



## SOCIO-ECONOMIC SITUATIONS OF MIGRANT WOMEN DOMESTIC WORKERS IN NASHIK

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### Abstract

Contemporary increased female migration is witnessing changing socio-economic circumstances in the society. It indicates need and emergence of employment for rural and urban poor. Most of the female migrants absorbed in domestic work rather paid domestic services. It is found that legislation for welfare and security of domestic workers is just piece of paper and no progress in implementation of such legislation. In the present study researcher has tried to line out and understand the dilemma of migration and problems of women domestic workers especially in Nashik. Nashik is steadily urban growing but rural touched city. This study highlights condition especially living and working conditions, nature, type, reasons of migration, reasons of undertaking domestic work as profession and problems of migrant women domestic workers. The result and discussion part prepares a clear picture of the socio-economic problems of migrant women domestic workers in Nashik.

**Keywords:** - Migration, migrants, reasons of migration, living and working conditions, reasons to undertake domestic work as profession.



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### Introduction

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 Labor there are 20 million domestic workers mostly migrants from rural India. They are desperate to join army of domestic workers. They are desperate and ready to work for much less than those who are already working. According to the study by Sundaram in 1966, it was found that among all categories in the informal sector domestic servants and mostly migrants' income is lowest and problems are too many. The urban poor are important aspect of urban India and should be a concern of urban planning. According to a recent survey there are 156 slums in Nashik, with a total population of 186,017 in 31,632 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.

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 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 lose present work as well as very low income compared to local workers.

### **Statement of Problem**

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 find out 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.

### **Review of Literature**

55<sup>th</sup> round of **NSSO (2000)** 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 book by **K. Shanthi (2006)**, 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 compose 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.

### **Need of the Study**

In India studies on domestic work and workers has been conducted with perspective of mega studies, generally small towns and cities were not part of such studies. Socio-economic conditions and related problems in small towns and cities should be study at separate and exact dimensions of need and emergence. So being a social work professional researcher has carried out the perspective choice of study.

### **Objective of the Study**

- To study socio-economic background of migrant women domestic workers
- To study the conditions and problems of migrant women domestic workers in Nashik
- To provide concrete measures on problems of migrant women domestic workers in Nashik

### **Hypothesis of the study**

Based on intensive review of literature and observations researcher has framed following hypothesis.

H<sub>01</sub>: There is no significant association between social category, income and involvement of migrant women in domestic work.

### **Research Methodology**

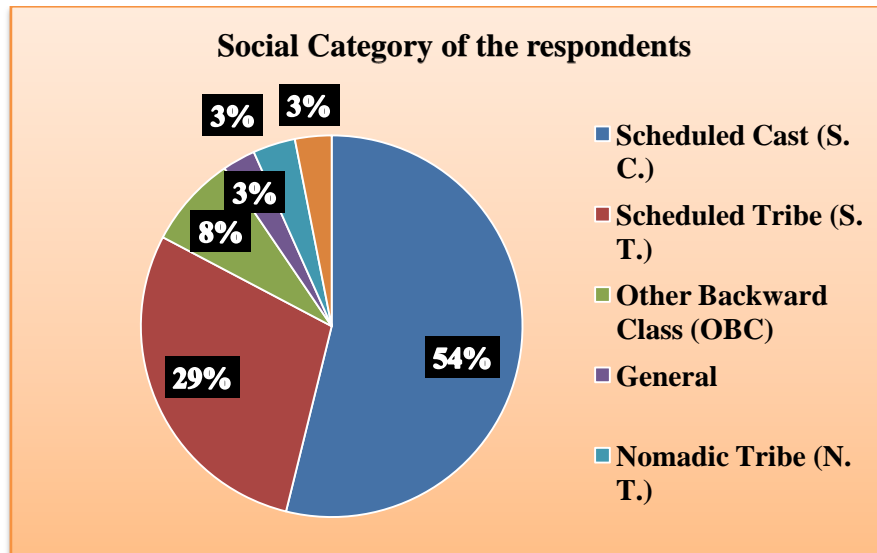
Descriptive research design has been used to conduct present research study. It is an attempt to list and elaborate problems of migrant women domestic workers. For the study researcher has selected slums in Nashik city from the six administrative divisions. The single migrant woman domestic workers considered as unit of analysis. The researcher has used multistage sampling and at the level of unit selection stratified random sampling method has used. The sample size is limited to 360 samples in the study. Primary source of data collection was respondents and it was collected through a structured interview schedule. The secondary data for support was collected through different sources as books, journals, research articles, government reports, international organizations' reports and documents, information and statistics from various websites. With structured interview schedule, case study and group discussion method were also used. The interview schedule was divided in parts according to

indicators inculcated in the research study as personal profile, socio-economic profile, migration related details, services facilities and social entitlement details, health profile, and problems as migrant and domestic worker.

### Data Analysis

To test the hypothesis suitably chi-square test was applied. The result of the analysis was significant and could describe the observable fact clearly.

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 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.

### 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. 1. 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 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. And 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.

### Results of Chi-square

**Table No. 2. Association between social category and monthly 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. 2.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	54.722 <sup>a</sup>	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.			

(Source: Survey conducted for this research in Jan. to April 2019)

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.

### **Results of Hypothesis Testing**

Based on data collection and data analysis the result of hypothesis have been described in following section

$H_{01}$ : There is no significant association between social category, income and involvement of migrant women in domestic work.

Hypothesis of the study says that there is no significant association between social category, income and involvement of migrant women in domestic work. The hypothesis is rejected. The data collected through this primary study clearly states that there is marked difference between the social category, income and involvement of women in domestic work. Women from SC and ST category were having more involved than other social categories. The main reason of their migration and involvement in domestic work as profession or employment is low income and unemployment. Although, it describes involvement of migrant women in domestic work indicates reasons of migration, socio-economic background and poor living conditions. So from the Chi-square analysis it can be connote that there is a significant difference between social category, income and involvement of migrant women in domestic work. It rejects the Null Hypothesis.

