

## Unorganized Sector in India: A Theoretical Discourse on Women Domestic Workers

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**Abstract:** *In India workers in informal sector are economically and socially backward, especially women workers. They are excluded both within the family and also within the wider society. So women are doubly exploited. The benefits of development with respect to economic development hardly reach this segment. Due to this factor women in informal sector are socially excluded. Women are mostly engaged with doing house hold work, which is never given importance and their contribution is never acknowledged. In present day world women are found working outside the homes for which they are paid. They are working both in the formal and informal sectors. The unorganized sector includes different sectors like, home based workers, construction laborers, waste pickers, and domestic workers. However, women are mostly found in performing domestic work. Domestic work is seen as low and impure occupation mainly performed by women and children, whose lives are still dominated by a caste system that assigned people his/her place in the society. Domestic work has a long history in India with both men and women working in others homes as servants. Women working as domestic workers are mostly socially and economically backward. The present paper has been written in order to understand the socio-economic conditions of women domestic workers in India. Also, the paper will throw light on various other problems like health, child rearing and sexual harassment faced by women domestic workers in India. The research paper will also highlight the various steps taken by government of India for the wellbeing of women domestic workers.*

**Key words:** India, Women Domestic workers, Socio-economic, Sexual harassment, Policies

### Introduction

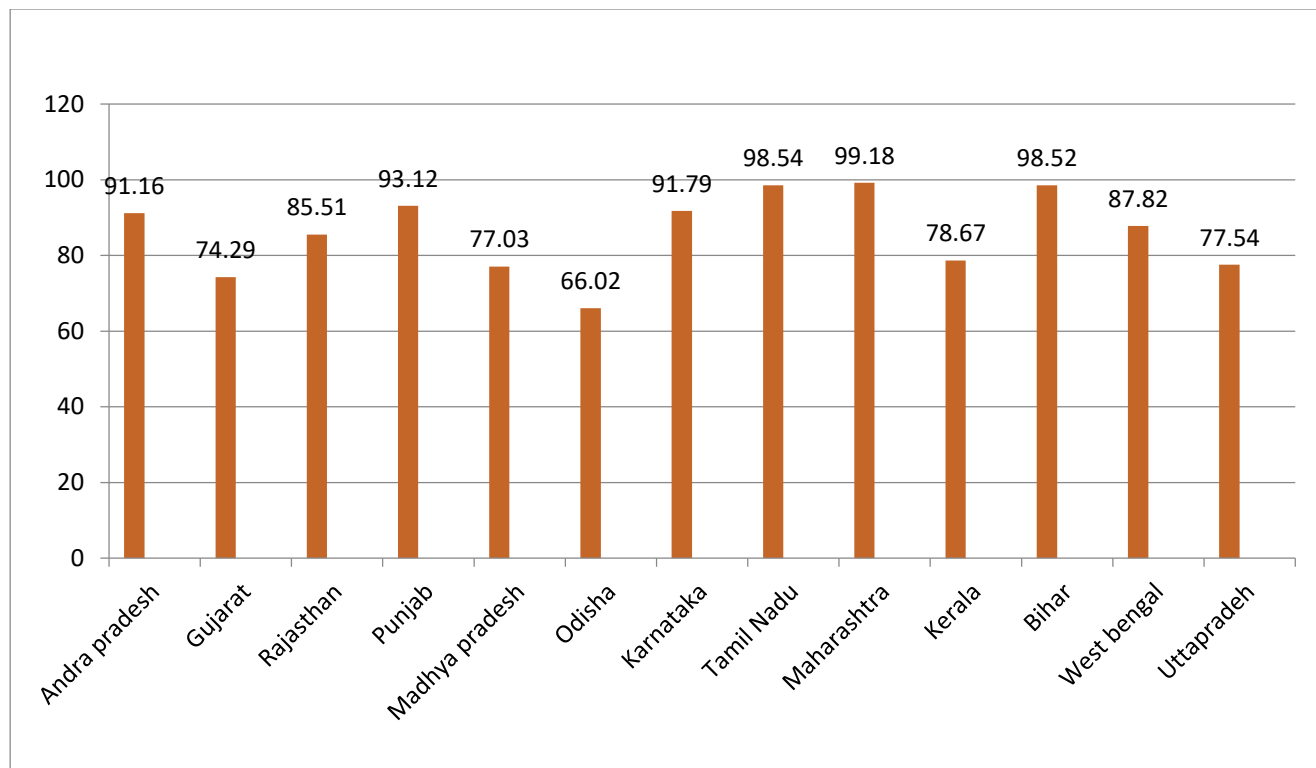
Workers in unorganized sector are often defined as large number of men and women engaged with different types of economic activities based on their own accounts. It means workers in unorganized sector start business on their own without any assistance from government. India has huge work force working in informal sector with least social security provisions from government. Various types of work with which both men and women are engaged with in the Indian society include home based workers, self-employed workers, rag pickers, domestic workers, agricultural laborers and construction laborers. It is matter of fact that all these forms of employment can be defined as casual or temporary form of employment. Permanent form of employment is found only with in the formal or organized sector. Workers either men or women whose nature of work is casual or temporary, indicates that lot of workers whose employment is not

