%	24	7%	9	3%	5	1%	1	0.3%	7	2%
4	Divorcee	4	1%	4	1%	4	1%	4	1%	4	1%	0	0.0%	0	0.0%	0	0.0%
5	Separated	8	2%	5	1%	8	2%	8	2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
6	Deserted	1	0.3%	1	0.3%	1	0.3%	1	0.3%	1	0.3%	0	0.0%	0	0.0%	0	0.0%

Chi-square=91.505df=40

P=0.01

Above table shows the association between marital status **and nature of work related difficulties** of the respondents. Out of 360 respondents 304 (84%) respondents are married among them 252 (70%) respondents are facing limited employment as work related difficulty, 288 (80%) respondents are facing low income as work related difficulty, 241 (67%) respondents are facing long working hours as work related difficulty, 245 (68%) respondents are facing no holidays as work related difficulty, 94 (26%) respondents are facing dues from salary as work related difficulty, 58 (16%) respondents are facing exploitation as work related difficulty, 45 (13%) respondents are facing abuse as work related difficulty and 30 (8%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 5 (1%) respondents are unmarried among them 3 (1%) respondents are facing limited employment as work related difficulty, 3 (1%) respondents are facing low income as work related difficulty, 3 (1%) respondents are facing long working hours as work related difficulty, 4 (1%) respondents are facing no holidays as work related difficulty, 4 (1%) respondents are facing dues from salary as work related difficulty.

Out of 360 respondents 38 (11%) respondents are widows among them 28 (8%) respondents are facing limited employment as work related difficulty, 36 (10%) respondents are facing low income as work related difficulty, 22 (6%) respondents are facing long working hours as work related difficulty, 24 (7%) respondents are facing no holidays as work related difficulty, 9 (3%) respondents are facing dues from salary as work related difficulty, 5 (1%) respondents are facing exploitation as work related difficulty, 1 (0.3%) respondents are facing abuse as work related difficulty and 7 (2%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 4 (1%) respondents are divorcees among them 4 (1%) respondents are facing limited employment as work related difficulty, 4 (1%) respondents are facing low income as work related difficulty, 4 (1%) respondents are facing long working hours as work related difficulty, 4 (1%) respondents are facing no holidays as work related difficulty.

Out of 360 respondents 8 (2%) respondents are separated among them 8 (2%) respondents are facing limited employment as work related difficulty, 5 (1%) respondents are facing low income as work related difficulty, 8 (2%) respondents are facing long working hours as work related difficulty, 8 (1%) respondents are facing no holidays as work related difficulty.

Out of 360 respondents 1 (0.3%) respondent is deserted among them 1 (0.3%) respondents are facing limited employment as work related difficulty, 1 (0.3%) respondents are facing low income as work related difficulty, 1 (0.3%) respondents are facing long working hours as work related difficulty, 1 (0.3%) respondents are facing no holidays as work related difficulty, 1 (0.3%) respondents are facing dues from salary as work related difficulty.

From the above table of association marital status and nature of work related difficulties of the respondents show significant relationship among the present variables.

Table No. 4.3.25. Association between satisfied about pays and nature of work related difficulties of the respondents.

Nature of work related difficulties																	
Sr. No.	Satisfied with pays	Limited employment		Low income		Long working hours		No holidays		Dues from salary		Exploitation		Abuse		Harassment	
1	Highly satisfies	24	7%	21	6%	23	6%	19	5%	17	5%	13	4%	10	3%	7	2%
2	Satisfied to some extent	156	43%	193	54%	143	40%	144	40%	52	14%	31	9%	20	6%	16	4%
3	Not at all satisfied	116	32%	123	34%	113	31%	123	34%	43	12%	19	5%	16	4%	14	4%

Chi-square=107.584df=16

P=0.000

Above table shows the association between levels of satisfaction about pays **and nature of work related difficulties** of the respondents. Out of 360 respondents 25 (7%) respondents are highly satisfied about their pays among them 24 (7%) respondents are facing limited employment as work related difficulty, 21 (6%) respondents are facing low income as work related difficulty, 23 (6%) respondents are facing long working hours as work related difficulty, 19 (5%) respondents are facing no holidays as work related difficulty, 17 (5%) respondents are facing dues from salary as work related difficulty, 13 (4%) respondents are facing exploitation as work related difficulty, 10 (3%) respondents are facing abuse as work related difficulty and 7 (2%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 196 (54%) respondents are satisfied about their pays to some extent among them 156 (43%) respondents are facing limited employment as work related difficulty, 193 (54%) respondents are facing low income as work related difficulty, 143 (40%) respondents are facing long working hours as work related difficulty, 144 (40%) respondents are facing no holidays as work related difficulty, 52 (14%) respondents are facing dues from salary as work related difficulty, 31 (9%) respondents are facing exploitation as work related difficulty, 20 (6%) respondents are facing abuse as work related difficulty and 16 (4%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 139(39%) respondents are not at all satisfied about their pays among them 116 (32%) respondents are facing limited employment as work related difficulty, 123 (34%) respondents are facing low income as work related difficulty, 113 (31%) respondents are facing long working hours as work related difficulty, 123 (34%) respondents are facing no holidays as work related difficulty, 43 (12%) respondents are facing dues from salary as work related difficulty, 19 (5%) respondents are facing exploitation as work related difficulty, 16 (4%) respondents are facing abuse as work related difficulty and 14 (4%) respondents are facing harassment as work related difficulty.

From the above table of association level of satisfaction about their pays and nature of work related difficulties of the respondents show significant relationship among the present variables.

Table No. 4.3.26. Association between having autonomy to spend money and nature of work related difficulties of the respondents.

Nature of work related difficulties																	
Sr. No	Having autonomy to spend money	Limited employment		Low income		Long working hours		No holidays		Dues from salary		Exploitation		Abuse		Harassment	
1.	To a great extent	22	6%	21	6%	18	5%	13	4%	3	1%	0	0.0%	0	0.0%	0	0.0%
2.	To some extent	114	32%	141	40%	111	31%	118	33%	26	7%	15	4%	8	2%	6	2%
3.	Not at all	160	44%	175	49%	150	42%	155	43%	83	23%	48	13%	38	11%	31	9%

Chi-square=98.476

df=16

P=0.000

Above table shows the association between having autonomy to spend money **and nature of work related difficulties** of the respondents. Out of 360 respondents 22(6%) respondents are having autonomy to spend money to a great extent among them 22 (6%) respondents are facing limited employment as work related difficulty, 21 (6%) respondents are facing low income as work related difficulty, 18 (5%) respondents are facing long working hours as work related difficulty, 13 (4%) respondents are facing no holidays as work related difficulty, 3 (1%) respondents are facing dues from salary as work related difficulty.

Out of 360 respondents 147(41%) respondents are having autonomy to spend money to some extent among them 114 (32%) respondents are facing limited employment as work related difficulty, 141 (40%) respondents are facing low income as work related difficulty, 111 (31%) respondents are facing long working hours as work related difficulty, 118 (33%) respondents are facing no holidays as work related difficulty, 26 (7%) respondents are facing dues from salary as work related difficulty, 15 (4%) respondents are facing exploitation as work related difficulty, 8 (2%) respondents are facing abuse as work related difficulty and 6 (2%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 191(53%) respondents are not having autonomy to spend money at all among them 160 (44%) respondents are facing limited employment as work related difficulty, 175 (49%) respondents are facing low income as work related difficulty, 150 (42%) respondents are facing long working hours as work related

difficulty, 155 (43%) respondents are facing no holidays as work related difficulty, 83 (23%) respondents are facing dues from salary as work related difficulty, 48 (13%) respondents are facing exploitation as work related difficulty, 38 (11%) respondents are facing abuse as work related difficulty and 31 (9%) respondents are facing harassment as work related difficulty.

From the above table of association having autonomy to spend money and nature of work related difficulties of the respondents show significant relationship among the present variables.

Table No. 4.3.27. Association between ways to handle mismatches of working time and nature of work related difficulties of the respondents.

		Nature of work related difficulties															
Sr. No	mismatch handling of working time	Limited employment		Low income		Long working hours		No holidays		Dues from salary		Exploitation		Abuse		Harassment	
1	Try to get adjust	260	72%	304	84%	247	69%	255	71%	102	29%	59	16%	42	12%	29	8%
2	Quit the job	31	9%	27	8%	31	9%	27	8%	11	3%	5	1%	3	1%	4	1%
3	Not accepted offer	18	5%	20	6%	20	6%	18	5%	2	1%	1	0.3%	1	0.3%	1	0.3%
4	Search new job	8	2%	8	2%	4	1%	4	1%	1	0.3%	0	0.0%	0	0.0%	4	1%
5	Doing additional work on other day	3	1%	2	1%	2	1%	3	1%	0	0.0%	0	0.0%	0	0.0%	1	0.3%

Chi-square=87.655

df=40

P=0.000

Above table shows the association between ways to handle mismatches working time **and nature of work related difficulties** of the respondents. Out of 360 respondents 322 (90%) respondents are try to get adjust as a way to handle mismatch of working time among them 260 (72%) respondents are facing limited employment as work related difficulty, 304 (84%) respondents are facing low income as work related difficulty, 247 (69%) respondents are facing long working hours as work related difficulty, 255 (71%) respondents are facing no holidays as work related difficulty, 102 (29%) respondents are facing dues from salary as work related difficulty, 59 (16%) respondents are facing exploitation as work related difficulty, 42 (12%) respondents are facing abuse as work related difficulty and 29 (8%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 32 (9%) respondents are quit the job as a way to handle mismatch of working time among them 31 (9%) respondents are facing limited

employment as work related difficulty, 27 (8%) respondents are facing low income as work related difficulty, 31 (9%) respondents are facing long working hours as work related difficulty, 27 (8%) respondents are facing no holidays as work related difficulty, 11 (3%) respondents are facing dues from salary as work related difficulty, 5 (1%) respondents are facing exploitation as work related difficulty, 3 (1%) respondents are facing abuse as work related difficulty and 4(1%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 21 (6%) respondents are not accepted the offer as a way to handle mismatch of working time among them 18 (5%) respondents are facing limited employment as work related difficulty, 20 (6%) respondents are facing low income as work related difficulty, 20 (6%) respondents are facing long working hours as work related difficulty, 18 (5%) respondents are facing no holidays as work related difficulty, 2 (1%) respondents are facing dues from salary as work related difficulty, 1 (0.3%) respondents are facing exploitation as work related difficulty, 1 (0.3%) respondents are facing abuse as work related difficulty and 1 (0.3%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 8 (2%) respondents have searched new job as a way to handle mismatch of working time among them 8 (2%) respondents are facing limited employment as work related difficulty, 8 (2%) respondents are facing low income as work related difficulty, 4 (1%) respondents are facing long working hours as work related difficulty, 4(1%) respondents are facing no holidays as work related difficulty, 1 (0.3%) respondents are facing dues from salary as work related difficulty, and 4(1%) respondents are facing harassment as work related difficulty.

Out of 360 respondents 3 (1%) respondents are doing additional work on other day as a way to handle mismatch of working time among them 3 (1%) respondents are facing limited employment as work related difficulty, 2 (1%) respondents are facing low income as work related difficulty, 2 (1%) respondents are facing long working hours as work related difficulty, 3 (1%) respondents are facing no holidays as work related difficulty and 1 (0.3%) respondents are facing harassment as work related difficulty.

From the above table of association ways to handle mismatch of working time and nature of work related difficulties of the respondents show significant relationship among the present variables.

Table No. 4.3.28. Association between type of migration and type of house

Sr. No.	Type of Migration	Type of house			Total
		Pucca house	Kaccha House	Zuggi	
1.	Inter District	80	179	0	259
		22%	50%	0.0%	72%
2.	Inter State	9	21	0	30
		3%	6%	0.0%	9%
3.	Intra District	47	23	1	71
		13%	6%	0.3%	19%
Total		136	223	1	360
		38%	62%	0.3%	100.0 %

Chi-square=35.455 df=4 P=0.000

Above table shows association between type of migration and type of house of the respondent. Out of 360 respondents, 259 (72%) respondents are migrated from inter district among them 80 (22%) respondents are living in Pucca house, while, 179 (50%) respondents are living in Kaccha house.

