

REPORT ON

**SOCIO ECONOMIC STATUS OF THE WOMEN DOMESTIC
WORKERS-**

**A DIAGNOSTIC STUDY IN FIVE MAJOR TOWNSHIPS: CUTTACK,
BHUBANESWAR, BERHMPUR, SAMBALPUR AND
ROURKELA OF ORISSA**

Submitted to:

**Ministry of WCD
Government of India**

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FOREWORD

Women workers In India constitute one third of the total workforce. Majority of these women are engaged in the un-organized sectors such as agriculture, construction, domestic services etc. The overwhelming majority of domestic workers are women and girls.

A domestic worker is someone who carries out household work in a private household in return for wages defines International Labor Organization (ILO). Millions of women across the country take to domestic work in view of limited options available to them in order to provide a living for themselves and their families. In last few decades there has been a tremendous growth in the demand for domestic workers, which has led to the trafficking and other forms of exploitation of millions of Women and children. The exploitation is in various ways starting from low wages to maltreatment and sexual harassment by the employers that remain outside the purview of any legislative control.

This study is exploratory in nature and provides information about the profile, nature, working and living conditions of women domestic workers. The female domestic workers surveyed are the part time contractual and non-residential workers who serve one or more households in a day.

A major stumbling block in providing a solution to the problem is the absence of a legal protection system. The Women Domestic Worker are excluded from key labor protections afforded to other workers. Such rights include guarantees of a minimum wage, overtime pay, and rest days, annual leave, fair termination of contracts, benefits, and workers' compensation. Instead of guaranteeing their ability to work with dignity and freedom from violence, governments have systematically denied them key labor protections extended to other workers.

The findings of the study will be useful in providing approaches for qualitative improvement in the life of women domestic workers.

(Narayan Mohanty)

ACKNOWLEDGEMENT

The present report is the outcome of the study: Socio Economic Status of the Women Domestic Workers: A Diagnostic Study in Five Major Townships: Cuttack, Bhubaneswar, Berhampur Sambalpur And Rourkela of Cuttack, Khurda, Ganjam, Sambalpur and Sundargarh Districts of Orissa, sponsored by the Women & Child Development Department, Ministry of Human Resource Development, Govt. of India and undertaken by BHARAT JYOTI, Cuttack during, 2008. We extend our grateful thanks to the Ministry for providing us the opportunity to conduct the study.

The cooperation and assistance provided by various functionaries like Angan Wadi Workers, Health Workers, Members of Panchayat Raj Institutions are gratefully acknowledged.

I extend my heartfelt thanks to the Team Leaders and the investigators who conducted the study sincerely. Mr. Deepak Pati, who took all the pain to computerize the data and bring out tables for necessary interpretation and analysis, definitely deserves appreciation.

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(N C Dash)
Project Director

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LIST OF ABBREVIATIONS

ASHA	∴	Accredited Social Health Activist
AWC		Angan Wadi Centre
BF	∴	Big Farmer
BPL		Below Poverty Line
CDPO	∴	Child Development Project Officer
CHC	∴	Community Health Centre
FGD	∴	Focus Group Discussion
HH	∴	Household
HRLN		Human Rights Law Network
IGP	∴	Income Generation Program
IHL	∴	Individual Household Latrine
IUF	∴	The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
MCH	∴	Maternal and Child Health
MF	∴	Marginal Farmer
MSI		Major Source of Income
OBC	∴	Other Backward Caste
PDS		Public Distribution Centre
PRI	∴	Panchayat Raj Institutions
PHC	∴	Primary Health Centre
PO	∴	People's Organization
SB	∴	Savings Bank
SC	∴	Scheduled Caste
SF	∴	Small Farmer
SHG	∴	Self Help Group
ST	∴	Scheduled Tribe
SDC	∴	Slum Development Committee
TBA	∴	Traditional Birth Attendant
WCD		Women & Child Development
WDW		Women Domestic Worker