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permanent in nature. These workers mainly work on per day wages or on contract basis. Within this sphere of employment, workers can be terminated at any time, as they do not possess any written document as in the case of government sector, there are written rules with respect to duration of time, salary and different types of welfare schemes. All these things are lacking in informal sector. Informal workers are found all over India working in different areas like big industries, in agricultural sector and in service sector etc. Informal sector is greatly contributing towards the development of Indian society. Though it has been in existence in India from a long period of time. It is only in the 1970s that it drew the attention of the policy-makers and researchers notably from the point of view of opportunities for participation in and reaping the benefits of development. Formal sector in India which received greater attention and money did not prove fruitful for creating employment avenues to the increasing workforce, this situation creates many problems for the growing workforce. When the formal sector was not able to absorb the whole workforce or to provide employment to whole workforce, this situation insisted the remaining workforce to find job avenues on their own. It can be said that the workforce who is working in formal sector is very less and the large section of the workforce is left without any job opportunity. In order to survive the surplus workforce was forced to find income generating jobs on their own. The emerging new class of workers which is known as informal working class are engaged with different types of activities in order to earn. It is matter of fact this sector is facing too many problems with respect to employment, job security, earnings, perquisites, social security and retirement benefits. The informal sector in India is working under very bad conditions, as this sector is lacking all those facilities which workers in the formal are provided (Sundaram, S.K.S. 2000). A brief mention of percentage of informal workforce in different states of India is mentioned below.

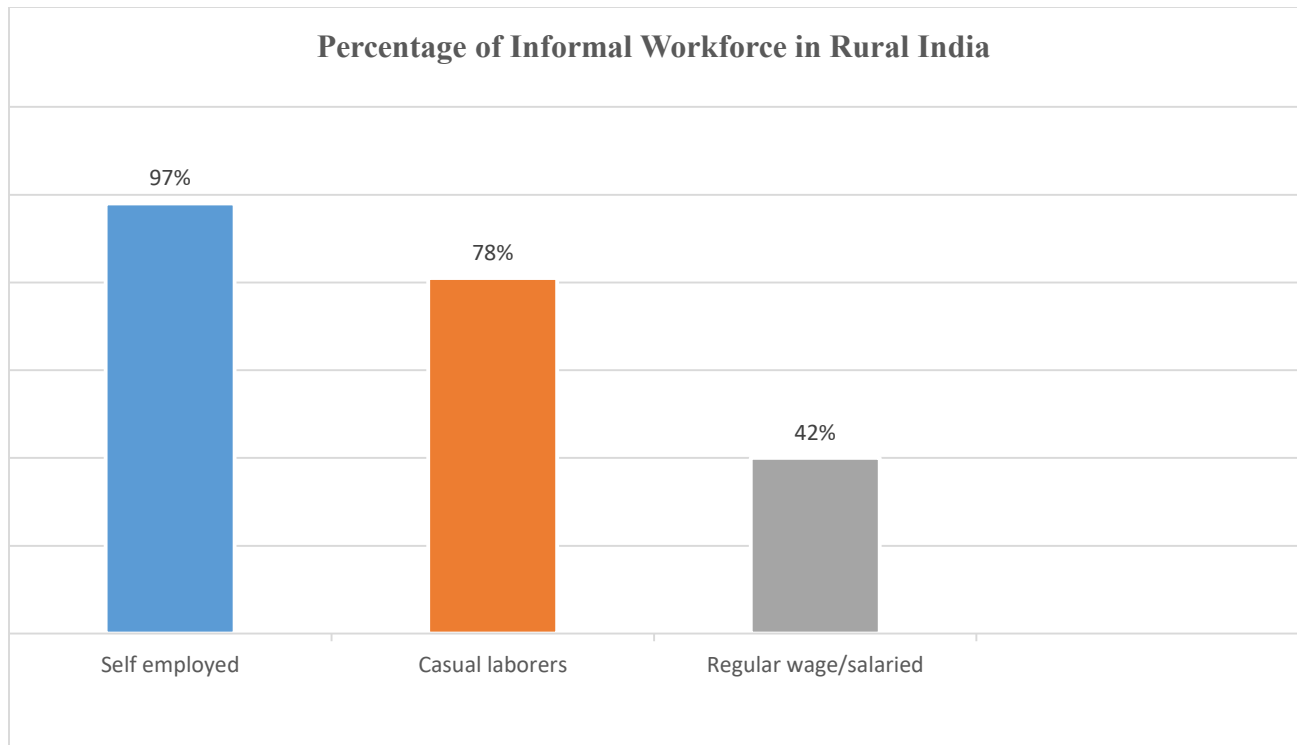


Source: Source: 68<sup>th</sup> Round of NSSO, 2011-2012

**Figure 1: Percentage of Informal Workforce in Manufacturing Sector in various States of India**

Bar chart as mentioned above (figure 01) shows clearly that in every state informal workforce (with in manufacturing sector) is very high. It shows that Indian society is largely dependent on informal workforce. The highest percentage of informal workforce is found within the state of Maharashtra this 99.18 percent and the least percentage of informal workforces is found within the state of Odisha this 66.02 percent.