Out of 360 respondents, 30 (9%) respondents are migrated from inter-state among them 9 (3%) respondents are living in Pucca house, while, 21 (6%) respondents are living in Kaccha house.

Out of 360 respondents, 71 (19%) respondents are migrated from intra district among them 47 (13%) respondents are living in Pucca house, while, 23 (6%) respondents are living in Kaccha house, and 1 (0.3%) respondent is living in zuggi.

From the above table of association type of migration and type of house of the respondents shows significant relationship among the present variables.

Table No. 4.3.29. Association between type of house and source of drinking water

Sr. No.	Type of house	Source of drinking water				Total
		Well (Public/Own)	Public Tap	Pond	Other	
1.	Pucca house	56	74	4	2	136
		16%	21%	1%	1%	39%
2.	Kaccha House	19	196	7	1	223
		5%	54%	2%	0.3%	61%
3.	Zuggi	0	1	0	0	1
		0.0%	0.3%	0.0%	0.0%	0.3%
Total		75	271	11	3	360
		20.8%	75.3%	3.1%	0.8%	100.0 %

Chi-square=57.223df=6

P=0.000

Above table shows association between type of house and source of drinking water of the respondent. Out of 360 respondents, 136 (39%) respondents are living in Pucca house among them 56 (16%) respondents source of drinking water is well (public or own), while 74 (21%) respondents source of drinking water is public tap, 4 (1%) respondents source of drinking water is pond and 2 (1%) respondents source of drinking water is other than this.

Out of 360 respondents, 223 (61%) respondents are living in Kaccha house among them 19 (5%) respondents source of drinking water is well (public or own), while 196 (54%) respondents source of drinking water is public tap, 7 (2%) respondents source of drinking water is pond and 1 (0.3%) respondents source of drinking water is other than this.

Out of 360 respondents, 1 (0.3%) respondents are living in zuggi and source of drinking water is public tap.

From the above table of association type of house and source of drinking water available to the respondents shows significant relationship among the present variables.

Table No. 4.3.30. Association between type of house and type of latrine or toilet

Sr. No.	Type of house	Type of latrine/toilet		Total
		Public	Private	
1.	Pucca house	99	37	136
		28%	10%	38%
2.	Kaccha House	211	12	223
		59%	3%	62%
3.	Zuggi	1	0	1
		0.3%	0.0%	0.3%
Total		311	49	360
		86%	14%	100.0%

Chi-square=34.379df=2

P=0.000

Above table shows association between type of house and type of latrine or toilet available to the respondent. Out of 360 respondents, 136 (39%) respondents are living in Pucca house among them 99 (28%) respondents are using public toilets, while 37 (10%) respondents are using private toilets.

Out of 360 respondents, 223 (62%) respondents are living in kaccha house among them 211 (59%) respondents are using public toilets, while 12 (3%) respondents are using private toilets.

Out of 360 respondents, 1 (0.3%) respondent is living in zuggi and using public toilet. From the above table of association type of house and type of latrine or toilet available to the respondents shows significant relationship among the present variables.

Table No. 4.3.31. Association between possession of house and source of drinking water

Sr. No.	Possession of house	Source of drinking water				Total
		Well (Public/Own)	Public Tap	Pond	Other	
1.	Owned	62	180	7	3	252
		17%	50%	2%	1%	70%
2.	Rented	13	70	4	0	87
		4%	19%	1%	0.0%	24%
3.	Relatives house	0	21	0	0	21
		0.0%	6%	0.0%	0.0%	6%
Total		75	271	11	3	360
		21%	75%	3%	1%	100.0%

Chi-square=12.723

df=6

P=0.048

Above table shows association between possession of house and source of drinking water of the respondent. Out of 360 respondents, 252 (70%) respondents are living in owned house among them 62 (17%) respondents source of drinking water is well (public or own), while 180 (50%) respondents source of drinking water is public tap, 7 (2%) respondents source of drinking water is pond and 3 (1%) respondents source of drinking water is other than this.

Out of 360 respondents, 87 (24%) respondents are living in rented house among them 13 (4%) respondents source of drinking water is well (public or own), while 70 (19%) respondents source of drinking water is public tap, and 4 (1%) respondents source of drinking water is pond.

Out of 360 respondents, 21 (6%) respondents are living in relatives' house and their source of drinking water is public tap.

From the above table of association possession of house and source of drinking water available to the respondents shows significant relationship among the present variables.

Table No. 4.3.32. Association between income of the family and social security benefits and social entitlements

Sr. No.	Income of the family	social security benefit and social entitlements													
		LIC policy		Ration card		Election card		Savings in bank		Photo pass		Other Govt. schemes		Aadhar Card	
1.	1 to 3000	3	1%	84	23%	79	22%	38	11%	5	1%	14	4%	18	5%
2.	3001 to 5000	2	1%	46	13%	62	17%	28	8%	20	6%	17	5%	19	5%
3.	5001 to 8000	7	2%	66	18%	62	17%	32	9%	12	3%	12	3%	29	8%
4.	8001 to 20000	7	2%	56	16%	41	11%	32	9%	13	4%	5	1%	22	6%

Chi-square=35.455 df=4

P=0.000

Above table shows the association between monthly income of the family and social security benefits and social entitlements to the respondents. Out of 360 respondents 125 (35%) respondents are having monthly income of the family is ranged through 1 to 3000 Rs. among them 3 (1%) respondents have LIC policy, while 84 (23%) respondents have ration card, 79 (22%) respondents have election card, 38 (11%) respondents have savings in bank, 5 (1%) respondents have photo pass, 14 (4%) respondents have taken benefit of other government schemes and 18 (5%) respondents have Aadhar Card.

Out of 360 respondents 84 (23%) respondents are having monthly income of the family is ranged through 3001 to 5000Rs. among them 2 (1%) respondents have LIC policy, while 46 (13%) respondents have ration card, 62 (17%) respondents have election card, 28 (8%) respondents have savings in bank, 20 (6%) respondents have photo pass, 17 (5%) respondents have taken benefit of other government schemes and 19 (5%) respondents have Aadhar Card.

Out of 360 respondents 84 (23%) respondents are having income ranged through 4001 to 8000 Rs., among them 7 (2%) respondents have LIC policy, while 66 (17%) respondents have ration card, 62 (17%) respondents have election card, 32 (9%)

respondents have savings in bank, 12 (3%) respondents have photo pass, 12 (3%) respondents have taken benefit of other government schemes and 29 (8%) respondents have Aadhar Card.

Out of 360 respondents 67 (19%) respondents are having income ranged through 8001 to 20000 Rs., among them 7 (2%) respondents have LIC policy, while 56 (16%) respondents have ration card, 41 (11%) respondents have election card, 32 (9%) respondents have savings in bank, 13 (4%) respondents have photo pass, 5 (1%) respondents have taken benefit of other government schemes and 22 (6%) respondents have Aadhar Card.

From the above table of association monthly income of the family and social security benefits and social entitlement facilities used by respondents shows significant relationship among the present variables.

Table No. 4.3.33. Association between type of migration and social security benefits and social entitlements

Sr. No.	Type of Migration	social security benefit/ social entitlements													
		LIC policy		Ration card		Election card		Savings in bank		Photo pass		Other Govt. schemes		Aadhar Card	
1	Inter District	18	5%	189	53%	202	56%	105	29%	35	10%	43	12%	73	20%
2	Inter State	1	0.3%	14	4%	18	5%	13	4%	8	2%	4	1%	6	2%
3	Intra District	0	0.0%	49	14%	24	7%	12	3%	7	2%	1	0.3%	9	3%

Chi-square=96.423 df=14 P=0.000

Above table shows the association between type of migration **and social security benefits and social entitlement benefits used by** the respondents. Out of 360 respondents 259 (72%) respondents are migrated from Inter District among them 18 (5%) respondents have LIC policy, while 189 (53%) respondents have ration card, 202 (56%) respondents have election card, 105 (29%) respondents have savings in bank, 35 (10%) respondents have photo pass, 43 (12%) respondents have taken benefit of other government schemes and 73 (20%) respondents have Aadhar Card.

Out of 360 respondents 30 (8%) respondents are migrated from Inter-State among them 1 (0.3%) respondents have LIC policy, while 14 (4%) respondents have ration card, 18 (5%) respondents have election card, 13 (4%) respondents have savings in bank, 8 (2%) respondents have photo pass, 4 (1%) respondents have taken benefit of other government schemes and 6 (2%) respondents have Aadhar Card.

Out of 360 respondents 71 (20%) respondents are migrated from Intra District among them 49 (14%) respondents have ration card, while 24 (7%) respondents have election card, 12 (3%) respondents have savings in bank, 7 (2%) respondents have photo pass, 1 (0.3%) respondents have taken benefit of other government schemes and 9 (3%) respondents have Aadhar Card.

From the above table of association type of migration and social security benefits and social entitlement facilities used by respondents shows significant relationship among the present variables.

4.4. Observations noted under Focus Group Discussion.

Focused group discussion is used to deal with and get information about sensitive issues. It has an extensive focus on physical and financial exploitation, mental and sexual abuse, reported incidences of theft and beating, domestic violence, community level insecurity with exploitation, communal violence and risk of involvement in malpractices. Almost 5 focus group discussions were conducted by researcher during research work and 10-12 migrant women domestic workers get participated in it. It was very helpful in preparation of research tool. It has given meaningful insights to the research study as the things may loosen under the quantitative data metrics and collection.

It was found that there was a lack of core entitlements which was required to enjoy freedom guaranteed by the democratic society. The findings of the study showed importance to create a comprehensive social security system for domestic workers in India. Observations entitled themes such as basic demographic features, nature of services, work profile of the domestic workers, access of social security, consumption of edible items, union awareness, attitude of domestic workers towards gender & domestic violence, etc.

➤ Living conditions

Majority of migrant women domestic workers are living in very poor conditions. They are living in kaccha houses where it is made of bamboo and mud walls with tin roof; half brick bamboo & mud plaster walled house with tin roof. Very rarely have two to three rooms and no separate bathrooms. Most urban poor live in different types of slum settlements and work in the informal sector. The relocation of the poor to resettlement colonies takes them far away from areas of economic activity in the city, thus making it impossible for them to even earn sustainable livelihood.

➤ Decent work and work conditions

It was really shocking as in the discussion participants were not aware about decency or decent working conditions at all.

➤ Vulnerability

Women domestic workers have a poor self –image, therefore they have lack of confidence to exercise their freedom of speech, freedom to express opinion, freedom to come together to form association etc. drives them towards vulnerability.

Their self-perception about themselves is to carry on perpetually the traditional occupation or family trade just because they have taken birth in such family and live in such a place. Just because they are born in a poor family, live in poor background in slum area, they cannot think of anything to substitute domestic work (for women). If they make up their mind, assert their rights, they can improve their standard of living, change their lifestyle, and look for some other alternatives.

➤ **Domestic violence**

This is especially true when the abuse is psychological, rather than physical. The women may not want to divulge the confidential matter for reasons of shame, fear, guilt, or simply because they do not want to be disloyal to their partners—mainly in India. Verbal violence was the most common form of domestic violence. As well as physical beating and pulling through hairs are quite probable. With this in an addition slapping, throwing items to harm, pulling out, kicking and very serious of sexually offensive activities by partner are also reported in discussion. Domestic violence was found to be significantly associated with young age of women, lower literacy status both of the woman and of her husband, less duration of marriage, and husband addicted to alcohol. They are facing constant humiliation, threatening with divorce, doubting characters and demanding dowry.

CHAPTER V
MAJOR FINDINGS, CONCLUSIONS AND SUGGESTIONS

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INTRODUCTION

The present chapter deals with major findings, conclusions and suggestions of the research. It includes hypothesis testing, major findings with statistical details and conclusions drawn with supportive observation during the study, also incorporates suggestions according to it. Proposed areas of social work intervention give a clear picture of strategic implementation of suggestions and recommendations by study. Summary and limitations of the study shapes, encounters the gap.