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STUDY OBJECTIVES AND METHODOLOGY

STUDY OBJECTIVES:

The specific objectives of the study were:

- **To understand the sociological factors that contribute to migration of women to urban centers to work as domestic workers**
- **To examine the pattern of migration of the women domestic workers and the reason for their continued stay in the job.**
- **To study the demographic profile of the women domestic workers in terms of their caste, age, marital status, education, etc**
- **To understand the socio economic background of the women domestic workers**
- **To explore the job profile, employer-employee relationship and job security and job satisfaction of the women domestic workers**
- **To assess the income and expenditure pattern of the women domestic workers,**
- **To know various degrees/ forms of exploitation of women domestic workers**
- **To understand the changes in attitude of the women domestic workers and their future plan and vision.**
- **To find out various problems encountered by the women domestic workers in term of their shelter, security etc**
- **To identify the institutional support available to the women domestic workers and understand their help seeking behaviour.**
- **To recommend measures for the welfare of the women domestic workers**

STUDY METHODOLOGY

Sampling Scheme:

The female domestic workers surveyed are the part time contractual and non-residential workers who serve one or more households in a day.

The study was conducted in 5 major townships in 5 Districts of the State of Orissa namely Cuttack, Bhubaneswar, Berhmpur Sambalpur and Rourkela representing Cuttack, Khurda, Ganjam, Sambalpur and Sundargarh Districts of the State.

A two stage random sampling scheme was adopted in selecting the sample slums and Index Women as the 1st and 2nd stage study units respectively. Secondary data collected from the Urban Local Bodies provided the database for sampling framework.

The 1st stage of sampling related to selection of the urban slums in the selected townships. A fixed 30 slums from each of the 5 townships were selected randomly for the study.

The 2nd stage of sampling related to selection of the individual women domestic workers. The sample 10 women per slum were selected randomly.

Sample size: The sample size for the different study units is as under.

SI No	Major Towns	District	No. of Slums	No of Index Women
1	Cuttack	Cuttack	30	300
2	Bhubaneswar	Khurda	30	300
3	Sambalpur	Sambalpur	30	300
4	Berhmpur	Ganjam	30	300
5	Rourkela	Sundargarh	30	300
	TOTAL	5 Districts	150	1500

Data Collection Tools:

The following set of printed structured questionnaires (**enclosed**) was addressed to the selected sample Index Women to capture the primary data.

- Schedule For Women Domestic Workers
- Slum Schedule

The qualitative data were collected through FGD guides and Case Studies.

Team Building:

There were five teams deployed in the field each comprising 2 Field Investigators (FIs) under the overall supervision of the Research Officer and Research Director (N C Dash).

Staff Training:

The five days long staff training was conducted during 7-11, January at Cuttack orienting the investigators in the art of sample selection, schedule canvassing, data scrutiny and coding.

Field Survey:

The field survey was conducted during the period from 15th January to 30th April. 2008.

INTRODUCTION

Domestic work is one of the main occupations of women worldwide. For many women it is one of the very few options for paid employment. Most of the women come from the poorer sections of society. Many are migrants from rural areas to towns/cities. There are many children engaged in this work and are too vulnerable to abuse. Many are at risk of extreme abuse.

Domestic workers are not normally considered as workers and their working conditions remain unregulated. Their employment situation is considered not to fit the general framework of existing employment laws. This is because most work done by them is generally invisible, done in houses (not considered as workplaces) of private persons (not considered as employers). Remaining excluded from protection under the national labour codes, these workers have no benefits of work contracts, social security, security of employment, wage increment, paid leave or medical facilities

Domestic workers are employed for household chores like cooking, cleaning (dusting, sweeping and mopping the house), washing (clothes and/or utensils), ironing marketing, running errands, childcare, care of the aged or disabled, etc. They are employed on a temporary, part time or full time basis. The terms of employment may be expressed or implied. According to report of the National Commission on Self-Employed Women and Women in the Informal Sector: Of all the services in India, domestic work is the most unrecognized and disorganized, and often the most denigrating and humiliating. These workers do the most menial arduous tasks, have impossibly long hours with no benefits of social security, security of employment, wage raises, paid leave or medical facilities etc.