### **Findings and conclusions**

According to the round of National Sample Survey Organization in 2011 describes that domestic workers earn half of the other workers employed in informal sector if compared with payments. It was found that consistently domestic workers were earning very less as well as not secured and safe. Present study is an effort to understand and acknowledged conditions and problems of migrant women domestic workers in Nashik city with 360 respondents from the slums among six administrative divisions of Nashik.

- Among all 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.

- Among all the 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.
- Among all 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.
- Among all respondents 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.
- Among all 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.
- Majority of the respondents monthly income is ranged through 500 to 2500Rs. Per month if it is compared with number of working hours spent daily the income of the respondents were very low.
- Majority (58%) of the respondents' monthly family income is ranged through 1 to 5000 Rs. And when it was compared with number of family members in family it concluded that the income is quite low.
- Majority of the respondents (53%) were involved in subsidiary work. Nature of subsidiary work was involved dusting, classification of unused/braked items, furniture cleaning, raring child, cleaning and sorting fruits & vegetables, cooking, work during festival for preparation, and toilet & bathroom cleaning. Majority of the respondents (68%) were involved in dusting as a subsidiary work.
- 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.
- There was variety of reasons of the respondents were involved in domestic work as profession or job or nature of employment which was poverty, less family income, husband is unable to work, to support family income, no other work is offer, marital

problem, 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.

- Majority of the respondents (61%) were selected domestic work as profession or job by their own while trying to find out responsible person for undertaking domestic work as a profession or job.
- 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.
- 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.
- 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.
- 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.
- Majority (95%) of respondents were not done written contract with employer and majority of respondents (96%) were not given notice before termination to employer.
- Majority of respondents (97%) 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.
- Majority of the respondents (71%) were not getting food at workplace. Majority of the respondents (83%) were going to work by walking as to know mode of travel used by domestic workers to reach at work place.
- Majority of respondents (67%) were not decided rest after work. Majority of respondents (75%) were having permission to access toilet at work place as to know conditions at work place regarding essentials.
- Majority of respondents (70%) were having 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. Majority of respondents (73%) were having own house at native place.

- Majority of 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.
- 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.
- Majority of respondents are having possession of gas connection (97%) and television (80%) in their house. Majority of the respondents were not having possession of fridge (87%), vehicle (90%) and computer (98%).
- 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.
- Majority of respondents (80%) were having Ration Card and those respondents were having ration card among them majority of respondents (41%) were having yellow means BPL Ration Card. Majority of respondents were having Ration Card (80%) and Election Card (74%) as to know the status of availability of essential documents to migrants.
- Majority of respondents (72%) were approached to government or municipal hospital in need. Majority of respondents (79%) had not received health related information from health service provider. As it was found that very less no. of respondents (21%) had received health related information from health service provider, among them maximum respondents (10%) had received health related information from Anganwadi personnel.
- Majority of the women domestic workers/ respondents (71%) were living in Nashik between 8 to 20 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.

- Reasons of migration were marriage, unemployment, drought, floods, family conflict, displacement, poverty and due to migration of family. Majority of respondents were migrated due to poverty (95%) and unemployment (92%).
- Migration of respondents were motivated due to get rid of the debt and poor economic condition of family, to get rid of impact of drought, lack of adequate agricultural land, lack of job opportunities, to get rid of family dispute and enjoy freedom of nuclear family, attraction of urban amenities and get higher pays comparatively, due to discrimination on the ground of caste, and attracted to this place due to better job opportunities.
- Major factors motivated migration were attraction of urban amenities and higher pays comparatively (64%), lack of job opportunities at native place (69%), poor economic conditions (62%), debts (62%), drought (76%), and inadequate agricultural land (59%) among majority of respondents.
- Majority of respondents (56%) migration had taken place or migrated on the suggestion of family members.
- Respondents were facing problems as migrant were 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 and high exposure to exploitation and abuse.
- Majority of women domestic workers facing problems as migrant were mainly excludes from preventive care and reduced access to health services (86%), lack of social support (86%), debar from access to adequate curative care (83%), and problem of low paying/wages (81%).
- Respondents were facing health problems. It was physical tiredness, general health problems, pregnancy related issues, back pain, diarrhea, cough and cold, and children health.
- Majority of the respondents had sought medical help in pregnancy related issues (61%) and back pain (59%).
- Serious illness among respondents were blood pressure and other cardiac diseases, women specific illness or problems, kidney related issues, tuberculosis, diabetes, skin problems and allergies, anemia, and piles.

- Majority of the respondents (63%) were suffering from skin problems and allergies.
- Majority of respondents (99%) were not having membership of domestic workers union. Majority of respondents (88%) were not aware about benefits of having membership of domestic workers union.
- Benefits of union for respondents were 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, and work place culture related training and orientation.
- Majority of respondents (74%) were thought that work place culture related training and orientation is benefit of union membership.
- Majority of respondents (91%) were not aware about existence of law for domestic workers. Majority of respondents (96%) were not having any information about DWWB Act. Majority of respondents (97%) were not having registration under DWWB Act.
- 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.

### **Suggestions**

With the above stated observations and conclusions following suggestion need to put to improve and change the conditions of migrant women domestic workers in Nashik. 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.

### **Government Level Initiatives**

#### **1. 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.

#### **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 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.

#### **Non-government and civil society engagement**

##### **1. 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.

##### **2. 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.

### **3. 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.

### **4. 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.

### **5. 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.

### **Conclusion**

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.

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