5.1 HYPOTHESIS TESTING

1. Majority of migrant women domestic workers belong to lower socio-economic stratum of the society.

Table No. 5.1.1. Association between social category and income of the respondent

To find out the relation between two variables social category and income of the respondent, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.1.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	54.722 ^a	15	.000
Likelihood Ratio	50.299	15	.000
Linear-by-Linear Association	.010	1	.921
N of Valid Cases	360		
a. 13 cells (54.2%) have expected count less than 5. The minimum expected count is 1.72.			

The analysis of the data about the social category and income of the respondent shows that, 59% and 29% respondents from SC and ST categories were involved in the study among them 19% from the SC category had a very low income ranged through 500 to 1500 Rs., while 8% from the ST category had a very low income ranged through 500 to 1500Rs. We can conclude that the respondents were getting very low pays. To assess the association between two variables as social category and income of the respondents; the researcher had administered the chi square test. The result of the test shows that the association between two variables social category and income of the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between

the two variables is highly significant. This concludes that two variables social category and income of the respondent are dependent.

2. In majority cases poverty and unemployment are the main causes of migration.

Table No: - 5.1.2. Association between social category and reasons of migration

To assess the relation between two variables social category and reasons of migration of the respondent, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.2.

Pearson Chi-Square Tests		
		Reasons of migration
Social Category	Chi-square	234.932
	df	40
	Sig.	.000 ^{*,b}
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		
b. More than 20% of cells in this sub-table have expected cell counts less than 5. Chi-square results may be invalid.		

The analysis of the data about the social category and reasons of migration among respondent shows that, reasons of migration found in the study were marriage, unemployment, drought, floods, family conflict, displacement, poverty and migration of family. To assess results appropriately researcher had administered Chi-square test between two variables as social category and reasons of migration among respondent. With this it was found that among all social categories most prevalent reasons of migration were poverty and unemployment. Among the respondents from SC category 49% were migrated due to unemployment and 54% were migrated due to poverty. Among the respondents from SC category 49% were migrated due to unemployment and 54% were migrated due to poverty. Among the respondents from ST category 28% were migrated due to unemployment and 26% were migrated due to poverty. Among the respondents from OBC category 8% were migrated due to unemployment and 7% were migrated due to poverty. We can conclude that unemployment and poverty were the main reasons of migration among all social categories. The result of the test shows that the association between two variables social category and reasons of migration among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is

highly significant. This concludes that two variables social category and reasons of migration among the respondent are dependent.

Table No: - 5.1.3. Association between monthly income of the family and reasons of migration

To assess the relation between two variables monthly income of the family and reasons of migration of the respondent, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.3.

Pearson Chi-Square Tests		
		Reasons of migration
family income regrouped	Chi-square	77.732
	df	24
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

The analysis of the data about the income of the respondents and reasons of migration shows that, monthly income of the family of respondent was ranged through 1 to 3000, 3001 to 5000, 5001 to 8000 and 8001 to 2000 Rs. To assess results appropriately researcher had administered Chi-square test between two variables as monthly income of the family of respondents and reasons of migration. As per analysis of data 95% of the respondents were migrated due to poverty and 92% of the respondents were migrated due to unemployment. Out of 360 respondents 125 (35%) respondents monthly family income was ranged through 1 to 3000 among them 31% were migrated due to unemployment and 33% due to poverty. With this can conclude that low income range caused reasons of migration were poverty and unemployment. The result of the test shows that the association between two variables monthly income of the family and reasons of migration among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables monthly income of family and reasons of migration among the respondent are dependent.

Table No: - 5.1.4. Association between level of education and reasons of migration of the respondents

To assess the relation between two variables level of education and reasons of migration of the respondent, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.4.

Pearson Chi-Square Tests		
		Reasons of migration
Educational Status	Chi-square	63.276
	df	40
	Sig.	.011*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about the level of education of respondents and reasons of migration shows that, levels of education found in the study were illiterate to certificate course or diploma. Among all respondents 46% respondents were illiterate and 25% respondents were completed primary education. To assess results appropriately researcher had administered Chi-square test between two variables as level of education of respondents and reasons of migration. As per analysis of data 95% of the respondents were migrated due to poverty and 92% of the respondents were migrated due to unemployment. Out of 360 respondents 164 (46%) respondents were illiterate among them 39% were migrated due to unemployment and 43% due to poverty. With this can conclude that illiteracy caused reasons of migration were poverty and unemployment. The result of the test shows that the association between two variables level of education and reasons of migration among the respondents is positive and statistically significant, $P = 0.011$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables levels of education and reasons of migration among the respondent are dependent.

Table No: - 5.1.5. Association between nature of place of migration and reasons of migration of the respondents

To assess the relation between two variables nature of place of migration and reasons of migration of the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.5.

Pearson Chi-Square Tests		
		Reasons of migration
Nature of place of migration	Chi-square	80.939
	df	16
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about the nature of place of migration and reasons of migration among the respondents shows that, among all respondents 291 (81%) respondents were migrated from village. To assess results appropriately researcher had administered Chi-square test between two variables as nature of place of migration and reasons of migration. As per analysis of data 95% of the respondents were migrated due to poverty and 92% of the respondents were migrated due to unemployment. Out of 360 respondents 291 (81%) respondents were migrated from village to city among them 74% were migrated due to unemployment and 77% due to poverty. With this can conclude that it shows trend of migration from rural to urban area and caused reasons of migration were poverty and unemployment. The result of the test shows that the association between two variables level of education and reasons of migration among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables nature of place of migration and reasons of migration among the respondent are dependent.

From all the above discussion and description, hence the hypothesis of the study that, in majority cases poverty and unemployment are the main causes of migration is accepted.

3. Migrant women domestic workers are facing poor living conditions, low income, and topographical isolation.

Table No. 5.1.6. : - Association between social category and facing problems as migrant

To assess the relation between two variables social category and facing problems as migrant, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.6.

Pearson Chi-Square Tests		
		problems of MWDW
Social Category	Chi-square	256.983
	df	40
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about social category and problems facing as migrant shows that, among all respondents 194 (54%) respondents were from SC category and 104 (29%) respondents were from ST category. To assess results appropriately researcher had administered Chi-square test between two variables as social category and problems facing as migrant. As per analysis of data 86% of the respondents were facing problem as excludes from preventive care and reduced access to health care services, lack of social support, 83% were facing debar from access to adequate curative care, 81% facing low paying/wages and 78% facing denial of social entitlement services. Out of 360 respondents 194 (54%) respondents were from SC category, among them 50% were facing problem as denial of social entitlement services, 49% were facing problem as excludes from preventive care and reduced access to health services, as well as facing lack of social support, 42% were facing problem of low paying/wages, and 32% were facing problem as rapid change in residence. From 104 (29%) ST category 26% respondents were facing low paying/wages as problem due to migrant worker, 25% were dealing with problem of lack of social support, 24% respondents facing problem of debar from access to adequate curative care, excludes from preventive care and reduced access to health services.

With this can conclude that it shows migrants were facing at variety of dimensions, basically it includes and resulted in poor living conditions, low income and topographical isolation as

rapid change in their residence. The result of the test shows that the association between two variables level of education and reasons of migration among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables social category and problems facing as migrants among the respondents are dependent.

Table No: - 5.1.7. Association between working conditions and nature of work related difficulties

To assess the relation between two variables working conditions and nature of work related difficulties, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.7.

Pearson Chi-Square Tests		
		nature of work related difficulties
Working conditions	Chi-square	206.183
	df	64
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about working conditions and nature of work related difficulties shows that, working conditions describes getting food at workplace, written contract with employer, notice given before termination to employer, social security as part of payment, fixed weekly holidays, getting extra pays for extra work, decided rest after work and permission to access toilet at work place. Among all the respondents 94% respondents said that low income was a very first and common difficulty, 82% were saying that they faced limited employment, 79% were talking about no holidays actually, and 78% were facing long working hours as a work related difficulty while working as domestic worker or servant. To assess results appropriately researcher had administered Chi-square test between two variables as working conditions and nature of work related difficulties. With this can conclude that it shows unfavorable working conditions caused work related difficulties or turned it into more complicated situations for domestic workers. So they were facing poor living conditions, low income and topographical isolation as a result of combination of difficulties. The result of the test shows that the association between two variables working conditions and nature of work related difficulties among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables working conditions and nature of work related difficulties of the respondents are dependent.

Table No. 5.1.8:- Association between monthly income and nature of work related difficulties of the respondents

To assess the relation between two variables monthly income and nature of work related difficulties of the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.8.

Pearson Chi-Square Tests		
		nature of work related difficulties
Monthly income of the respondents	Chi-square	57.751
	df	24
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about monthly income and nature of work related difficulties of the respondents shows that, work related difficulties mainly focused on limited employment, low income, long working hours, no holidays, dues from salary, exploitation, abuse and harassment. Monthly income of the respondents was found in ranged through 500 to 1500, 1501 to 4000, 4001 to 8000, and 8001 to 20000 Rs. Among all the respondents only 62 (17%) were having income between range through 8001 to 20000 Rs. It means rest of other respondents was having income below 8000 Rs. Per month. To assess results appropriately researcher had administered Chi-square test between two variables as monthly income and nature of work related difficulties of the respondents. With this can conclude that it shows very limited and less income caused work related difficulties. So it can be conclude that they were facing poor living conditions, low income and topographical isolation as a result of combination of difficulties come and go through very less income. The result of the test shows that the association between two variables monthly income and nature of work related difficulties among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables monthly income and nature of work related difficulties of the respondents are dependent.

Table No. 5.1.9.: - Association between type of house and source of drinking water

To assess the relation between two variables type of house and source of drinking water available to the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.9.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	57.223 ^a	6	.000
Likelihood Ratio	56.694	6	.000
Linear-by-Linear Association	32.304	1	.000
N of Valid Cases	360		
a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is .01.			

From analysis of the data about type of house and source of drinking water available to the respondents shows that, 61% respondents were living in Kaccha type of house and among them 54% respondents were using public tap as a source of drinking water. To assess results appropriately researcher had administered Chi-square test between two variables as type of house and source of drinking water available to the respondents. With this can conclude that it shows poor living conditions of respondents as well as indicates availability and accessibility of community based services. It also takes attention to power to buy. The result of the test shows that the association between two variables type of house and source of drinking water available to the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables type of house and source of drinking water available to the respondents are dependent.

Table No. 5.1.10. : - Association between type of house and type of latrine/toilet

To assess the relation between two variables type of house and type of latrine/toilet available to the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.10.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	34.379 ^a	2	.000
Likelihood Ratio	33.768	2	.000
Linear-by-Linear Association	34.060	1	.000
N of Valid Cases	360		
a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is .14.			

From analysis of the data about type of house and type of latrine/toilet available to the respondents shows that, 86% respondents were using public toilets/latrine among them 59% were living in Kaccha type of house. To assess results appropriately researcher had administered Chi-square test between two variables as type of house and type of latrine/toilet available to the respondents. With this can conclude that it shows poor living conditions of respondents as well as indicates availability and accessibility of community based services. It also indicates and takes attention to the size of houses of the respondents. The result of the test shows that the association between two variables type of house and type of latrine/toilet available to the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables type of house and type of latrine/toilet available to the respondents are dependent.

Table No. 5.1.11. : - Association between possession of house and source of drinking water

To assess the relation between two variables possession of house and source of drinking water available to the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.11.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.723 ^a	6	.048
Likelihood Ratio	18.410	6	.005
Linear-by-Linear Association	4.506	1	.034
N of Valid Cases	360		
a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .18.			

From analysis of the data about possession of house and source of drinking water available to the respondents shows that, 70% respondents were living in owned house among them 50% were using public taps and 17% were using well as a source of drinking water. Possession of house includes owned, rented and relatives house. To assess results appropriately researcher had administered Chi-square test between two variables as possession of house and source of drinking water available to the respondents. With this can come to the finding that respondents living in owned house but the living conditions indicate to poor and unhygienic. It raised question of availability and accessibility of community based services. The result of the test shows that the association between two variables possession of house and source of drinking water available to the respondents is positive and statistically significant, $P = 0.048$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is significant. This concludes that two variables possession of house and source of drinking water available to the respondents are dependent.