House workers, play an important role in the social life of the community. The household work done by the domestic workers is vital for the well being of the family. In spite of the important role played by the domestic worker, they are the most neglected and vulnerable lot. The National Survey on Domestic Workers shows that they are in a state of dependency, exploitation and quasi-

bondage.

The social changes, class polarization, degradation and depletion of natural resources, loss of traditional culture and institutions, have resulted in increased poverty leading to rural-urban migration. In the case of the Scheduled Castes, poverty explains the political economy of migration, but in the case of the Scheduled Tribes, exploitation takes the forms of isolation, land alienation, appropriation of resources and development-induced displacement, leading to migration. Labour migrations are often the only remaining option to the landless households to cope with the economic crisis they face and to defend their right to survival. Most of them migrate as they are bereft of their life support system and have nothing to live on. The lives of the migrants in the cities are not economically productive. The contractors who bring them to cities on false promises of good jobs and houses dump many in the urban slums. The topographical isolation, cultural simplicity, slow economic development, and unawareness of city culture make them more vulnerable to exploitation. As they are illiterate and lack skills, they are unable to get better-paid jobs. Most of them are seen working as 'Rejas' (Construction labourers) in towns and cities. A good many of them work as domestic workers.

In addition to the usual pull and push factors underlining migration, one should also not overlook the patterns of incorporation of women migrants in the labour market and their occupational concentration in specific areas. There is in fact a two-way process including (a) the economic condition of the migrant domestic worker i.e development-induced poverty and misery leading to out-migration and (b) the economic situation of the employer, for whom the maintenance of a middle or upper class socio-economic status demands that both husband and wife take up jobs and earn money.

Industrialization brought changes in the lifestyle of the people especially in the urban areas. Many women from the middle class now have taken up jobs outside their home to supplement their income. It is for these people that the domestic workers is an inevitable necessity. Besides many families do not have expensive labour saving devises like washing machines, microwave

ovens for household work. It is cheaper in these homes to employ domestic workers than to purchase these expensive gadgets. But in many upper class homes, the employment of domestic workers is a symbol of status, wealth and luxury. This preference is manifested because women seem to be more reliable, obedient and efficient in domestic work. Women tend to stick to the job for longer period, agree to work for lower wages, and can be controlled more easily. Indian tradition has generally promoted females to work in the domestic sphere. The situation continues to be the same and is one of the important reasons for women majoring in the profession of domestic work. On the positive side, the women workers have shown an ability to respond to tasks that do not require specialized skills, and that others consider demeaning.

It is almost impossible to calculate how many people in India are employed to work as domestic help. According to a study, "Invisible Servitude: An in-depth study of domestic workers in the world", by an organization called Social Alert, there are an estimated 20 million women, children and men in domestic work in India. Of these, 92 per cent are women, girls and children, 20 per cent are under 14 years of age and 25 per cent are between the ages of 15 to 20. In Mumbai alone, this study (released in March 2000) estimated that there were six lakh domestic workers of whom 80,000 were full-time. In the absence of official sources of data, rough estimates available from sporadic studies actually limit a realistic assessment of the magnitude and nature of the problem.

