



## International Journal of Research Publication and Reviews

Journal homepage: [www.ijrpr.com](http://www.ijrpr.com) ISSN 2582-7421

# Challenges Faced By Female Domestic Workers Dwells in Slums in India

*H. Vanlalmuankimi*

Kristu jayanti college

---

### ABSTRACT

Women domestic workers are individuals who work at their employers' homes or in their own homes doing household tasks and other housework. Because of illiteracy, a lack of expertise, and ignorance, the majority of female domestic workers earn low earnings. Domestic workers were on the rise, as were the demands in developing countries. Domestic workers were experiencing certain troubles in the workplace, personal life, and family life; these issues can cause a lot of health issues, both physical and mental, and they must be handled before they worsen. Given the significance of the topic, the study focuses on solutions to the problems faced by female domestic workers. Domestic work, on the other hand, has remained unorganized, unnoticed, and unrewarding, with workers denied minimum salaries, healthy work periods, safe working conditions, and other benefits.

In the absence of trade unions and state intervention, women domestic workers face a number of injustices, deprivations, and indignities in modern society, as a result of a lack of meaningful legal safeguards, welfare measures, and other provisions for women's empowerment. Women domestic worker are low literacy which in turn cause them backwardness and they have to force to work in another house sometimes at a very young age to get money but in that cases, they did not get enough money to support themselves as well as their which cause them in lack of education and their health also suffer as well since they were not aware of their rights they just keep quiet even when they were facing domestic violence.

---

**Keywords :** *Challenges, female worker, domestic worker, issue, economic issue, poverty*

---

### INTRODUCTION

A domestic worker is defined as "any person engaged in domestic work within an employment relationship" by ILO Convention 189. A domestic worker may be hired full-time, part-time, by one household or by several different households, live in the employer's home (live-in worker), or live out of their home (live-out worker).

**Live-in Domestic workers:** Live-in domestic workers reside at their place of employment. They are engaged in all domestic work ranging from housekeeping, washing clothes, utensils, and cooking and even engaged in baby, children or elderly care. They depend on their employers for basic needs such as food and shelter. Most live-in domestic workers are women who have migrated or have been trafficked from villages to cities in search of employment. They are to a large extent children, unmarried and sometimes married young girls, and separated or widowed women.

Domestic workers are those workers who perform work in or for a private household or household. They provide direct and indirect care services, and as such are key members of the care economy. Their work may include tasks such as cleaning the house, cooking, washing and ironing clothes, taking care of children, or elderly or sick members of a family, gardening, guarding the house, driving for the family, and even taking care of household pets. A domestic worker may work on a full-time or part-time basis; may be employed by a single household or through or by a service provider; 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 in which she/he is not a national and thus referred to as a migrant domestic worker. (International Labour Organisation ILO). The significantly increasing demand on domestic workers is of growing concern today since many women are engaged outside the homes for work inclusive of paid and unpaid Labor (IN Ramirez, 2003). Domestic work has been articulated as servants (working in others' homes) and has a long history in India with both men and women. However, caste defined the hierarchy lower castes performed the dirty work of cleaning while higher caste men cooked. Though domestic work is not a new phenomenon in India, it cannot simply be viewed as an extension of a historical feudal culture where the affluent employed 'servants' (John, K., 2012). Most of the female domestic worker are from poorer section of the society they were unskilled and uneducated they were forced to do domestic work within their homes and as well as outside their homes during their work they have to satisfy the employers since their wages is not enough and they cannot even fulfill their basic as a women the need is more increasing since they have to look after both the family as well as their personal needs. A poor understanding of the rights of women domestic worker's issues is the main cause for the absence of focus on services, information and research on unique features of the International Labor Organization (ILO).

---

## REVIEW OF LITERATURE

**Amit Kundu (2007)** The lack of both demand and supply is the primary cause of children's virtual absence from the domestic workforce, both part-time and full-time. Since children are not as effective as adults in all types of activities at equivalent pay, nuclear families are actually reluctant to hire them.

**Bino paul et.al (2018)** Female domestic workers face domestic violence from their partners and they just tend to tolerate the hardship by keeping quiet, and crying since they are uneducated they did not aware of their rights. Since the earning of domestic work is not sufficient to take care of their family they did not give their children education and even their basic needs.

**S. Kumar (2020)** Despite good action with various development programs for Women Domestic Workers, the majority of Women Domestic Workers have low literacy levels, which leads to backwardness with low income, landlessness, poverty, and so on. As a result, all development plans should prepare for social inclusion, which accounts for a sizable share of India's population.

**Mangilal(2022)** Female domestic workers were facing challenges not only in their workplace but also in their homes as they have to take care of everything and most of them are underprivileged group so their work is tougher and did not get economic support from their husbands as their husband taking care of all the money because of this they were not able to take care of their children education, they were not able to take care of their health as they are busy working in their home from morning till evening like fetching water cooking taking care their child and even if they have alcoholic husband they were even facing an abuse.

**ReetamoniKakati& Dr. Priyanka Tamul (2022)** Numerous risks and issues are faced by female domestic workers on a daily basis. They run the risk of losing their mental and physical well-being and maybe their lives. They were poorly paid for heavy work which can also cause them physical illness and since most of them are uneducatedmost of them did not know the various schemes available sometimes there is a burden of work when they were living with their in-laws to satisfy. The work is sometimes unregularly that creates a lack of income so they were not able to fulfill their basic needs most of the time.