With the above stated descriptions and test statistics, it is found that migrant women domestic workers are living in slum and crowded communities. They have to depend on the facilities available at community level. While using common or public facilities there is crunch of proportion and crowd over the available facilities. They have to give their too much time for basic work like getting water, waiting for access to toilet, etc. There is scarcity of water and safe drinking water is still far away from them. Poor living condition is addressed by the

things such as rusty water, kaccha house, improper rooms and no ventilation, side by side houses and very narrow lanes. Hence the hypothesis of the study that, **Migrant women domestic workers are facing poor living conditions, low income, and topographical isolation is accepted.**

4. Settlement issues, exploitation, and working conditions increase problems of migrant women domestic workers.

Table No. 5.1.12. Association between social category and facing problems as migrant

To assess the relation between two variables social category and facing problems as migrant among the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.12.

Pearson Chi-Square Tests		problems of MWDW
Social Category	Chi-square	256.983
	df	40
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about social category and facing problems as migrant among the respondents shows that, 54% respondents were from SC and 29% respondents were from ST category. Among the SC category respondents 50% were reported problem of denial of social entitlement services, 49% said facing problem of lack of social support, 49% reported that they faced exclusion from preventive care and reduced access to health services, and 46% were found debarred from access to adequate curative care. Among the ST category respondents 26% were reported problem of low paying or wages, 25% were said lack of social support, 24% were reported debarred from access to adequate curative care and faced exclusion from preventive care and reduced access to health services.

To assess results appropriately researcher had administered Chi-square test between two variables as social category and facing problems as migrant among the respondents. With this can come to the finding that respondents were facing exclusion and denied access to social entitlement services. It raised question of need of social support to migrants at community and government level. The result of the test shows that the association between two variables social category and facing problems as migrant among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables social category and facing problems as migrant among the respondents are dependent.

***According to the table no. 5.1.7., researcher has assessed and administered the two variables, working conditions and nature of work related difficulties to know results and it supports the present hypothesis.

Table No. 5.1.13. : - Association between expectations at workplace by employer and nature of work related difficulties

To assess the relation between two variables expectations at workplace by employer and nature of work related difficulties among the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.13.

Pearson Chi-Square Tests		
		nature of work related difficulties
Expectations at workplace by employer	Chi-square	30.760
	df	16
	Sig.	.014*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about expectations at workplace by employer and nature of work related difficulties shows that, expectations at workplace by employer includes even worked on holidays and involvement in subsidiary work. Among all the respondents 52% respondents said that they even worked on holidays. Among them 38% respondents reported limited employment as problem and 45% said low income as a problem. Among all respondents 53% respondents were involved in subsidiary work and 39% reported no holidays as problem, 42% were facing low income.

To assess results appropriately researcher had administered Chi-square test between two variables as expectations at workplace by employer and nature of work related difficulties. With this can conclude that it shows expectations at workplace by employer caused work related difficulties or turned it into more complicated situations for domestic workers. So they were facing settlement issues and exploitation as a result of combination of difficulties. The result of the test shows that the association between two variables expectations at workplace by employer and nature of work related difficulties among the respondents is positive and statistically significant, $P = 0.014$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables

expectations at workplace by employer and nature of work related difficulties of the respondents are dependent.

Table No. 5.1.14: - Association between ways to handle mismatches of working time and nature of work related difficulties

To assess the relation between two variables ways to handle mismatches of working time and nature of work related difficulties among the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.14.

Pearson Chi-Square Tests		
		nature of work related difficulties
mismatch handling of work time	Chi-square	87.655
	df	40
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about ways to handle mismatches of working time and nature of work related difficulties shows that, ways to handle mismatches of working time includes try to get adjust, quit the job, not accepted offer of work, search new job and doing additional work on other day. Among all the respondents 90% respondents said that they try to get adjust with the available conditions. Among this problems were reported as 72% said limited employment, 84% said low income, 69% said long working hours and 71% said that no holidays. To assess results appropriately researcher had administered Chi-square test between two variables as ways to handle mismatches of working time and nature of work related difficulties. With this can conclude that it shows ways to handle mismatches of working time caused work related difficulties or turned it into more complicated situations for domestic workers which indicates exploitation. So they were facing settlement issues and exploitation as a result of combination of difficulties. The result of the test shows that the association between two variables ways to handle mismatches of working time and nature of work related difficulties among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables ways to handle mismatches of working time and nature of work related difficulties of the respondents are dependent.

From the above tables and test statistics it clearly indicates that settlement issues, exploitation, and working conditions increase problems of migrant women domestic workers. To assess the problems of migrant women domestic workers researcher has administered the chi square test with different variable in association. The result shows that settlement issues, exploitation, and working conditions increase problems of migrant women domestic workers. Hence the hypothesis of the study that, settlement issues, exploitation, and working conditions increase problems of migrant women domestic workers is accepted.

5. Denial of basic entitlements increases vulnerability of migrant women domestic workers.

Table No. 5.1.15. : - Association between monthly income of the family and social security benefits and social entitlements

To assess the relation between two variables monthly income of the family and social security benefits and social entitlements among the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.15.

Pearson Chi-Square Tests		
		social security benefit/ social entitlements
family income regrouped	Chi-square	68.091
	df	21
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about monthly income of the family and social security benefits and social entitlements shows that, among all the respondents' monthly family income between ranged through 1 to 8000 Rs was 81%. Among them 76% respondents have ration cards and 74% respondents have election cards. On the other hand very few respondents have other social security and social entitlement benefits. Among them 6% have LIC policies, 39% have savings in bank, 27% have Aadhar cards and 15% have photo pass and received benefit of government schemes. To assess results appropriately researcher had administered Chi-square test between two variables as monthly income of the family and social security benefits and social entitlements. It indicates that low income and denial of social entitlement services combine harm to the life of migrants at large. The result of the test shows that the association between two variables monthly income of the family and social security benefits and social security benefits among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables monthly income of the family and social security benefits and social security benefits of the respondents are dependent.

Table No. 5.1.16. : - Association between type of migration and social security benefits and social entitlements

To assess the relation between two variables type of migration and social security benefits and social entitlements among the respondents, researcher had carried out the chi square test. The results of the test were given in table no. 5.1.16.

		social security benefit/ social entitlements
Type of Migration	Chi-square	96.423
	df	14
	Sig.	.000*
Results are based on nonempty rows and columns in each innermost sub-table.		
*. The Chi-square statistic is significant at the .05 level.		

From analysis of the data about type of migration and social security benefits and social entitlements shows that, type of migration deals with inter-district, inter-state and intra-district migration. Among all the respondents inter-district migration is highly prevailed and was 72%. When it was compared with social security benefit or social entitlements to the respondents were very low in range.

To assess results appropriately researcher had administered Chi-square test between two variables as monthly type of migration and social security benefits and social entitlements. It indicates that migrant from various districts of Maharashtra state and denial of social entitlement services creates harm to the life of migrants at large. The result of the test shows that the association between two variables type of migration and social security benefits and social security benefits among the respondents is positive and statistically significant, $P = 0.000$ ($P < 0.05$). From this analysis it clears that there is association between the two variables is highly significant. This concludes that two variables type of migration and social security benefits and social security benefits of the respondents are dependent.

From the above tables and test statistics it clearly indicates that denial of basic entitlements increases vulnerability if migrant women domestic workers. To assess the problems of migrant women domestic workers researcher has administered the chi square test with different variable in association. The result shows that denial of basic entitlements increases vulnerability if migrant women domestic workers. Hence, the hypothesis of the study those, denial of basic entitlements increase vulnerability if migrant women domestic workers are accepted.

5.2 MAJOR FINDINGS AND CONCLUSIONS

A. Personal profile of the respondents

1. It was found that majority of the respondents (50.3%) were from middle age group (28 to 42 years). Large no of respondents (45.6%) was illiterate and states involvement in domestic work as profession. Majority of respondents (53.9%) were belonging from scheduled caste social category. Majority of migrant women domestic workers (MWDW) (64.7%) were belongs to Hindu religion.
2. It was found that majority of respondents (84.4%) were married. Majority of the respondents (62.2%) were had nuclear family. Large number of respondents (48%) are living in small and nuclear families where maximum 4 to 5 members in family.
3. It was found that majority of the respondents (70%) were having less number of male members in the family which is 0 to 2. Majority of the respondents (54%) were having less number of female members in the family comparatively which is 1 to 2. Majority of the respondents (97%) were not having Divyang person in their family.
4. It was found as studying nature of work that majority of the respondents are involved in and getting work as utensil cleaning (76%) and washing clothes (75%). Majority of the respondents (54%) were working in less number of houses and having low financial return from their work.

B. Socio-economic profile of the respondents

5. It was found that large numbers of respondents (39%) were spending 1 to 4 hours daily for work and also large numbers of respondents (39%) were spending 5 to 7 hours daily for work. Majority of the respondents were working for 30 days in a month. It clearly indicates that there was no holiday or working off in a month for majority of the respondents.
6. It was found in the study that majority of the respondents monthly income from domestic work as profession was limited to 500 to 2500 rupees per month as if it is compared with number of working hours spent daily the income of the respondents were very low.
7. It was found that majority (58%) of the respondents monthly income of the family is around up to 5000 rupees per month and when try to compare with number of family members in family it concluded that the income is quite low.

C. Work related details

8. It was found that majority of the respondents (53%) were involved in subsidiary work. Subsidiary work elaborates the work as dusting, cooking, furniture cleaning, raising child, classification of unused or broken items, sorting fruits and vegetables, work related to festival preparations, and toilet and bathroom cleaning. Majority of the respondents (68%) were involved in dusting as a subsidiary work.
9. It was found that all respondents were involved in extra work at least in anyone of the house where they work. Majority of the respondents (63%) were not getting extra pay for extra work, employer was substantiate it with other ways.
10. It was found that there was variety of reasons of the respondents were involved in domestic work as profession or job or nature of employment which includes less family income, no other work is offer, poverty, to support income of the family, husband is unable to work, marital problems, time demanded and followed mother path from childhood. With this majority of the respondents (80%) were taken domestic work as job due to poverty and less family income.
11. It was found that majority of the respondents (61%) were selected domestic work as profession or job by their own so no other person is responsible for undertaking domestic work as profession.

D. Working conditions

12. It was found that majority of the respondents (87%) were getting their payment on monthly basis as to find out frequency of payment and majority of the respondents (99%) were getting their payment in cash as form of payment.
13. It was found that majority of the respondents (71%) were always getting their pays regularly and on time as it was checked on the scale of three points always, sometimes and never to know regularity and punctuality of payments of domestic workers.
14. It was found that majority of the respondents (54%) were satisfied to some extent about pays they were getting as it was checked on the scale of three points highly satisfied, satisfied to some extent and not at all satisfied to know the level of satisfaction about their pays.
15. It was found that majority (53%) of the respondents were not at all having autonomy to spend money as it was checked on the scale of three points to great extent, to some extent and nit at all to know the autonomy to spend money.
16. It was found that majority (95%) of respondents were not done written contract with employer and majority of respondents (96%) were not implied with notice before terminating work to employer.

17. It was initiated from the study that 97% respondents were not having social security as a part of payment. Majority of respondents (59%) were not having fixed weekly holidays but majority of the respondents (52%) were even working on holidays.
18. It was conclude from the study that 71% means majority of the respondents were not delivered food at workplace and 83% respondents were going to work by walking as to know mode of travel used by domestic workers to reach at work place.
19. It was found that majority of respondents (67%) were not decided rest after work. At workplace near about 75% respondents have permission to access toilet as to get idea about decency at work place.

E. Living conditions

20. It concludes from the study that 70% respondents had their own house at the place of migration, but majority of respondents (62%) were living in Kaccha house as to know the type and condition of their residence. But with this note, 73% respondents have own house at their native places.
21. It was concluded from the study that majority respondents (98%) were using LPG for cooking. Majority of respondents (75%) were getting drinking water from public taps in the community, it consumes too much time of the women. Majority of respondents (86%) were using public latrine/toilet available in the community.
22. It was found that majority of respondents (63%) were not having possession of personal ornaments. Those respondents were having ornaments among them majority of respondents (21%) were having ornaments with minimum value was between 1500 to 15000 Rs.
23. It was found that use of LPG as fuel for cooking and possession of LPG connection secured by majority respondents (97%). 80% respondents were having television in their house. Majority of the respondents were not having possession of fridge (87%), vehicle (90%) and computer (98%).
24. It was found that majority of respondents (59%) were not having loan outstanding and those respondents were having loan outstanding among them majority of respondents(21%) were having loan outstanding with minimum value was between 5000 to 20000 Rs. Majority of respondents (13%) were taken loan from finance company.