There is an overwhelming feminization of domestic work is well established and visible. According to the Shramshakti report (1998), there are 16.8 lakh female domestic workers in the country, as against 6.2 lakh male workers. A study conducted by the Department Of Applied Economics, Utkal University, Orissa in 1997 revealed a strong preference among employers for girl-children, particularly part-time Domestic Workers. The study found that nearly 90% of girl domestic workers started work before they completed 12 years of age. More than 75% belonged to the age-group 12-14 years. Pre-puberty girls, whilst themselves unaware of their sexuality, were increasingly targets of sexual abuse. Again, while 70% stepped out to work to supplement the family

income, the remaining 30% did so owing to family breakdowns -- either the father had deserted the family, or he was an alcoholic or a drug addict. Or, the mother was living with another man. The overall claim to the reason of work is the adverse conditions of poverty .The study found that the absence of a supportive family structure made girl domestic workers more vulnerable. The study also found instances where mothers had accepted 'silence money', following the abuse of their daughters. This is often prompted by a sense of helplessness and ignorance with regard to registering official protests also, the fear of stigma arising out of social protest. A study by Campaign Against Child Labour (CACL) in 2001 on child domestic workers in Orissa found that lack of regular income by the head of the family -- mostly daily-wage earners or small cultivators, and fathers addicted to liquor -- was a major reason for the incidence of child domestic labour. Intense poverty in backward areas where alternative avenues for earning are non-existent is widely acknowledged as being responsible for the practice of child Domestic workers.

Domestic work especially the child domestic work is one of the most prominent and traditional forms of exploitation of girls/women from the vulnerable, marginalized and weaker sections. Invariably, all research points to the fact that child domestic workers are preferred, not only because they cost less but also are more pliable. Girls are seen as natural domestic workers, seemingly trained at home in doing housework. In addition they have no adequate legal protection or trade unions to defend their rights. Abuse, even sexual abuse, is accepted as a professional hazard to be endured. An NGO study in India found that out of 70,000 sex workers, 15% had begun working as Domestic workers between the ages of 15 and 18. An estimated 20 per cent of domestic workers are children below 14 years of age. Such child workers slip between the cracks of labour laws as most laws cover workers over the age of 18.

For decades, groups like the National Domestic Workers' Movement have campaigned for recognition of domestic work as a form of labour. The diligence and persistence of their active advocacy and campaign has resulted in some States initiating legislation. The Tamil Nadu Government included Employment in Domestic Work in the schedule of the Tamil Nadu Manual

Labour Act 1982 on the 1st June 1999. The Tamil Nadu Domestic Workers Welfare Board was constituted on the 22nd January 2007. The preliminary notification for the Minimum Wage Act for Domestic Workers was passed in August 2007.

Indian law prohibits the employment of children below 14 years age, in certain occupations in accordance to the Child Labour (Prohibition & Regulation) Act 1986. By 10th October 2006, the ban on child labour included employment of children in domestic work. The Central government amended the Central Civil Service Conduct rules to prohibit any government official/civil servants from employing children below the age of 14 years as domestic workers.

The Karnataka government passed the Minimum Wage Act for Domestic workers on 1st April 2004 .The Kerala government has included Domestic Workers into the Schedule of employment. The final notification for the Minimum Wage Act for Domestic Workers came through on 23rd May 2005. The government has introduced Domestic Workers as members to the Kerala Artisan and Skilled Workers' Welfare Fund, thereby allowing Domestic Workers to avail of Social Security Schemes. The Kerala arm of the National Domestic Workers' Movement has been appointed to issue Labour Certificates for the Fund to the Domestic Workers. The Kerala government has also registered the domestic workers of the Kerala Domestic Workers Movement as a Trade union on November 2008.

The Andhra Pradesh Government has issued on 10th December 2007, the final notification for the fixing of the Minimum Wages in the employment of Domestic Workers in Part-I of the Schedule of the Minimum Wages Act, 1948. Preliminary notification for Minimum Wage Act for Domestic Workers were passed in the following State governments: Rajasthan (4th July 2007) and Bihar (2006)

The Unorganised Sector Workers' Social Security Bill, 2007 has been passed on 8th January 2008. This Bill also includes domestic workers in the unorganised sector of workers. Domestic Workers have been guided to avail

of several welfare and social security options like life insurance, health/medical insurance, ration cards and pension plans.