It is a matter of fact that about 75 percent of informal workers in rural areas and about 70 percent workers are working in micro business units. Indian society is largely dependent on informal sector and this sector contributes highly towards Indian economy, despite its great contribution towards the development of India this sector is facing discrimination, discrimination in education field, skill and proper training and working environment are some major obstacles which come in way of large number of informal workers. Figure (02) as mentioned below shows the percentage of informal workforce in rural areas of India.



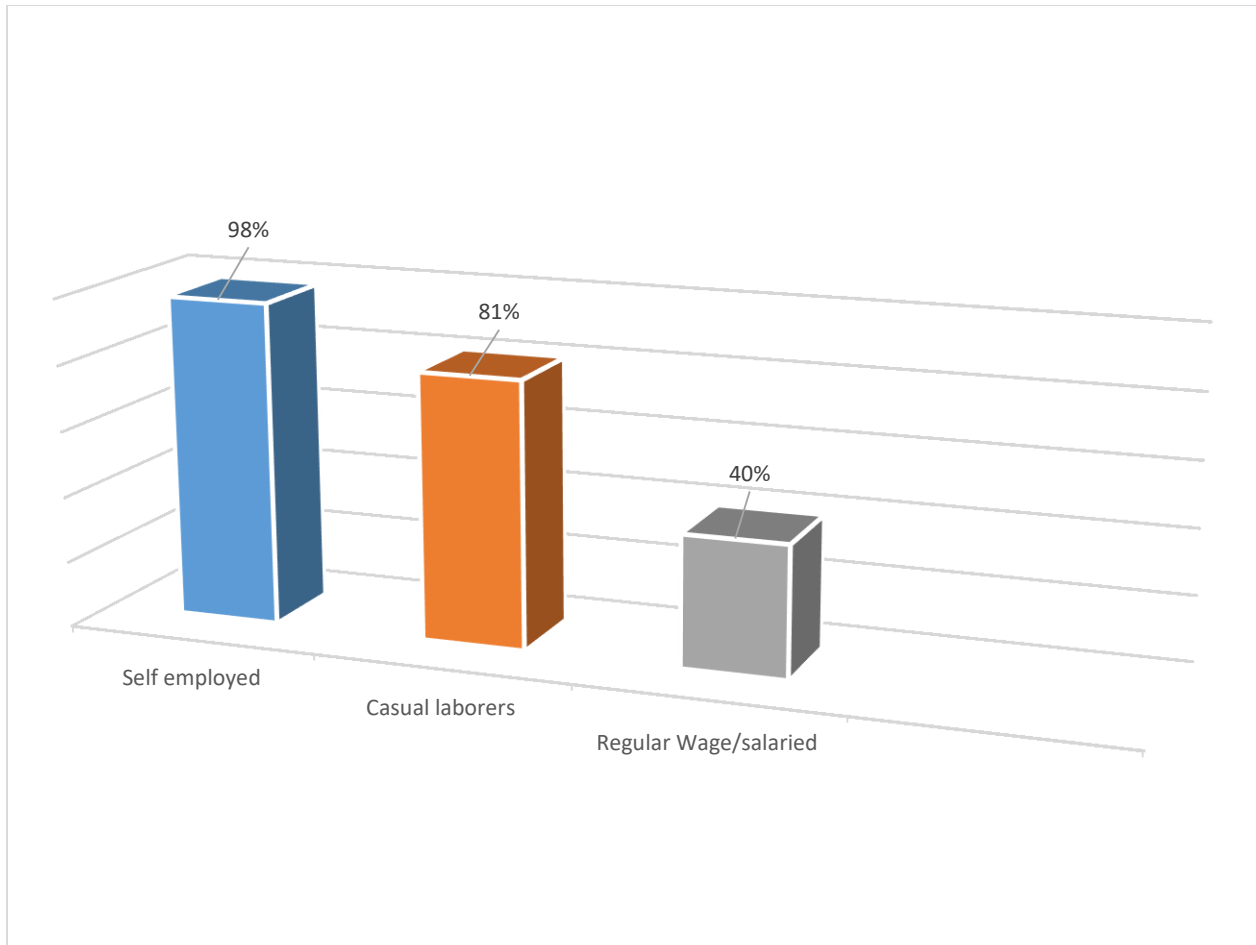
Source: 68<sup>th</sup> Round of NSSO, 2011-2012

**Figure 2: Percentage of Informal Workforce in Rural India**

The bar chart as mentioned above shows the percentage of rural informal workers, engaged in different informal activities. Figure 2 highlights that majority of the workers in rural areas of India are self-employed. This means that self-employed workers depend mainly on their own accounts for running business. It is matter of fact that the figures as mentioned above, about various types of informal workers clearly indicates that formal sector is almost missing in rural areas of India. It speaks about the inefficiency of government to create formal job opportunities for rural people.

While looking towards the latest report of national sample survey organization (NSSO), the report reveals the percentage and condition of workers in informal sector in India. The report shows that during the year 2011-12, in rural areas of India nearly 97 percent of the workers are self-employed, 78 percent of the workers are casual laborers. Further as per the NSSO 68<sup>th</sup> round, which is the latest one show that 42 percent of the workers are regular/salaried employees. Figure (02) as mentioned above shows that the majority of the informal workers in rural areas of India are self-employed.