F. Social entitlements and other facilities

25. To know the status of possession of ration cards among the respondents, the result initiated as majority respondents (80%) had ration card among them 41% had BPL cards. It was found that for migrants' availability of documents means a lot.
26. It was found that at the time of illness or emergency majority respondents have approached to nearby municipal hospitals. In case of receiving health concerned information majority respondents (79%) have not received it from health service providers' to. Among them 10% received such information from Anganwadi personnel.

G. Migration related details

27. It was found that majority of the women domestic workers/ respondents (71%) were living in Nashik between 1 to 5 years. Majority of migration among respondents (72%) was inter-district migration. As to study the trend of migration, it was found that the trend of migration has prevailed from rural to urban area.
28. It was found that majority reasons for migration were poverty (95%) and unemployment (92%) with this marriage, drought, floods, displacement, family conflict and migration of family.
29. It was found that among all the respondents' majority respondents migration has motivated by drought (76%), lack of job opportunity at native place (69%), attraction of urban amenities and comparatively high returns (64%), debts and poor economic conditions (62%), and inadequate agricultural land (59%).
30. It was found that majority of respondents (56%) migration had taken place or migrated on the suggestion of family members.
31. It was concluded from the study that migrants have problems as reduced economic choices, high exposure to exploitation and abuse, lack of social support (86%), low paying (81%), denial of social entitlement services, and rapid change in residence, excludes from preventive care and reduced access to health services (86%) and debar from access to adequate curative care (83%).
32. It was found that respondents were facing health problems which was general health problems, pregnancy related issues, physical tiredness, back pain and some sort of communicable diseases like, seasonal infections, cough and cold.
33. It was found that 61% respondents had taken medical help in pregnancy related issues and 59% in back pain.

34. It was found that serious illness among respondents were blood pressure and other cardiac diseases but also addressed women specific illness, tuberculosis, diabetes, kidney related issues, skin problems, anemia, piles and allergies.
35. It was found that 63% respondents were having problem of skin and some sort of allergies from detergent or other cleaning agents.

H. Union membership and legal awareness

36. Almost 99% respondents had not taken union membership and 88% were not aware about benefits of union membership related to women domestic workers union.
37. It was found that benefits of union for respondents were law for domestic workers, awareness about women empowerment, police protection, social and political awareness, health related information, awareness about children' education, workplace culture training or orientation and help in social entitlement services.
38. It was found that majority respondents (74%) were reported workplace culture related training and orientation as benefit of union membership.
39. It was found that majority of respondents (91%) were not aware about existence of law for domestic workers. Majority respondents (96%) were not aware or any information of and 97% respondents were not registered under Domestic Workers Welfare Board Act
- 40.** It was found that benefits of Domestic Workers Welfare Board act were immediate assistance to a beneficiary in case of accident, financial assistance for the education of the children of the beneficiary, medical expenses for treatment of ailments of a beneficiary or his dependent, maternity benefit to the women beneficiaries (shall be restriction in case of two children only), payment of funeral expenses to the legal heir on the death of the beneficiary, such other benefit as may be decided by the Board from time to time.
41. It was found that majority of respondents (97%) were not able to give opinion about benefits of registration under Domestic Workers Welfare Board act.
42. It was found that, 41% respondents were reported they finalize working time as owners' convenience it shows approach and necessity of work to them.
43. It was found that 90% respondents were adjusting with owner to secure job and they handle at their own about mismatch working time and 60% were reported that they take leave while suffering illness.

44. In work related difficulties respondents were reported it as low income, no holidays, limited employment, long working hours, abuse, exploitation, harassment and dues from salary.
45. It was found that, there is association between age and income of the respondent. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between age and income of the respondent is positive and statistically significant. The level of significance is 0.025 (P value = 0.025). It clears that there is association between age and income of the respondent and it is statistically significant.
46. It was found that, there is association between age and income of the family of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between age and income of the family of the respondent is positive and statistically significant. The level of significance is 0.010 (P value = 0.010). It clears that there is association between age and income of the family of the respondents and it is statistically significant.
47. It was found that, there is association between level of education and income of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between level of education and income of the respondents is positive and statistically significant. The level of significance is 0.012 (P value = 0.012). It clears that there is association between level of education and income of the respondents and it is statistically significant.
48. It was found that, there is no association between type of family and income of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between type of family and income of the respondents is not positive and statistically significant. The level of significance is 0.177 (P value = 0.177). It clears that there is no association between type of family and income of the respondents and it is not statistically significant.
49. It was found that, there is association between type of family and income of family of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between type of family and income of family of the respondents is positive and statistically significant.

significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between type of family and income of family of the respondents and it is statistically significant.

50. It was found that, there is association between monthly income of the respondent and reasons of migration. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between monthly income of the respondent and reasons of migration is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between monthly income of the respondent and reasons of migration is highly significant.
51. It was found that, there is association between monthly income of family and reasons of migration. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between monthly income of family and reasons of migration is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between monthly income of family and reasons of migration is highly significant.
52. It was found that, there is association between social category and reasons of migration of the respondent. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between social category and reasons of migration of the respondent is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between social category and reasons of migration of the respondent is highly significant.
53. It was found that, there is association between level of education and reasons of migration of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between level of education and reasons of migration of the respondent is positive and statistically significant. The level of significance is 0.011 (P value = 0.011). It clears that there is association between level of education and reasons of migration of the respondent is highly significant.
54. It was found that, there is association between nature of place of migration and reasons of migration of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that

the association between nature of place of migration and reasons of migration of the respondent is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between nature of place of migration and reasons of migration of the respondent is highly significant.

55. It was found that, there is association between social category and monthly income of the respondent. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between social category and income of the respondent is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between social category and monthly income of the respondent is highly significant.
56. It was found that, there is association between social category and expectations at workplace by employer from the respondent. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between social category and expectations at workplace by employer from the respondent is positive and statistically significant. The level of significance is 0.015 (P value = 0.015). It clears that there is association between social category and expectations at workplace by employer from the respondent.
57. It was found that, there is association between social category and available facilities at workplace for the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between social category and available facilities at workplace for the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between social categories and available facilities at workplace for the respondents is highly significant.
58. It was found that, there is association between social category and facing problems as migrant by the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between social category and facing problems as migrant by the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between social category and facing problems as migrant by the respondents is highly significant.
59. It was found that, there is association between social category and opinion about benefits of union membership of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result

shows that the association between social category and opinion about benefits of union membership of the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between social category and opinion about benefits of union membership of the respondents is highly significant.

60. It was found that, there is association between level of education and autonomy to spend money to the respondent. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between level of education and autonomy to spend money to the respondent is positive and statistically significant. The level of significance is 0.00 (P value = 0.00). It clears that there is association between level of education and autonomy to spend money to the respondent is significant.
61. It was found that, there is association between marital status and autonomy to spend money to the respondent. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between marital status and autonomy to spend money to the respondent is positive and statistically significant. The level of significance is 0.04 (P value = 0.04). It clears that there is association between marital status and autonomy to spend money to the respondents is significant.
62. It was found that, there is association between nature of place of migration and autonomy to spend money to the respondent. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between nature of place of migration and autonomy to spend money to the respondent is positive and statistically significant. The level of significance is 0.04 (P value = 0.04). It clears that there is association between nature of place of migration and autonomy to spend money to the respondent is significant.
63. It was found that, there is association between working conditions and nature of work related difficulties for the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between working conditions and nature of work related difficulties for the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between working conditions and nature of work related difficulties for the respondents is highly significant.

64. It was found that, there is association between expectations at workplace by employer and nature of work related difficulties of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between expectations at workplace by employer and nature of work related difficulties of the respondents is positive and statistically significant. The level of significance is 0.014 (P value = 0.014). It clears that there is association between expectations at workplace by employer and nature of work related difficulties of the respondents is highly significant.
65. It was found that, there is association between monthly income and nature of work related difficulties of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between income and nature of work related difficulties of the respondents is positive and statistically significant. The level of significance is 0.002 (P value = 0.002). It clears that there is association between monthly income and nature of work related difficulties of the respondents is highly significant.
66. It was found that, there is association between monthly income of the family and nature of work related difficulties of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between income and nature of work related difficulties of the respondents is positive and statistically significant. The level of significance is 0.004 (P value = 0.004). It clears that there is association between monthly income of the family and nature of work related difficulties of the respondents is highly significant.
67. It was found that, there is association between marital status and nature of work related difficulties of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between marital status and nature of work related difficulties of the respondents is positive and statistically significant. The level of significance is 0.004 (P value = 0.004). It clears that there is association between marital status and nature of work related difficulties of the respondents is highly significant.
68. It was found that, there is association between type of family and nature of work related difficulties of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between type of family and nature of work related difficulties of the

respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between type of family and nature of work related difficulties of the respondents is highly significant.

69. It was found that, there is association between levels of satisfaction about their pays and nature of work related difficulties of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between levels of satisfaction about their pays and nature of work related difficulties of the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between levels of satisfaction about their pays and nature of work related difficulties of the respondents is highly significant.
70. It was found that, there is association between having autonomy to spend money and nature of work related difficulties of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between having autonomy to spend money and nature of work related difficulties of the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between having autonomy to spend money and nature of work related difficulties of the respondents is highly significant.
71. It was found that, there is association between ways to handle mismatch of working time and nature of work related difficulties of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between ways to handle mismatch of working time and nature of work related difficulties of the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between ways to handle mismatch of working time and nature of work related difficulties of the respondents is highly significant.
72. It was found that, there is association between type of migration and type of house of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between type of migration and type of house of the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between type of migration and type of house of the respondents is highly significant.

73. It was found that, there is association between type of house and source of drinking water of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between type of house and source of drinking water of the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between type of house and source of drinking water of the respondents is highly significant.
74. It was found that, there is association between type of house and type of latrine or toilet available to the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between type of house and type of latrine or toilet available to the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between type of house and type of latrine or toilet available to the respondents is highly significant.
75. It was found that, there is association between possession of house and source of drinking water of the respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between possession of house and source of drinking water of the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between possession of house and source of drinking water of the respondents is highly significant.
76. It was found that, there is association between monthly income of the family and social security benefits and social entitlement facilities used by respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between income and social security and social entitlement benefits used by the respondents is positive and statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between monthly income of the family and social security benefits and social entitlement facilities used by the respondents is highly significant.
77. It was found that, there is association between type of migration and social security benefits and social entitlement facilities used by respondents. To assess the association between these two variables, the researcher had administered the chi square test. The result shows that the association between type of migration and social security and social entitlement benefits used by the respondents is positive and

statistically significant. The level of significance is 0.000 (P value = 0.000). It clears that there is association between type of migration and social security benefits and social entitlement facilities used by the respondents is highly significant.

5.3. Suggestions

1. The study revealed urgent need for the Social work intervention to improve the conditions of migrant women domestic workers as they are very important part of society and especially urban communities.
2. The study proposes discussions, detailed interviews and focus group discussions along with officials of Domestic Workers Welfare Board under the law to resolve problems of registration of domestic workers to the board.
3. The study proposes placements and appointments of social work trainee students and full time professional social worker in the office of Domestic Workers Welfare Board with a specific Field Work plan which include Social Work assessment and intervention in the areas of problems and difficulties of women domestic workers.
4. The study proposes need for In-depth qualitative research on the same area for further effective Social work intervention.
5. The study suggests changes in the provisions of law for domestic workers. It is important to implement provisions of law practically as for other workers in unorganized sector.