---

## SOLUTION

According to ILO, there are approximately 53 million domestic workers and 83 percent of them are women.

1. **Fair wages:** in some cases, people employ women at very young ages when they did everything but their salary is not fair enough just because they are young the employer takes advantage, and their wages are less than their actual wages per work. So in order to avoid this we should create more awareness among them and so that at least they have a piece of knowledge about their work and how much they should be paid if they get this information they will help to speak for themselves when this thing happens and they can avoid the unfair payment of their work.
2. **Fair working Hours:** people who work are work part-time as domestic workers have a problem like extra work without increasing their wages so the workers have to fix their work time like the morning shifts from 7a.m-11a.m and evening shifts apart from that the extra work they should have charge as per their working hour so that they can avoid extra working hours sometimes just the sake of they are workers the employer take advantage to keep their workers extra hours by making some excuses.
3. **Access to free Health Facilities:** people who are working as Domestic workers face a lot of problems in their physical health as household work is physically demanding work. So lots of them are also facing problems like back pain, body aches, allergy since their income is very less sometimes they don't have the money to access the medical facilities so in order to help and give the solution Government should implement public health service with free of cost in every public hospital to access the maximum health care facilities by the people.
4. **Restriction of age group:** people who are in the underprivileged group order to get their basic needs so they engage in work at a very young age without getting an education in order to provide for the needs of the family working at a very young age in order to give the solution for that for female domestic worker they should give age restriction so that we can avoid the advantages taking by the employers of the young domestic workers.
5. **Skills Development and Training:** Skills development can introduce to them so that they can go for another profession and jobs and if they have some basic skills in some other works their income can also be improved and their health problems can also be avoided and they can have time to look after their children and rest at a same time.

---

## RECOMMENDATION

1. Gov't should implement laws and policies to protect women domestic worker
2. Gov't schools should provide the maximum facilities for the needs of the children so that children of domestic workers can get access to education and in order to avoid minor female domestic workers.
3. The workers should get information about their rights and giving awareness to them to avoid exploitation by their employers and access to their rights when needed.
4. If the person is sent abroad for domestic work they should check whether the agency is government approve or not to avoid human trafficking and other forms of trafficking.

---

## CONCLUSION

In every person's life, domestic employees are essential. We become aware of the importance of domestic workers in our lives while they are gone for a single day. However, despite their significance, it is possible to link domestic workers' economic disadvantage and under-appreciation of the work they have done. Since cleaning, cooking, and taking care of children and the elderly are largely considered to be the domain of women, domestic workers

are frequently members of low-income families or marginalized communities, and men can hardly compete in this field. They are pushed towards domestic employment in large part due to their poor educational levels and lack of marketable skills. This domestic labor, which is regarded to be a normal woman's occupation, is frequently not seen as "employment" and is seen negatively. Female domestic workers face a lot of issues and challenges in their work simply because of their economic situation they have to work at a very young age and sometimes they went abroad as domestic workers through different Agencies but sometimes their agency scam the workers this can cause like human trafficking this kind of issue happens a lot because of unorganised Agencies people get scam and they send them abroad to be domestic workers but instead they let them do People are abused physically or mentally at work when their employers are dissatisfied with their work. This can lead to a slew of health and mental problems, causing even more problems in the workers' lives.

## REFERENCE

- Raghuram, P. (2001). Castes and gender in the Organization of Paid Domestic Work in India, *Work, Employment and Society*, 15(3):71-84.
- Amit, K. (2007) Conditions of Work and Rights of Female Domestic Workers in Kolkata *Indian Journal of Labour Economics* 50(4) 853-866
- Bonner, C.(2010). Domestic Workers Around the World: Organising for Empowerment.
- Birte, K. et.al (2011) Protection for Domestic Workers – Challenges and Prospects  
Briefing Paper Special Issue
- Diaz, G.M.(2011). “Migrant Domestic Worker and changes in the ideas of Childcare”, *Journal of Comparative Family Studies*; 42(5):739-749
- Dr. John,K(2012). Domestic Women Workers in Urban Informal Sector, *Abhinav Journal*.Vol.2, Issue No.2
- Rahul,M. et.al (2013) Health issues of Female Foreign Domestic Workers: A systematic Review of the scientific and gray literature 19(4):261-77
- International Labor Organisation(2013). Resource guide on domestic workers.
- Bino, P. et.al 2018 Working and living conditions of Women Domestic Workers *Indian journal of Industrial Relations* Vol 53 No.3 390-403
- Kumar,S. (2020) Challenges and Working Conditions of Women Domestic Workers *UGC Care Journal* Vol 40 Issue ISSN 2394-3114
- Archana, K. (2020) A study on Challenges by Household Owners Managing Domestic Workers *International Journal Of Advance study and Research Work* (2581-5997) Vol 3 Issues 10
- Nambusi, K. et.al (2021) Evaluations of Interventions with Child Domestic Workers:  
ARapid Systematic Review
- Mangilal 2022 Female Domestic workers of India Challenges and Emergent Issues
- Pankaj, D. 2022 Conditions of Female Domestic Workers
- Reetamoni, K. & Dr. Priyanka, T.2022 Women Domestic Workers and their Problem *Journal of Positive School Psychology* Vol6, No2, 639-642