Domestic work was included in Karnataka under the Schedule of the Minimum Wages Act in 2001 and wages were fixed in March 2004. But a study done by the SJS found that the wages were unnecessarily complex, confusing and inadequate. The minimum wage notification specified the following for a six-day week: any one task for 45 minutes per day should receive Rs 249, one hour tasks, Rs 299, and an 8-hour day Rs 1,699 (all per month); 10% more for families larger than four persons, and overtime at double the rate. The study found that the assumptions of 45 minutes per task and a six-day week were incorrect. Due to the varying rates prescribed, it was possible for the employer to calculate the wages in three different ways and arrive at Rs 1,006, Rs 805 and Rs 572 per month as wages for the same two hours of work a day! The SJS study recommends that the minimum wage should be easy to understand, time-based and adequate, and it makes the case for an hourly wage to simplify the calculation. The study also demands social security and a tripartite board of representatives of the government, employers and workers. The most damning finding of the study is that the current minimum wage has thrown to the winds the criteria enunciated by the 15th Indian Labour Conference (ILC) and the Supreme Court -- that a minimum wage for eight hours of work should be high enough to cover all the basic needs of the worker, her/his spouse and two children. The minimum wage of Rs 1,600 (Rs 53 per day) fixed by the Karnataka government was insufficient even to cover the food needs of the average family, let alone other needs. The SJS study says that the average monthly expenditure of a domestic worker's family living in a slum in Bangalore is Rs 5,189, out of which Rs 1,959 is spent on food, Rs 817 on loan repayments, Rs 555 as rent, and the rest for other needs. Geeta Menon of the SJS, says: "The wages paid are not high enough to cover food, housing, medical expenses and educational needs." The earnings of a domestic worker, however, even after working for eight hours a day every day, with no day off, no holidays, and no sick pay, could bring in just over a third of average family expenditure, if she was paid according to the current minimum wage notification. Because even this is mostly not paid, the domestic worker's earnings cover just one-quarter of the expenditure needs of the family, the SJS study found. Two-thirds of families had three or more earners, including children, to support the

family's basic needs. In over two-thirds of cases, a loan had been taken. The average income of the entire family was still only Rs 4,267 per month, a shortfall of Rs 900, which was probably met through more loans. The Tamil Nadu Domestic Workers' Union has stipulated minimum wages for domestic workers and enactment of a legislation to guarantee their welfare at the national level.

In 2002, HRLN filed a Public Interest Litigation (PIL) in the Supreme Court on behalf of the National Domestic Workers Welfare Trust, SETU (a project of Nirmala Niketan, College of social work) and Youth for Unity and Voluntary organization (YUVA), all in Mumbai. The PIL challenged the inadequate social and legal protection extended to this section of society, demanding better working conditions like mandatory national holidays and two weeks of paid leave, in addition to weekly off for workers. Also, it sought medical assistance for accidents caused 'on-site' and during employment. Maternity benefits, provident fund benefits were also called for as well a proposal to issue identity cards to the workers.

The biggest problem facing domestic workers across the country is their non-recognition as workers. Domestic workers don't come under labour laws - they have no right to workers' compensation, weekly holidays and minimum wages. Even the Child Labour (Prohibition and Regulation) Act, 1986, does not include domestic workers. Attempts were made to introduce legislation to improve the lot of the domestic workers but the Domestic Workers Bill was stalled in 1990 and again in 1996.