5.4. Proposed areas of social work intervention

Fundamental, basic and primary concern of professional social work emphasis empowerment of persons, families and groups by associating social institutions through capacity building and orientation to efficacy. Social work practice inline individuals alone and groups also. It helps people to improve their conditions at their own by assisting them. It is a real periphery of making people self-reliant, sufficient and sustained. From the inception of professional social work was showing involvement in workers' rights, welfare, empowerment and development with number of folds. It is involved in the issues of organized workers and mostly concerning with the conditions of unorganized workers. Mostly it is emphasizing improvement of the quality of the workers. Professional social workers are equipped with professional skills, techniques, approaches and qualities with this they try to deal aspects of working conditions, issues and real life situations. With the sensitive and humanitarian aspect of the professional social work, present section deals with some of the practical solutions to the findings and conditions as intervention strategies. To achieve this objective, social work intervention has been designed on primarily with the three important aspects of the life of migrant women domestic workers. These three important aspects are as follows:

- A. Social work intervention with family life aspects.**
- B. Social work intervention to improve working conditions.**
- C. Social work intervention to improve living condition.**

With these view of intervention study recommends awareness campaigns, programs, sensitization workshops and sessions, advocacy at various levels to improve working and living conditions of migrant women domestic workers.

A. Social work intervention with family life aspects

Professional social workers are equipped with various methods, techniques and mechanisms of social work profession. They use it to resolve the problems of an individual at family level and help them or to capacitate them to solve their problem at their own. For such intervention it is essential to identify the problems in the family life of the respondents, social work intervention was planned for three different categories of the women domestic workers are as follows:

1. Migrant women domestic workers married and living with their husbands and other family members in joint or nuclear families.

2. Migrant women domestic workers married and not living with their husbands and other family members.
3. Migrant women domestic workers widow, separated, divorced, or deserted and having responsibility of children and other family members.
4. Migrant women domestic workers living alone.
5. Migrant women domestic workers unmarried and living with parents and or other family members or relatives.

This was a very important thought and essential keeping in view the fact as these five categories have different domestic issues relating to their family life aspects, there was an urgent need for different type of social work intervention for dealing with the different types of life situations of these migrant women domestic workers.

1. Migrant women domestic workers married and living with their husbands and other family members in joint or nuclear families.

The researcher attempted to assess the family relationship of the married migrant women domestic workers with family members, find out reasons of migration and type of migration. Those who have experienced broken family relationship are subject to priority social work intervention. As with counseling and guidance can work for and promote harmony and wellbeing as well as to strengthen family ties and enable them to resolve the family issues with collective efforts. . During the process of counseling and guidance, the partners were jointly as well as individually assessed to know the reasons of the problem or conflict between them. The main reasons were relating to earnings, demands, habits, freedom and dependence. The study insists and recommends that social work professionals can have an application of social case work and social group work from social work methods to identify the issues and appropriate handling of issues to get concrete solutions to problems. The present study also underlines the need of counseling for reproductive health, need of use contraceptive measures and family planning. It is also important to generate awareness among the migrant women domestic workers about domestic violence and initiatives of the government and related programs.

2. Migrant women domestic workers married and not living with their husbands and other family members.

The research study attempts an understanding over the situations of migrant women domestic workers those who are not living with their husband because of family conflict are facing crises situations need to attend more specifically. As they have feeling of guilt, emotional insecurity, burden of responsibility of other family members, support less, financial insecurity

and loneliness. The study insists and recommends that social work professionals can have an application of social case work and social group work from social work methods to identify the issues and appropriate handling of issues to get concrete solutions to problems. The present study also underlines the need of counseling for emotional and psychological wellbeing of individuals. It is also important to generate awareness among the migrant women domestic workers about legal and financial security against domestic violence or related behaviour and matters and initiatives of the government and related programs.

3. Migrant women domestic workers widow, separated, divorced, or deserted and having responsibility of children and other family members

It is most probable and crucial condition, to deal with such condition professional social workers must conduct seminars, workshops and awareness programs with the support of NGO's working in the field of women empowerment. To create awareness about schemes and legal provisions among the suppressed individuals professionals must focus individual counseling and free legal aid to them.

4. Migrant women domestic workers living alone

This is another segment where the women are facing number of problems with different folds and circumstances. This type of needy women must be a part of social security schemes specially. Responsibility of an employer must be underlined by the legislation and government in specific conditions. So such conditions must be specified in the law.

5. Migrant women domestic workers unmarried and living with parents and or other family members or relatives.

Domestic workers (registration, social security and welfare) act 2008 has specified age of domestic workers is 15 to 60 years. The research study found that domestic workers involved in it are below and beyond to given criteria. As well as unmarried girls have pressure of responsibility of family as the male members are addicted, others may ill or disable. Family situations affect the life and education of these members. With the use of family counseling method and therapy this type of situations can be tackled.

B. Intervention to improve working conditions

As it is found in the study that domestic work has no recognition and to get it recognized and legitimated is one of the basic and main concerns of the part of recommendations. Demand of women domestic workers is growing rapidly but they are not part of legal expression and provisions very clearly. So their rights are always denied. As many cases were reported exploited, abused, undervalued, underpaid, and treated with indignity. To think over the

situations and get solutions over, it is important to know and get changed the working conditions according to decent work conditions.

1. To modify hiring practices

In small towns and cities maid hiring services are not available in formal modes like placement agent or agencies website references or other. Employers use to hire them on the basis of very informal ways like reference by other employer, recommendation from other households, or direct communication with the domestic workers. So the situation is like employer is not underlining specific demands or illustrating nature of work and employee is unaware of all about facts of work. With this scary situation employer- employee relationship get started and further more it creates number of crises and tricky situations among them. These type relations affect bargaining and negotiation power of domestic workers. It leads to problems non-recognition, denial of legal rights as other workers, so domestic workers are always scary, poor and underprivileged. To tackle these entire situations there should be a planned modification in hiring services.

2. To ensure minimum wages

To get define and notify minimum wages for per tasks or on the basis of stipulated time expected for work included in the definition of domestic work is essential. Exclusion of domestic work and workers from the minimum wages act, 1948 is a barrier in recognizing the work. Domestic workers are getting pays according to random discussion over the work. It is never in the light that how much time and energy get invested in the work. It is found that employers paying it on the basis of determined rates in local area. In small towns and cities need and emergence of domestic workers is same but found variation in pays. In Maharashtra state as the law was passed related to domestic workers but still there are no rates has been implemented according.

Specifying the tasks and time rates, as well as an overtime rate and monthly wages, is possible and needs to be done. A set of specifications which are basic ought to be put in place and this will help in the process of recognizing domestic work as a legitimate labour market activity and also ensure that the terms of employment are not too exploitative.

3. To specify work-related basic conditions

Apart from specification of wages, hours of work and rest, overtime, any additional tasks (i.e., not laid out in the contract), etc., moving towards a contract which is at least written or documented, and which thereby formalizes the employer–employee relationship, is desirable. Preventing the overworking of domestic worker by specifying the tasks and terms of the contract is essential. Appropriate remuneration being specified for a period, with periodic

increments and other work-related aspects, can aid transform domestic work into an acceptable labour market activity. The placement agencies/agents often do this in most cases, especially those that are registered.

4. To regulate domestic work beyond mere registration

Monitoring mechanisms or involvement of other parties also required and quite important and mere registration of the agencies/agents does not ensure their following the codes of conduct such as disclosure of full information while recruiting women for domestic work, or while fixing a contract or placing them with employers, for example. These are the instances which often come up in media reports, when some workers are compelled to do work they are not inclined to do. Often it is under these cases that the workers might run away from employers' households or even resort to committing a crime or theft.

Mechanisms to ensure that proper procedures with full disclosure of all information are followed must be put in place. The involvement of the worker in the negotiations between the employer and agent is required. The women domestic worker should be aware of the commission being paid to the agent/ agency as well.

5. To associate stringent mechanisms to prevent immoral practices being followed are required

Legal provisions and advocacy to make these acceptable and known to all concerned requires campaigning and publicity. Failure to adhere to these would, of course, call for penalties. Several employers resort to informal recruitment channels to avoid these rigorous requirements. Some form of registration of both domestic workers and employers is required to make the transaction transparent, with basic information in terms of the contract such as tasks, working hours, wages and so on specified.

6. To inculcate non-criminalized and work-oriented approach

Aversion to the registration of domestic workers is partly an offshoot of the low trust in institutions such as the police, and particularly its association with criminality. Several employers feel that registering their domestic worker at the police station is tantamount to treating her as a criminal. Recognizing that domestic workers are indeed workers, labour departments or some similar civic authorities ought to register both employees and employers. This can only be operational if we move towards some kind of a contract system, which specifies basic details.

7. To treat the domestic worker as an individual with dignity and rights

Fundamentally, one of the most critical issues to be addressed in this sector is to treat every individual with dignity. And second, the worker must be recognized as one, the protection of

their rights, especially basic social protection measures, must be advocated and ensured. Domestic workers are like the rest of the informal economy workers in this respect, but given that they are for the most part women workers and working on tasks which are undervalued and traditionally unpaid work activities which women undertook with little or nothing in the way of recognition, domestic workers are further marginalized. The socio-economic milieu from where these women workers come and the low human capital endowments generally possessed lowers their bargaining strength; the workers' vulnerability and need gives employers an upper hand in continuing to hire domestic workers at cheap and exploitative wages. Changing these by defining the terms and conditions of work such that it is non-exploitative and ensuring social protection for women domestic workers will definitely help transform this scenario.

8. To introduce skill development/training to facilitate mobility

Working towards the development of skills or training domestic workers is currently not something employers, or even the domestic workers, even consider most of the time. The introduction of these measures can provide some bargaining strength and also help women domestic workers consider mobility into better avenues of employment, and perhaps also some forms of decent work.

9. To adopt appropriate mechanisms for grievance redressal

There is a need to reflect on mechanisms for grievance redressal, since the work activity operates in a highly personalized domain, and can be prone to several misunderstandings – some minor, some major. Not all grievances require formal institutions to intervene, perhaps. Suggestions to set up just and fair mechanisms are required.

10. To have right to organize and collective bargaining

Women workers are sometimes formally and informally organized in some small pockets, some of them with the help of few organizations working for their rights. But a more systematic approach may be desirable for all those workers who are interested and feel the need for it.

11. To form Residents' welfare associations:

Residents' welfare associations and housing societies, where they are active, can play a critical role in regulating the domestic work activity by getting basic information from both employers and workers and defining some norms as per the requirements specified in the national policy or what is desirable for decent work with basic social protection. Instances we came across in the survey of employers included where IDs were given to domestic workers

and leaves were specified for two fixed days every month (rather than a weekly off); there were also employers' associations which put restrictions on the supply of domestic workers.

12. To incorporate non-governmental organizations

NGOs working on the cause of domestic workers can provide insights into the current practices and assist in mobilizing women workers as well as their employers if need be to advocate for appropriate behaviour and the protection of basic rights. There is a potential for developing conditions for a model placement agency. They can also develop training and skill development modules/courses to improve the human capital endowments of the supply of domestic labour.

13. To get support of trade unions

Trade unions have been working on the unorganized sector and inclusion of domestic workers has been taken up by them. What challenges domestic workers who are women pose for these needs to be reflected and addressed.

14. To form or establish employer associations/collectives

Campuses or institutional residential accommodation can be easily monitored and regulated for domestic workers rights and to take care of social protection measures.

15. To form worker associations/collectives

The workers if collectivized can articulate their demands and needs better, and can also expect to get some response from employers all around. If these bodies can work for their interests in grievance redressal and in ensuring that all the workers' dues are provided and there is no wage theft, apart from ensuring social protection.

16. To form cultural/social organizations

Societies in most cities are ghettoized and divided based on factors such as religion, community, etc. Since such societies tend to have alternative organizations for them, some of these may be expected to work for the provision of decent work.

17. To establish and promote placement agencies and networking

The placement agents and agencies play a very important role of a labour market service provider facilitating connect between the domestic worker and the employer. However, there are many agents/agencies that are seen exploiting the poorly educated, poor and vulnerable working masses by pushing women into the sector without full information on the kinds of work to be done, etc. Regulating this recruitment and placement activity to ensure transparency and accountability is needed.

18. To underline the responsibilities of Government bodies rigorously

The labour department would perhaps be a more appropriate authority than the police to carry out registration and identity checks of domestic workers as ‘workers’. In cases of abuse or illegal activities, the police can step in as appropriate, as done in case of any crime. But for mere registration as a worker, which ought to be a routine activity within the labour departments, the use of criminal institutions, such as police, is not desirable.