While in urban areas of India about 98 percent of the workers are self-employed, 81 percent of the workers are casual laborers and 40 percent of the workers are regular wage/salaried employees.

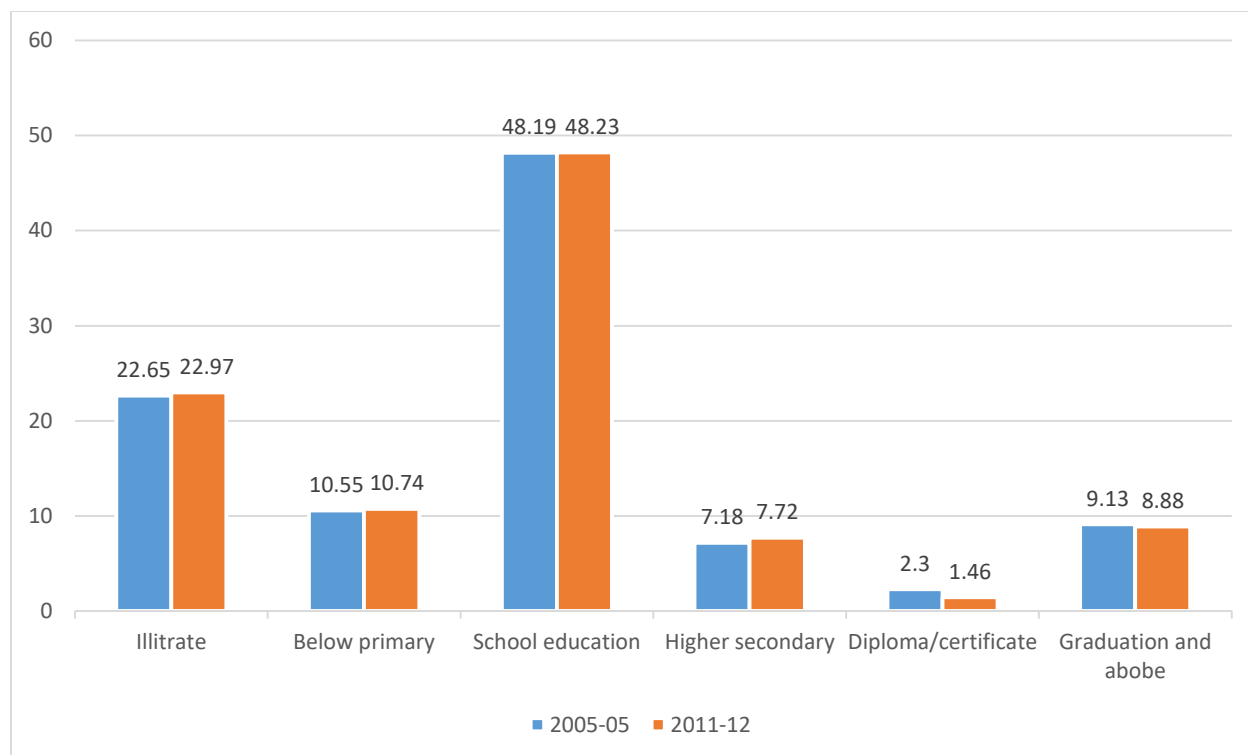


Source: 68<sup>th</sup> Round of NSSO, 2011-2012

**Figure 3: Percentage of Informal Workforce in Urban India**

*The bar chart as mentioned above shows the percentage of urban informal workers, engaged in different informal activities.*

Figure 3 as mentioned above highlights that majority of the informal workers in urban areas of India are self-employed. It is clear that in both rural and urban areas of India, majority of the workforce is working in informal sector. A brief mention of the literacy rate of informal workforce in non-agriculture is mentioned below.



Source: calculated from NSSO unit level data of 2004-05 and 2011-12

**Figure 4: Education level of informal workforce in non-agriculture sector (in percent)**

It is surprising that skill levels has not seen any noticeable change between the two NSSO Rounds (2004-05 to 2011-12) except among the diploma holders and graduates where the share of the informally employed has come down from 2.30 per cent to 1.46 per cent and from 9.13 per cent to 8.88 per cent respectively. This could be because with improvement in educational attainment the workforce aspires for formal jobs. Considering the low skill levels, the status of employment of the informally employed shows that majority are working as self-employed or casual workers which in turn keeps them outside the purview of the labor legislations.

### Objectives

1. To study the living conditions of women domestic workers in India
2. To study the various steps taken by the government of India for the welfare and protection of women domestic workers.
3. To formulate a set of recommendations

### Methodology

The present paper is primarily based on secondary data. Data has been collected from various sources like, books, journals, articles and government official documents. In order to make the research more empirical and authentic, the researcher apart from collecting data from secondary sources also sought help

from various researchers, specialized in the concerned research area. The email ids of the experts were taken from the published research papers, which are available online. The researcher sought help from the experts with the help of email communication. The views of the experts were incorporated in the research paper.