When no Labor laws cover Domestic Workers and they are not recognized as workers, they do not enjoy legal protection, rights and dignity. Hence domestic work is reduced to nothing but a contemporary form of slavery. In 2001, HRLN launched the campaign to protect the rights of domestic workers. Along with NDWM, they tried to organise domestic workers, most of who are illiterate, lack confidence and are often victims of sexual exploitation and rape. In 2003, more than 200 young women domestic workers staged a demonstration in Delhi demanding security, just wages, and end to exploitation of domestic workers. The Central government has included domestic workers in provisions under the Unorganized Sector Workers' Social Security Act that was passed in

**January last year. Domestic workers (Registration, social security and welfare)
Act 2008**

An International conference was held on 8-10 November 2006 at the headquarters of the FNV trade union federation, Amsterdam, Netherlands. This conference, attended by some 60 representatives of domestic/household workers' trade unions, associations and regional/international networks, Global Unions and national trade unions, and support NGOs, from around the world. The conference deliberated on the exploitation of domestic workers across the globe, particularly of highly vulnerable migrant workers as well as children who do this work; and the continuing failure to recognize domestic work as 'work' under employment legislation in many countries, so denying these workers the rights and respect they deserve.

On 19 March 2008, the Governing Body of the International Labour Organisation (ILO) agreed to include the item 'Decent Work for Domestic Workers' (Standard Setting) on the agenda of the 99th session (2010) of the International Labour Conference. This means that an ILO Convention on domestic/household workers' rights will come up for approval in 2011.

OVERVIEW OF THE STUDY FINDINGS

Profile of the Slums

The study has been conducted in 150 urban slums, 30 in each of five selected major townships of Orissa. The slums are found fairly large with average population size arrived at 816 persons. Over half of the slums studied have population between 500 and 1000. The slums having population more than 1000 constitutes 18%.

The highest 46% of the slums have households below 100 followed by 36% between 100 and 200 households. About 18% slums have households above 200. Majority of the slums have basic educational facilities: 73% having Primary & 50% having Middle School level of education facilities. The non-formal schools are available in 20% of the slums that are found having no formal educational facilities.

A significant proportion of the slums are equipped with health personnel. ASHA is found working in over 80% of the slums, TBA and Health Worker working in 40% and 17% of the slums respectively. As large as 87% of the slums have Angan Wadi Centres. About 55% of the slums have PDS outlets. Most of the slums (93%) are electrified. Majority of the slums have people's organizations like SHG (51%), Mahila Mandals (63%). Youth Clubs are found in a small 21% of the slums.

Over 60% of the slums have tap water supply. Open wells and Tube wells are the other sources of drinking water as found in 15% and 18% of the slums. Open defecation in the field is the normal practice as found in 80% of the slums.

Table-1: Distribution of Slums by Population Size

Township	Total Population	Average Population size
Cuttack	23740	791
Berhmpur	22897	763
Bhubaneswr	24075	803
Sambalpur	25897	863
Rourkela	25769	859
TOTAL	122378	816

Table-2: Distribution of Slums by Total Population

Township	Below 250	250 - 500	500-1000	Above 1000	TOTAL
Cuttack	2	6	17	5	30
Berhmpur	0	9	16	5	30
Bhubaneswr	5	12	10	3	30
Sambalpur	1	4	19	6	30
Rourkela	0	8	14	8	30
TOTAL	8	39	76	27	150
Percentage	5.33	26.00	50.67	18.00	100.00

Table-3: Distribution of Slums by Total Households

Township	Below 100	100 - 200	200 - 300	300 - 400	Above 400	TOTAL
Cuttack	22	5	2	0	1	30
Berhmpur	7	17	2	2	2	30
Bhubaneswr	19	8	0	2	1	30
Sambalpur	15	9	3	3	0	30
Rourkela	6	15	4	3	2	30
TOTAL	69	54	11	10	6	150
Percentage	46.00	36.00	7.33	6.67	4.00	100.00

Table-4: Distribution of Slums by Primary Schools

Township	Yes	No	TOTAL
Cuttack	17	13	30
Berhmpur	27	3	30
Bhubaneswr	24	6	30
Sambalpur	25	5	30
Rourkela	17	13	30
TOTAL	110	40	150
Percentage	73.33	26.67	100