19. To organize workshops and discussions

The organization of workshops by bringing together all stakeholders is desirable to share the positive and negative stories from surveys. Reflections and suggestions for what is to be done can be articulated from the discussions, and this can inform policy formulation.

20. To plan more specific research studies and gather data

Data on domestic workers is still not easily available. Only one occupational category of persons working for private households is collected, which includes all workers who are demanded and employed. Research on the qualitative dimensions shows the different practices among employers of women domestic workers, which can inform the campaign for improving conditions and moving towards decent work for them.

21. To promote and work towards some kind of clearing house

As opposed to employment exchanges, informal workers require an informal clearing house which protects the women workers’ human rights. The realization that employers still continue to treat their domestic workers with disdain and even contempt, not perceiving the work worthy of commensurate payment even up to minimum wages specified for unskilled workers, aligns them with the bulk of the unorganized informal sector workers in the country. To tackle the issues of these workers, calls for a major transformation in employers’ outlook towards workers’ dignity and human rights. Needless to repeat that a similar transformation among the placement agencies/agents, government officials and policy-makers is also required. A very slow and gradual shift is witnessed, but the journey is long and will require concerted efforts on many fronts before we can achieve equal treatment of the women domestic workers by employers. The state and legal provisions definitely have a significant role to play in inching towards attaining this.

22. Role of different stakeholders

Different stakeholders can assist in making domestic work a legitimate labour market activity and help in moving towards ensuring domestic workers get their rights and are covered under basic social protections, thereby moving towards decent work for domestic workers. This requires the involvement of employers, placement agencies, trade unions, non-governmental organizations, domestic workers, labour departments, resident welfare associations and other

socio-cultural organizations as relevant (as in the case of Parsis, for example), institutions/similar bodies (such as universities and institutions with residential accommodations) and so on. There can be several non-threatening, more amicable and mutually thought-out provisions put in place which aid in domestic work being appropriately recognized, and gradually becoming decent work.

C. Social work intervention to improve living condition.

Women domestic workers are one of the important groups among other working groups of the urban areas. It was found that the living conditions of migrant women domestic workers are very poor and below the desired mark. Living conditions of migrant women domestic workers remain an invisible chunk in the policy planning and implementation. In absence of proper provisions, their living places including surrounding lack place for disposal of excretions, proper ventilation and provisions of light. Thus these circumstances critically demand social work intervention for improving living conditions of these migrants in slums and communities. Many of them were reported that they were surveyed under homeless and allotted houses at the outskirts of the city, so they faced problems regarding and return at their previous places. It needs proper planning and design of housing plan for such urban poor. So there should be a separate appointment of social work professional in schemes for urban poor.

1. Advocacy for Providing Basic Minimum Living Conditions

It was found during the field visit that the living conditions of the migrant women domestic workers were deplorable lacking basic facilities like sanitation, civic amenities, and space for bathing, cooking and disposal of waste. Majority of them lived in appalling, unhygienic and congested settlements. Thus in light of these facts the study recommends for some advocacy program to be started to provide basic civic amenities by the Governments for them. Government should arrange subsidized housing, and proper places for catering to their daily needs like washing, bathing and toilets.

2. To generate awareness about Health and Sanitation

The health is not usually good as they are more vulnerable to illness because their living of lack of proper sanitation facilities. Majority of them either lives in rented or shared rooms in slums. Moreover, these places are not equipped with proper facilities for disposal of excreta, drainage, drinking water, sanitation and civic amenities. The mass awareness generation campaigns are required to be launched to educate them about the ill effects of unhygienic living conditions which directly spoiling their health. Towards this, the research study

recommends organized health camps and attempted to make them aware of the necessity of personal hygiene and maintenance of good health.

3. To sensitize about importance of diet and nutrition

As most of the migrant women domestic workers are from the poorer section of the society and are found to be working for usually longer hours to earn more, the majority were found ill and not maintaining good health. Majority of them were not taking proper diet according to their work load and some of them were skipping meals, commonly during the working hours. The food intake is usually of substandard and lacks proper vitamins and minerals. It was also found that the food served them by employer is not fresh cooked and mostly remained food is served. It was found that they mostly prepare food once in a day due to jerk of work. It should be keeping in a view that significance of proper diet and nutrition in one's life. The research study recommends the arrangement of lectures of experts in the areas of diet and nutrition besides organizing general health camps. The emphasis was also laid on opening of community kitchens at different locations in the city and providing subsidized food to them. With this they were thus made aware through lectures, short films on diet and nutrition, focused group discussion, group guidance and camps.

4. Awareness Generation about De-addiction

Habit of chewing tobacco, gutka is found among the domestic workers as they have not accepting this but their tooth and other expressions have marked it. The common perception among them those habits helps them to release the burden of work and they perform work continuously for hours. As it found that being less educated, these domestic workers are not aware about the ill effects of habits and addiction. Thus a campaign to spread awareness about the adverse effects of these habits and addiction should be launched among the domestic workers. The resource materials such as posters, banners and leaflets etc, should be distributed among the community halls depicting the bad impact caused on their health by the use of substance. With this those who are facing critical problems and illness must get help of social worker. Counseling and guidance should be provided to them as method of treatment on individual and group basis. The professional social worker should organize drug de-addiction drives to make them aware about the repercussions of the use of drugs. In this regard, researcher did organize some health check-up camps in collaboration with the health officials and NGOs particularly GAURI Social Welfare Organization, Nashik.

5. Advocacy for Free or Subsidized Medical Aid

It is found that women domestic workers are not taking proper care of their health in illness and distress. As it is reported that they visit to government hospitals for treatment, but

observations and focus group discussion with them emphasizes visit to roadside medical stores to take medicine without consult and prescription to avoid expenses. So the research study recommends that women domestic workers must be have free and compulsory health check-up twice in a year, trained to use safety equipment's on work should be guaranteed by the government under the law. Along with this, they should be made aware about the governments' special health programs and other health and safety initiatives for this segment of poor working population in the state.

6. Awareness about Issues Related to Provisioning of Financial Mechanism

It is required that state government should simplify procedures for taking loans from nationalized banks. Also part of financial literacy should be in consideration, so the conduction of awareness programs must be scheduled by the nationalized banks in communities. Improvement and inculcation of saving habits must be focused for women domestic workers. They should have availability of better and more choices for savings and investments. They must get safe and good options for it. Bodies of local self-government must show their significant involvement in such programs.

7. Intervention in Areas of Education, digital and legal literacy

In the present society, due to the onslaught of information and technology the life of an illiterate person has become the more difficult. In this case only basic education i.e. ability to read and write can empower the uneducated population. Therefore, social work professionals should realize the necessity of educating these women domestic workers so that they can enjoy the benefits of various schemes launched by Governments from time to time. The professional social workers should make them aware of their rights so that they can refuse to be exploited at hands of employers or officials. This can be achieved by launching massive education drives. Agencies like National Literacy Mission can provide ample support to the social work professionals to night classes, literature in mother tongue will be helpful.

8. Awareness Generation on Issues Related to Social Security and Welfare Provisions

There are a number of social security and welfare provisions which directly or indirectly influence the informal sector workers. There are special provisions laid down by the Central and State governments to protect the women domestic workers and other workers in the informal sector. However, there are no provisions such as accident covers and insurance facilities for them in case of any damage or loss. The study recommended that domestic work should be given risk covers along injuries. Apart from this, they should also be given benefits

of various government welfare facilities like Public Distribution System (PDS), Girl Child Allowance and Provision of Free Education etc.

In nutshell, there is a vast scope of social work intervention in the area because socio-economic condition of the workers in informal economy particularly the migrant women domestic workers is very miserable. There are no job securities and welfare provisions for them. No government plan has taken into account their contribution and services rendered by them to the society. They are bound to work every day for long hours without any protection or safety. The existing legislations are not crystal clear for rendering benefits of law in difficult circumstances. The Acts needs to be amended according to the present conditions and demands raised by the advocacy groups fighting for the rights of women domestic workers and migrants in the country. Moreover, women domestic workers are needed to be made aware about their rights other stakeholders needs to be sensitized about protecting and improving the conditions of work, living conditions and other aspects related to their family life of the population.

5.5. Summary

This chapter deals with hypothesis testing, major findings and conclusions, suggestions, social work intervention strategy and limitations of the study. According to findings it is essential to prepare plan of action to work at various levels and with different stakeholders in social work intervention mechanism. In this chapter three levels of intervention has discussed it involves social work intervention with family life aspects, social work intervention to improve working conditions and social work intervention to improve living condition.

5.6. Limitations of the study

The Research study has tackled the following limitations

1. A major limitation found during the study is lack of valid, verifiable and reliable statistics about domestic workers or helpers, women domestic workers and migrant women domestic workers. It should be in consideration that the spatial distribution of the population of domestic workers is always floating and it caused number of difficulties in data collection.
2. In process of data collection, it is difficult to match with time of respondents as they were very busy in their household work and other activities, so researcher has to visit the communities repeated time.
3. To know and understand the problems and conditions of the migrant women domestic workers, interactions with them is quiet important and no other way is to deal with it. Researcher visited them repeatedly but the response is like that as a government survey.
4. Community people are found scared as it relates to election and taking the information for the purpose of election campaign, so some of them refused to participate in it.
5. Due to time constraint the survey is limited to 360 respondents from the slums and communities in Nashik city.

Abbreviations

- AITUC- All India Trade Union Congress
- DWWB- Domestic Workers Welfare Board
- ESI- Employees' State Insurance
- GKS- Gharelu Kamgar Sangh
- HMS- Hind Mazdoor Sabha
- ILO- International Labour Organization
- LIC- Life Insurance Corporation
- MWDW- Migrant Women Domestic Workers
- NCW- National Commission For Women
- NDWM- National Domestic Workers Movement
- NMC- Nashik Municipal Corporation
- RSBY- Rashtriya Swasthya Bima Yojana
- SEWA- Self Employed Women's Association of India
- SHG- Self Help Group
- UNDP- United Nations Development Program
- UNO-United Nations Organization
- WDW- Women Domestic Workers

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An analytical study on problems of women migrant domestic workers in Nashik city

Ms. Manisha Shukla
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Dr. Prakash S. Yadav
(Guide)

I. Personal and Household Profile

Name of respondent:

Full address of the respondent:

Pin code:..... Contact No:.....

3. Household profile of Domestic Worker								
Item No.	a. Name of the family member	b. Sex	c. Age	d. Marital Status	e. Educational Level	f. Work details	g. Income	h. Relation with DW's
1.								
2.								
3.								
4.								
5.								
6.								
7.								
8.								
9.								
10.								
11.								

(Total number of members in the household (write down the total no) =

Codes for Items under I.

Code for item b: Male-1, Female-2.

Code for item d: Married-1, Unmarried-2, Widow-3, Divorcee-4, Separated-5, Deserted-6

Code for item e: Illiterate-1, Literate without formal schooling-2, primary-3, Secondary-4, Higher secondary-5, Certificate course/diploma-6, Graduate-7, Post graduate-8, other-9.....

4. Ask respondent about the Divyang persons in the family	Item No (Follow no. As per item 3. Under I)
Is anyone at family (physically) Divyang? (As per enquiry no. 3- household profile of domestic worker)	
Is anyone at family (mentally) Divyang? (As per enquiry no. 3- household profile of domestic worker)	

II. Demographic profile of the domestic worker

Item No.	Categories	Description and code (circle the respective or multiple code number)
1.	Age	
2.	Type of family	1. 2. 3
3.	Marital status	1. 2 3 4 5
4.	Educational status	1 2 3 4 5 6 7 8 9
5.	Religion	1 2 3 4 5 6 7 8 9 10
6.	Social category- (code)	1 2 3 4 5 6
7.	Since when are you in Nashik (number of years)	
8.	Migrated from	1. 2. 3
9.	Nature of place	1. 2. 3
10.	Reasons of migration (In case of multiple reasons circle more than one code)	1 2 3 4 5 6 7
1 i.	How many languages do you know?	1 R W 2 R W S S 4 R W S 3 R W 6 R W S S 5 R W S

Codes for Items under II

Code for item 2: Joint-1, Nuclear-2, Extended-3

Code for item 3: Married-1, Unmarried-2, Widow-3, Divorcee-4, Separated-5, Deserted-6

Code for item 4: Illiterate-1, Literate without formal schooling-2, primary-3, Secondary-4, Higher secondary-5, Certificate course/diploma-6, Graduate-7, Post graduate-8, other-9.....