### **Significance of the Study**

In India women population is slightly lower than the men. It means that women population is almost half of the total population. Women in India are playing a great role not only with in the domestic sphere but also outside the homes as well. Due to various steps taken by the government of India for the welfare of women, women have excelled a lot in all fields. Further due to the impact of print and electronic media, negative perception against women has changed a lot. In past Indian women were not allowed to come out of the home and were supposed to remain busy with domestic work. But now the situation has changed a lot, now Indian women are proving their potential in every corner of the world. Women are greatly contributing towards the development of nation. Women who are working in formal sector as well those working in informal sector are playing a significant role. Though a large chunk of women in India are working in different sectors of informal economy as compared to formal sector. Informal sector is in a fix, due to various issues like insecurity of job, unsafe working conditions, less wages, rude attitude of the employer, long hours of work, lack of social security provisions etc. all the sectors of informal economy are facing these problems. Though India has made considerable development in all fields especially after independence, but even after independence India has not been able to provide right to live life with dignity to all. Further India has not been able to provide decent employment opportunities to all. It is the result of this failure that a larger section of the India population is working in informal sector. Informal sector being in too many problems is still contributing 50 percent towards total gross domestic product of India. Informal sector has proven as a rescue for Indian society, but India has not taken the contribution of this sector very seriously. Due to lack of attention from government side, this sector is trapped with too many problems; talking about women domestic workers is not an exception. Women domestic workers are engaged with various types of activities like cleaning the homes, taking care of children etc. Keeping in view the importance of informal sector in Indian society, the present paper has been written to understand the role of women domestic workers in Indian society. Further the paper shall highlight the various issues associated with women domestic workers and also the paper shall highlight various government steps taken for the welfare of domestic workers.

### **Women Workers in Unorganized Sector**

In India women workers are playing an important role and they form an essential portion of work force. Not only is this but women's participation in work is also increasing day by day. Two factors are very important which acts as hindrance in way of women's participation in work, one is the existence of caste system and the second is the existence of patriarchy. These two factors narrow down the space for women to work out side home or to take part in different economic activities. Since the situation has changed much after

independence. The constitution of India has taken too many steps for the empowerment of women especially for those women who are socially and economically backward. Even after the independence situation has not changed completely, women workers are paid less as compared to men. As most of the women in India are working in informal sector carrying out different economic activities. Wage discrimination against women is more prevalent in agricultural sector or with those women who work in agricultural sector as laborers. (Report of the Working Group on Empowerment of Women, 2006). In the agricultural sector women are taking part in different activities like weeding, transplanting and harvesting. Though they are performing their role well but still they are paid less wages as compared to men. They are paid less wages because they do not possess skill and are counted in the category of unskilled workforce. Men are mainly concerned with the plugging of land and for this task minimum wages are fixed, as operating a tractor and water tube well is considered to be a skilled work. For performing this role men are paid high as compared to women. As in these activities there is no use of advanced technology as these activities are considered to be semi-skilled activities, this discrimination goes against the interests of women. In the era of globalization different types of chemicals are used in order to increase the agricultural productivity, women have become the victim of too many severe health problems like gynecological infections, arthritis, intestinal and parasitic infections (National Commission for Women, 2005). The percentage of women in unorganized sector is about 96 percent. It means in India majority of the women are working in unorganized sector. Women in informal sector works as construction workers, domestic workers and as agricultural laborers etc. Women as agricultural workers are mainly found in rural areas of India as agricultural activities are mostly performed in rural areas. Further in rural areas women are also working in the field of dairy farm and fisheries as well. (Dave, V. 2012). Women has remained always at the receiving end and their status is considered low as compared to men. They always have remained dependent on men for economic purpose, this situation has pushed women backward both within the family and outside the family as well (Wadhera, 1976). No doubt women have proved their potential in different fields but yet their contribution is not given too much importance. In India women constitute nearly half of the total population and they play a vital role in domestic sphere, in the rural field and also in urban economy, still their social and economic status is very low as per the data available on women from different sources like census and national sample survey organization (NSSO) etc. This situation is worst with urban women working in different sectors of informal economy. (Tripathy and Das, 1991). From the available sources it has come forth that among all the sectors of informal economy, domestic workers have worst condition and their income is low. It means domestic workers in India are paid very less as compared the work they perform. Due to this reason domestic workers are facing too many problems. (Sundaram, 1996). Domestic workers mostly carry out the house hold work like domestic workers are engaged with washing clothes, utensils, cleaning floor, cooking etc. Domestic workers not only perform these activities but also are doing other works as well which includes purchasing of vegetables, fruits, and soaps. Due to low earnings majority of the domestic workers live in slums. Living in slums due to poverty does allow them to live a colorful life. Their life appears very poor from all sides. Domestic workers in India have to do a lot of struggle for survival because of lack of



proper work, less wages, lack of social security, low social status and poor health conditions. All these conditions further accelerate their day to day problems. (Gathia, 1983). In some of the cases women workers in India have to work under dangerous situation, especially in other's homes where there is absence of labor inspector. Women domestic workers have a double burden as there is greater demand for their skills as care-givers and service workers outside home but they also work inside home doing the same work which is unpaid.