Table-5: Distribution of Slums by M.E. School

Township	Yes	No	TOTAL
Cuttack	14	16	30
Berhmpur	22	8	30
Bhubaneswr	10	20	30
Sambalpur	22	8	30
Rourkela	7	23	30
TOTAL	75	75	150
%	50.0	50.0	100.0

Table-6: Distribution of Slums by Non-Formal School

Township	Yes	No	TOTAL
Cuttack	1	29	30
Berhmpur	2	28	30
Bhubaneswr	20	10	30
Sambalpur	6	24	30
Rourkela	1	29	30
TOTAL	30	120	150
%	20.0	80.0	100.0

Table-7: Distribution of Slums by Health Sub-Centre

Township	Yes	No	TOTAL
Cuttack	9	21	30
Berhmpur		30	30
Bhubaneswr	7	23	30
Sambalpur	9	21	30
Rourkela	1	29	30
TOTAL	26	124	150
%	17.33	82.67	100.0

Table-8: Distribution of Slums by TBA

Township	Yes	No	TOTAL
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Cuttack	0	30	30
Berhmpur	8	22	30
Bhubaneswr	19	11	30
Sambalpur	12	18	30
Rourkela	21	9	30
TOTAL	60	90	150
%	40.0	60.0	100.0

Table-9: Distribution of Slums by ASHA

Township	Yes	No	TOTAL
Cuttack	16	14	30
Berhmpur	29	1	30
Bhubaneswr	24	6	30
Sambalpur	24	6	30
Rourkela	30		30
TOTAL	123	27	150
%	82.0	18.0	100.0

Table-10: Distribution of Slums by AWC

Township	Yes	No	TOTAL
Cuttack	24	6	30
Berhmpur	29	1	30
Bhubaneswr	29	1	30
Sambalpur	26	4	30
Rourkela	22	8	30
TOTAL	130	20	150
%	86.67	13.33	100.0

Table-11: Distribution of Slums by PDS/Fair Priced Shop

Township	Yes	No	TOTAL
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Cuttack	15	15	30
Berhmpur	17	13	30
Bhubaneswr	23	7	30
Sambalpur	19	11	30
Rourkela	8	22	30
TOTAL	82	68	150
%	54.67	45.33	100.0

Table-12: Distribution of Slums by electrification?

Township	Yes	No	TOTAL
Cuttack	26	4	30
Berhmpur	30		30
Bhubaneswr	25	5	30
Sambalpur	29	1	30
Rourkela	29	1	30
TOTAL	139	11	150
%	92.67	7.33	100.0

Table-13: Distribution of Slums by Source of Drinking Water

Township	Tube-well	Open-well	Taps	Others	Multiple	TOTAL
Cuttack	9	4	16	0	3	32
Berhmpur	2	0	24	0	3	29
Bhubaneswr	2	7	20	0	0	29
Sambalpur	5	0	14	3	8	30
Rourkela	4	1	18	0	7	30
TOTAL	22	12	92	3	21	150
%	14.67	8.00	61.33	2.00	14.00	100.00

Table-14: Distribution of Slums by Place of Defecation

Township	Open Field	I.H.L	Community Latrine	Open Field/ I.H.L	Multiple	TOTAL
Cuttack	19	2	5	1	3	30
Berhmpur	24	1	1	3	1	30

Bhubaneswr	22	0	6	0	2	30
Sambalpur	26	0	0	3	1	30
Rourkela	29	0	0	1	0	30
TOTAL	120	3	12	8	7	150
%	80.00	2.00	8.00	5.33	4.67	100.00

Table-15: Distribution of Slums by Slum Development Program

Township	Yes	No	TOTAL
Cuttack	1	29	30
Berhmpur	1	29	30
Bhubaneswr	21	9	30
Sambalpur	3	27	30
Rourkela		30	30
TOTAL	26	124	150
%	17.33	82.67	100.0

Table-16: Distribution of Slums by SHG

Township	Yes	No	TOTAL
Cuttack	5	25	30
Berhmpur	30		30
Bhubaneswr	5	25	30
Sambalpur	15	15	30
Rourkela	21	9	30
TOTAL	76	74	150
%	50.67	49.33	100.0