Code for item 5: Hindu-1, Muslim-2, Sikhs-3, Neo Buddhist-4, Jain-5, Jew-6, Parsi-7,

Christian-8, No religion-9, Other-10(mention here)

Code for item 6: SC-1, ST-2, OBC-3, General-4, NT-5, SBC-6.

Code for item 8: Village-1, District-2, State-3(Mention it)

Code for item 9: City-1, Town-2, Village-3

Code for item 10: Marriage-1, Unemployment-2, Drought-3, Floods-4, Family conflict-5

Displacement due to poverty-6, Due to migration of family-7.....

III. Nature of service

In how many houses do you offer your services presently..... (Write down the no)

Income:Rs.

House No	1.	2.	3.	4.	5.	6.	7.	8.	9.
Cooking									
Utensils cleaning									
Cloth washing									
Floor cleaning and mopping									
Toilet and bathroom cleaning									
Old age care									
Baby care									
Disability care									
Garden									
Pet animal care									
Market purchase assistance									

III. A. Work profile of domestic worker

Item No.	Categories	Description and code (circle the respective or multiple code number)
1.	Who suggested you to undertake domestic work as job?	1. 2. 3. 4. 5. 6. 7.
2.	What is the reason to undertake this profession?	1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 14.
3.	How many days in a month do you work?	
4.	Frequency of payment	1. 2. 3. 4.
5.	Form of payment	1. 2. 3.
6.	Do you get food at work place?	1. 2.

7.	Do you even work on holidays?	1. 2.
8.	Have you ever been suspected of theft by the employer	1. 2.
9.	Did you ever face sexual harassment at the work lace	1. 2.
10.	How much time do you spend on commuting to your work place	
11.	What is the mode of travel	1. 2. 3. 4.
12.	Are you involved in any subsidiary work	1. 2.
13.	If answer is 'yes' for item 12, write the details of subsidiary work she performs	
14.	Do you have a written contract with any employer?	1. 2.
15.	Are you giving any notice before termination of employment?	1. 2.
16.	Is social security part of your payment?	1. 2.
17.	Do you have fixed weekly holiday?	1. 2.
18.	Do you get extra pay for extra work?	1. 2.
19.	Is your rest decided after work in your job?	1. 2.
20.	Are you having permission to access toilet?	1. 2.
21.	Do you get your pays regularly and on time?	1. 2. 3.
22.	Are you satisfied with your pays?	1. 2. 3.
23.	Are you having autonomy to spend your money?	1. 2. 3.
24.	How do you decide your work timing?	1. 2. 3. 4.
25.	In case there is mismatch of timing, how did you react?	1. 2. 3. 4. 5.
26.	When you become ill how do you manage the duties of domestic worker?	1. 2. 3. 4. 5.
27.	Nature of work related difficulty-	1. 2. 3. 4. 5. 6. 7. 8. 9.

Codes for Items under III A

Code for item 1: Husband-1, In-laws-2, Children-3, Friends-4, Neighbour-5, Relatives-6, Other-7 (mention here)

Code for item 2: Poverty-1, less family income-2, Husband is unable to work-3,

To support family income-4, No other work is offer-5, Easy to work-6, Marital problem-7, voluntarily-8, Time demanded-9, No skill required-10, Followed mother path from childhood-11, not fit for other work-12, Children are too small and more-13, other-14 (mention)

Code for item 4: Daily-1, weekly-2, monthly-3, other (mention)

Code for item 5: cash-1, cashless-2, Other-3(mention here)

Code for item 6: yes-1, No-2
 Code for item 7: yes-1, No-2
 Code for item 8: yes-1, No-2
 Code for item 9: yes-1, No-2
 Code for item 11: Bus-1, local train-2, walk-3, shared transport-4
 Code for item 12: yes-1, No-2
 Code for item 14: yes-1, No-2
 Code for item 15: yes-1, No-2
 Code for item 16: yes-1, No-2
 Code for item 17: yes-1, No-2
 Code for item 18: yes-1, No-2
 Code for item 19: yes-1, No-2
 Code for item 20: yes-1, No-2
 Code for item 21: Regularly-1, sometime-2, never-3
 Code for item 22: Highly satisfied-1, Satisfied to some extent-2, Not at all satisfied-3
 Code for item 23: To a great extent-1, to some extent-2, Not at all-3
 Code for item 24: Owners convenience-1, your convenience-2, both convenience-3
 Code for item 25: Try to get adjust-1, quit the job-2, not accepted offer-3, search new job-4, other---

Code for item 26: By taking leaves-1, assigning other family members to owners house-2, Being absent-3, loss of pay-4, other 5

Code for item 26: Limited employment-1, low income-2, long working hours-3, no holidays-4, Dues from salary-5, exploitation-6, abuse-7, harassment-8, other-9

III. B. Awareness about access to social security

Item No.	Categories	Description and code (circle the respective or multiple code number)
	What social security benefits do you have?	1. 2. 3. 4. 5. 6. 7. 8.

Codes for Items under III B

Code for item 1:

LIC policy-1, Ration card-2, Voter ID-3, Senior citizen card-4, Personal

savings in saving bank a/c-5, photo
 pass-6, Any other govt. Scheme-7
 (Mention here) Any other-8
 (mention here)

IV. Consumption under PDS system

Item No.	1. Public Distribution System (PDS) Distribution: If you are receiving the following items via PDS, specify the quantity and price per month.		
1.	Availability of Ration card		1. 2.
2.	If yes, which type of ration card is available?		1. 2. 3.
	Item description	Quantity (In kgs, & ltrs.)	Expenditure during last 30 days in Rs.
Monthly consumption and expenditure			
1.	Rice		
2.	Wheat		
3.	Sugar		
4.	Kerosene		
5.	Pulses		

Codes for Items under IV

Code for item 1: Yes-1, No-2

Code for item 2: Yellow-1, Orange-2, White-3

V. Health profile & Present health Situation of the domestic worker

Access to health facilities		
Item No.	Categories	Description and code (circle the code number)
1.	Which health facility do you access if you are ill? (code)	1. 2. 3. 4. 5. 6.
2.	How often do you access health facility if you are ill or for any other reason? (code)	1. 2. 3. 4. 5. 6. 7. 8.
3.	Do you receive any health information from health service provider?	1. 2.
4.	If answer is 1 for the item no 3, then fill the blanks	From whom ----- Frequency -----
5.	What are the main reasons (illnesses) for which you generally seek medical help.	1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14.

6. Do you have any serious diseases?	1. 2. 3. 4. 5. 6. 7. 8.
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Codes for Items under V

- Code for item 1: Government/Municipal hospital-1, NGO/Trust hospital-2, Private clinic-3, Mobile clinic-4, Drug store-5, Other-6.....(mention here)
- Code for item 2: Once a week-1, More than once in a week-2, Once in a month-3, Once in 3 months-4, once in 6 months-5, once in a year-6, I don't go hospital at all-7, other-8(mention)
- Code for item 3: Yes-1, No-2
- Code for item 5: Headache-1, Giddiness-2, Body pain-3, Cough and cold-4, Diarrhea-5, Backpain-6, Pregnancy related issues-7, Children health-8, Sexual life related issues-9, T. B.-10, Arthritice-11, Cataract-12, Others-13 (Mention here)
- Code for item 6: Cancer-1, B. P. And other cardiac disease-2, Diabetes-3, Asthma-4, T. B-5, Gynaec problems -6, Physical or mental disability-7 Other-9(Mention), I don't know-8,

VII. Habitat profile

Item No.	Categories	Description and code (circle the code number)
1.	The house in which you reside is...	1. 2. 3. 4. 5.
2.	How is your house?	1. 2. 3.
3.	Type of fuel used for cooking...	1. 2. 3.
4.	Source of drinking water	1. 2. 3. 4.
5.	Type of latrine	1. 2. 3.

Codes for Items under VII

- Code for item 1: Owned-1, Rented-2, Relatives house-3, Employers house-4,

Other- 5 (mention here)

- Code for item 2: Pucca house-1, Kaccha house-2, Zuggi-3,
 Code for item 3: L. P. G.-1, Kerosene-2, wood-3
 Code for item 4: Well (own/public)-1, Public tap-2, Pond-3, Other- 4 (M. H.)
 Code for item 5: Public-1, Private-2, Open-3

VIII. Household asset and liabilities profile of domestic worker

Household asset		
Item No.	Categories	Description and code (circle the code number)
1.	House owned	1. 2.
2.	Personal ornaments	1. 2.
3.	If answer for item no 2 is yes, then ask and approx. value of ornament	Rupees..... ...
Other assets		
4.	Gas connection	1. 2.
5.	TV	1. 2.
6.	Fridge	1. 2.
7.	Vehicle	1. 2.
8.	Computer	
Liabilities		
9.	Do you have any loan outstanding	1. 2.
10.	Present outstanding loan amount in Rs.	
11.	Who is/are the lender	

Codes for Items under VIII

- Code for item 1: Yes-1, No-2
 Code for item 2: Yes-1, No-2
 Code for item 4: Yes-1, No-2
 Code for item 5: Yes-1, No-2
 Code for item 6: Yes-1, No-2
 Code for item 7: Yes-1, No-2
 Code for item 8: Yes-1, No-2
 Code for item 9: Yes-1, No-2
 Code for item 11:------(Mention here)

IX. Profile as migrant

Item No.	Categories	Description and code (circle the code number)
1.	Which factors motivated your migration?	1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13.
2.	Who suggest you to migrate?	1. 2. 3. 4. 5. 6.
3.	Nature of problems facing as migrant	1. 2. 3. 4. 5. 6. 7. 8. 9. 10.

Codes for Items under IX

- Code for item 1: To get rid of the debt-1, to get rid of impact of drought-2, Lack of adequate agricultural land-3, Lack of job opportunities-4
Lack of job I liked-5, Poor economic condition of family-6, To get rid of family dispute-7, Attraction of urban amenities-8 Due to discrimination on the ground of caste-, Attracted to this place due to better job opportunities-10, To enjoy freedom of nuclear family-11, to get higher pays comparatively-12 Any other-13 (please specify)
- Code for item 2: Family members-1, Neighbour-2, Friends-3, Relatives-4, Agent/middle man-5, Any other-6 (M. H.)
- Code for item 3: Debar from access to adequate curative care -1, Excludes from preventive care-2, Lack of social support-3, Denial of social entitlement services-4, Low paying/ wages-5 Rapid change of residence-6, Reduced access to health services-7, Reduced economic choices-8, High exposure to exploitation and abuse-9, Any other-10 (please specify)

X. Union awareness profile of domestic worker

Item No.	Categories	Description and code (circle the code number)
1.	Are you a member of any union?	1. 2.
2.	If answer for item no number 1 is yes, then ask since when are you a member?	
3.	Name of the union	
4.	Is being in the union beneficial	1. 2.
5.	If answer for item number 4 is yes, then ask what are the benefits of being a union member?	
6.	Is there a law for domestic workers?	1. 2.
7.	Do you know about the Domestic Workers Welfare Board Act 2008?	1. 2.
8.	Have you registered under Domestic Workers Welfare Board?	1. 2.
9.	List out benefits (If answer for item no. 8 is yes)	

Codes for Items under X

Code for item 1: Yes-1, No-2

Code for item 4: Yes-1, No-2

Code for item 5: Law for domestic workers-1, Ration card availability-2, Ration availability against the ration card-3, Protection from police-4, Political awareness-5, Health information-6, Information about police system and security-7, World awareness-8, Overall awareness-9, Awareness about women empowerment-10, Awareness about children's education-11, Work place culture related training and orientation-12, Any other-13 (M. H.)

Code for item 6: Yes-1, No-2

Code for item 7: Yes-1, No-2

Code for item 8: Yes-1, No-2

Code for item 9: (M. H.)

Observations: -----

Sign of the respondent