As per the Domestic Workers Convention, 2011 (No. 189) in Article 1, domestic work is defined as:

- (a) It means any sort of work carried out by a domestic worker for a household or households.
- (b) It implies any person engaged in domestic work within an employment relationship.
- (c) A person who performs domestic work only occasionally or sporadically and not on an occupational basis is not a domestic worker (ILO, 2013).

### **Domestic Worker**

Domestic worker means a worker who performs domestic work either on full or part time basis, for which the worker is paid either in cash or kind. It means in return of the service rendered by a domestic worker, domestic worker is paid as per the work rendered. The relationship which exists between the employer and the worker is exploitative in nature, as the domestic worker is supposed to do a lot of work and has to remain in front of the employer all the time. The domestic worker has to obey the orders of the employer. It is a matter of fact that domestic workers are mostly women and are hired by the female employer. Broadly speaking domestic work includes different types of work such as manual work, cleaning the floor and taking care of the new born babies (Anderson, 2000).

### **Women Domestic Workers in India**

Domestic workers are mostly found in urban areas, as within the urban areas there are number of women who go for work outside the home both in government as well in private sector, due to this reason they are not in position to perform the domestic work themselves or to carry out home work on their own. Due to lack of time, these women hire women domestic workers which saves their lot of time. In urban areas millions of women who are living a life of poverty, prefer to work in others homes and carry out different domestic works. Employing domestic workers has become very common in the urban areas of many cities where a large number of women go out for jobs. Domestic workers save much of the time and energy for the working females of modern cities. On the other side in the modern era, keeping a domestic worker has become a fashion especially in urban areas. As urban working women are not ready to perform domestic work on their own. Keeping a domestic worker is considered as a sign of high social status and those who do not keep domestic worker are looked down with in the society. Contemporary life has become so complex that modern women is not ready to do any home, as she considers it as an insult. Being economically good and in order to maintain social status with in the society, modern women prefer to hire a female domestic worker. As women domestic workers are easily available and are hired on very less wages. Poverty prompts

these poor women to work on less wages. Paul, B. et al., (2011) have mentioned that in modern era those who do not keep a domestic worker are discriminated with in the society. Society has changed too much and in this fast life those households who do not keep a domestic worker whether they can afford or not, people consider those as poor and assume these families cannot afford to keep a domestic worker. The reality is that due to societal pressure every family who can afford are trying to keep a domestic, in order to gain social prestige. Elite and middle classes of the society have maintained such a decorum were it seems necessary to have a domestic worker. Also it can be argued that the new middle classes have developed a life style which has increased the demand for domestic workers (Qayum, R., 2009). Though there are different views for keeping a domestic worker, but two factors are most important for hiring a domestic worker, one is being economically sound and the second is being economically poor. Poor women due to lack of any job, prefer to work as domestic worker. Elite people are habitual of living a luxurious life and are not ready to do domestic work on their own and in order to save time for other activities they keep a domestic worker (Sharma, 2016). Work which the domestic workers perform is carried out in others homes, domestic work consists a series of tasks like domestic workers perform the job of sweeping, cleaning, washing clothes, cooking, rearing children, taking care of elderly, and disabled etc. Apart from these tasks domestic workers also perform various types of activities as well, which includes gardening, driving, and security services. In some cases it is found that the employer and the worker reside in same area or locality. Some domestic workers work on part time basis and also work in various homes. It is proper to mention here that women domestic workers are mostly engaged with cleaning the home and taking care of new born babies while male domestic workers are performing the job of gardeners, personal drivers and security guards. Within domestic work there is wage discrimination between men and women, as males are paid more because of being engaged with driving and gardening. As these professions require skill as compared to cleaning and washing clothes. Almost all the domestic workers are from down trodden sections of the society. It means that all domestic workers are socially and economically backward. While classifying domestic workers, they can be broadly classified as full time, part time, skilled and semi-skilled workers. In India Draft National Policy on Domestic Workers as recommended by the Taskforce on Domestic Workers provides a definition of a domestic worker as “a worker is defined as domestic worker who is employed for remuneration which can be paid either in cash or kind. The remuneration can be paid by the household directly or it can be paid through agency which provides work to domestic workers.

It is important to mention here the different types of domestic workers on the basis of nature of work they perform. A brief description about them is mentioned below:

a) Part-time worker: Means that worker who does not work at one place only but works at different places or homes for definite hours per day.

b) Full-time worker: These type of domestic workers work in a single house for a fixed number of hours per day and after completing work full time domestic workers return back to their homes.

c) Live-in worker: Means that domestic workers who not only work in others home but also reside within the premises of the same family. It means this category of domestic workers are provided space for living too along with work. These types of workers are not supposed to return back to their homes after completing their work, as they are provided some sort of shelter by the employer.

As in India no authentic data is present which can provide the exact number of domestic in the country. But as per the national sample NSSO (61st Round, 2004-5), as per their statistics there are almost 4.3 million domestic workers with in the country. Though domestic workers are providing various types of services but their contribution is never taken seriously. In case of domestic workers there are no rules formulated by the government and no formal relation is found between the employer and the worker. Further there are no written contracts on the basis of which domestic workers are hired. It means their nature of work is temporary and can be dismissed from their work at any time. This sector lacks almost all facilities due to lack of organization, poor bargaining power, no legislative protection, and inadequate welfare measures, with no provision for weekly holidays, maternity leave and health benefits are some of the key issues that need to be addressed. Due to least number of legislative provisions for this sector, this sector is facing violation from all sides, especially at work place. Domestic workers are forced to do long hours of work and are paid less as compared to the work which they render. Most of the domestic workers are forced to work for 8 to 18 hours per day. Within this sector there is lack of social security with respect to job. In India domestic workers represent the most marginalized sector and are facing discrimination from government as well as from wider society. The exploitation is more in case of women domestic workers, not only they work for long hours but are also prone to sexual harassment especially those women domestic workers who reside with the employer. Domestic workers appointment and salaries are determined on the basis of task they perform, skills they possess and the number of hours they work. Too many debates have taken place with regard to the salary of domestic workers, either they should be paid as per the number of hours they work, per week, part time basis or full time basis. But still nothing concrete has come forth which can prove fruitful for domestic workers (WIEGO, 2017). The worst feature of the domestic workers is that they lack union. It means that women domestic workers are not unionized. Lack of unionization among women domestic workers has some positive implication for them, as this weakness allow various organizations to fight for their rights by way of highlighting their various issues in front of the government. This prompts the government or policy maker to take some steps for the welfare of domestic workers. A vast majority of women who work in informal sector, particularly domestic workers are not unionized (Chen, et al., 2006). From all sector of informal economy, domestic work is considered as the worst type of work. As this occupation is looked socially down and has never received any serious attention from the government. This work has created a negative picture of all those concerned with this occupation especially for women. Discriminating women has its deep roots in capitalistic and patriarchal discourses (Francois, 2008).

### **Major Issues of Domestic Workers in India**

India has huge population living below poverty line. Due to poverty poor people face lot of hard ships in their life and in order to survive they have to do any sort of job available to them. As it is obvious because of being poor and illiterate, they cannot expect a government job or a private job for themselves, so they take part in those economic activities which are looked down socially. In India this situation is more prevalent among workers in informal sector. Informal sector is the dominant sector in Indian society which not only provides employment opportunities to millions of poor people but this sector contribute greatly towards the development of Indian society. As this sector is playing a positive role for the development of society but this sector has never received any serious attention from the government side. Both men and women are engaged with this sector. Women are playing a vital in informal sector but face too many discriminations from all side. Most of the women with in informal sector work as domestic workers, like other sector of informal economy has many problems; same is the case of domestic workers. There are various problems associated with domestic workers. A brief about them is mentioned below.

- **Insufficient Wages:** The first and the foremost most problem associated with women domestic workers is wage discrimination. Within informal sector domestic workers are the most marginalized, as they are paid very less as compared to the work they perform. Due to lack of proper wages fixed for them, they are easily exploited. Further domestic workers are doubly exploited due to lack of bargaining power.
- **Poor Working Conditions:** Domestic workers are supposed to work for long hours and have to follow the orders of the employer. Long hours work affect their health and also disturb their social life as well. This problem is more sever with those women domestic workers who live within the house of the employer day and night. As these workers are provided some shabby place for living by the employer. These domestic workers are truly unsafe, as there is no safety provision form them.
- **Lack of Rules for Work:** The most critical problem associated with women domestic workers is lack of proper rules with respect to the number of hour's work they are supposed to work per day. This problem is more associated with live-in domestic workers, who have to remain available all the time. They hardly get any holiday which they can spend with their family members.
- **Social Isolation:** An individual cannot live alone and needs to have social relations with wider society. As most of the women domestic workers are migrants. Being cut off from their family members and relatives, they feel socially alienated, which ultimately affect their life. Due to nature of work, they remain cut off from their children and other family members. This alienation through them in a stage of anxiety and depression. Further this very nature of work not only affect them but also creates schooling for their children.
- **Prone to Sexual Harassment at Work Place:** There are different problems which the women domestic work face but the most critical problem associated with women domestic workers is the problem of sexual harassment at work place. As these women work at another households were they can be easily sexually harassed by the employer. Sometimes being illiterate and poor, employer take advantage of the helplessness of the worker and exploits them easily. This is the most inhuman thing which the women

domestic workers face. Due to social setup and because of poverty, these women cannot raise their voice against this cruelty, as they know; no one will listen to them.

- **lack of Social Security:** Unorganized sector as whole is having least social security provision from government side and same is the case with women domestic workers. There is lack of old age security, lack of maternity benefits, and lack of proper wages with in this sector. Due to lack of all the facilities this sector is in crises. This condition makes women domestic workers more vulnerable lot of the Indian society, especially during old, these domestic workers face a lot of problems during their old age, as there is no old age security provision on the basis of which they can live their old life and meet the requirement of their life.

### **Government Steps for Women Domestic Workers in India**

It is a matter of fact that almost all the categories of informal sector are belonging to weaker sections of the society. They are not only economically backward but are also socially and psychologically backward. Due to poverty they are not in a position to receive proper skill, with the help of which they can get a suitable job for themselves. Women domestic workers face lot of issues which makes their life more vulnerable. Keeping in view the problems associated with this sector, the government of India has taken some steps for the protection and welfare of domestic workers. Domestic workers have been included in The Unorganized Workers' Social Security Act (2008) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act 2013). Apart from the acts as mentioned above, the government of India has also framed some other policies for women domestic workers as well which includes Rashtriya Swasthya Bima Yojana (RSBY) to cover domestic workers and the notification of Minimum Wages by a few State governments. In India still there is lack of exact figures about the number of domestic workers working in India, the figures vary from 4.75 million to 90 million as per different sources. Though the figure is not exact but one thing is very clear that their number is very high. The government of India has included domestic work occupation in the list of hazardous child labor (2006), which says it is unlawful to indulge boys and girls below the age of eighteen years in any sort of work.

### **Findings of the Research**

Domestic workers are mostly women who migrate from rural to urban areas in search of work. Due to migratory nature of work, domestic workers are not in a position to organize themselves, so that they can collectively demand and fight for their rights. From the research it has also come forth that domestic workers are working on contract basis. This means that their nature of work is not permanent and can be terminated from job at any time. Insecurity of job is the major problem associated with women domestic workers. Further domestic workers are forced to work for long hours and are paid very less. Being illiterates and poor, domestic workers become an easy victim for the employer. The situation is more critical with those domestic workers who are living with their employer. These domestic workers mostly remain unnoticed and out of the reach of the government. Such type of workers are prone to sexual harassment. The research

has also revealed that there are no written rules from government side for domestic workers with respect to hours of work per day, wages and conditions of working environment etc. the socio-economic conditions of women domestic workers in India is very miserable. Due to less earnings, they are not in a position to take nutritious diet and due to lack of necessary nutrients in the body, they become prone to too many diseases. For obvious reasons, it is extremely difficult to get accurate and reliable data on the number of domestic workers. The constitution of India provides equal rights and opportunities to women. It does not make any discrimination on the grounds of sex, color and religion. Indian women are also responding positively to this changed socio-political situation. This does not mean that the women are completely free from problems. On the contrary, the changing situation is causing them new stresses and strains. Some of the major problems haunting the modern contemporary women are such as increasing violence against women within and outside family, neglect of health, unemployment, harassment at work place, etc. This situation is more critical with women belonging to socially and economically weaker sections of the society. Due to illiteracy, these women cannot find for themselves a government job and in order to live, they start working in informal sector under health hazardous conditions which ultimately affects their health badly. Lastly the research has revealed that there is almost no social security provision available to women domestic workers, which makes their life more miserable. Though there are various provision which exist on papers only for women domestic workers.

### **Conclusion and Discussion**

Domestic work constitutes one of the major sections of informal sector and this sector is increasing day by day. This sector is providing employment to large number of poor and vulnerable people of the Indian society. Domestic workers are more prevalent in urban centers of India as compared to rural areas. Poor people migrate from rural to urban areas in search of job. Male migrants mostly work in the construction sector and women migrants work as domestic workers or home based workers. But most of the women are found in domestic sector and offer their services to elite class of the society. Women domestic workers work for long hours in other households, for which they are paid very less wages. Most are untrained and unskilled and often are ready to work at wages far below the prevalent market rates, making them further vulnerable and deprived. Given the large numbers and the enormity of the problems that this sector of workers face, the steps taken by the government remains grossly inadequate. After Independence, the Government passed more than 40 central Labor Legislations. Nevertheless, these legislations have benefited only the workers of the organized sector, when in actual fact 93 percent of workforce fall into the unorganized sector. Due to lack of government regulation for this sector and because of innocence, women domestic workers are facing a lot of problems. Need of the hour is that some serious steps from government side should be taken for the protection of women domestic workers. Proper steps in the form various acts should be taken for the protection of women domestic which includes both part time and full time domestic workers. Apart from government non-government organizations can play a significant role for the welfare of domestic workers. Their job should be only to notice the women domestic workers and the condition

under which they are working. Non-government organizations can put forth the conditions of domestic workers in front of the government, so that government can take steps for their protection. Government should take some separate steps meant for the domestic workers only. Assistance in the form of social security should be provided to domestic workers, this social security should be provided throughout life. Child domestic labor either male or female should be banned and those engaged in deploying children on domestic work must be given strict punishment. Children need to be protected from all sort of problems, as children are real asset of the country. Government should frame a body which will check either the funds released by government for women domestic workers has reached to them or not. As early as possible change should be brought in the administration of the government from top to bottom, otherwise the future of India appears very dark. India need to protect its informal sector, so that India can develop from all sides. Protecting women domestic workers is not the job of government only, civil society can play a greater role in it. They should not consider a poor women domestic worker as an opportunity but must consider her as their own family member. They must consider her as their responsibility. A responsibility to protect her, responsibility to provide her due wages. If this thinking will prevail among the citizens of India, definitely informal workers, above all India will emerge as shining India. The trend of informalization would be enhanced with an improvement in skill levels of the workforce that match the requirements of the job market and at the same time improve the bargaining power of the workforce to settle for decent wages, social security and job security.

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