Table-17: Distribution of Slums by Mahila Mandals

Township	Yes	No	TOTAL
Cuttack	9	21	30
Berhmpur	30		30
Bhubaneswr	26	4	30
Sambalpur	14	16	30
Rourkela	16	14	30
TOTAL	95	55	150
%	63.33	36.67	100.0

Table-18: Distribution of Slums by Youth Clubs

Township	Yes	No	TOTAL
Cuttack	3	27	30
Berhmpur		30	30
Bhubaneswr	20	10	30
Sambalpur	7	23	30
Rourkela	1	29	30
TOTAL	31	119	150
%	20.67	79.33	100.0

Household Socio Economic Profile:

Over 90% of the Women Domestic Workers (WDWs) are Hindus. WDWs belonging to Muslim & Christian religion constitute an insignificant 2% & 3% respectively.

The majority of Women Domestic Workers belong to the socially and economically backward sections of the community. Of them, 46% belong to the Scheduled Caste followed by the Other Back Caste (33%) & the Scheduled Tribe (13%). A small 8% of the WDWs belong to social upper castes. Evidently most of the WDWs are from the traditional backward communities like SC, OBC & ST.

As to the socio-economic background of the households, over 60% of the WDWs are from the households reporting daily labour as the primary occupation. A significant one-third (35%) of the WDWs report free collection from forest as their traditional household occupation. Farming as household occupation is reported by an insignificant 3.5% of the WDWs. Accordingly 47% & 52% of the Women Domestic Workers report household major source of income as wage labour & forestry respectively.

Table-19: Distribution of WDWs by Religion

Township	Hindu	Muslim	Christian	Other	TOTAL
BBSR	269	1	26	4	300
%	89.67	0.33	8.67	1.33	
Cuttack	278	5	1	16	300
%	92.67	1.67	0.33	5.33	
Berhmpur	262		2	36	300
%	87.33	0.00	0.67	12.00	
Sambalpur	279	11	3	7	300
%	93.00	3.67	1.00	2.33	
Rourkela	268	15	17		300
%	89.33	5.00	5.67	0.00	

TOTAL	1356	32	49	63	1500
%	90.40	2.13	3.27	4.20	100.00

Table-20: Distribution of WDWs by Social Category

Township	SC	ST	OBC	OC	TOTAL
BBSR	87	46	147	20	300
%	29.00	15.33	49.00	6.67	100.00
Cuttack	236	3	38	23	300
%	78.67	1.00	12.67	7.67	100.00
Berhmpur	133	0	153	14	300
%	44.33	0.00	51.00	4.67	100.00
Sambalpur	114	69	88	29	300
%	38.00	23.00	29.33	9.67	100.00
Rourkela	125	76	64	35	300
%	41.67	25.33	21.33	11.67	100.00
TOTAL	695	194	490	121	1500
%	46.33	12.93	32.67	8.07	100.00

Table-21: Distribution of WDWs by Land Ownership (Acre)

Township	Below 1.0	1.0-2.5	2.5-5.0	Above 5.0	Landless	TOTAL
BBSR	296			3	1	300
%	98.67	0.00	0.00	1.00	0.33	100.00
Cuttack	83	6	1	1	209	300
%	27.67	2.00	0.33	0.33	69.67	100.00
Berhmpur	268	6		1	25	300
%	89.33	2.00	0.00	0.33	8.33	100.00
Sambalpur	161		1	1	137	300
%	53.67	0.00	0.33	0.33	45.67	100.00
Rourkela	176	2	1		121	300
%	58.67	0.67	0.33	0.00	40.33	100.00
TOTAL	984	14	3	6	493	1500
%	65.60	0.93	0.20	0.40	32.87	100.00

Table-22: Distribution of WDWs by Traditional Occupation

Township	Artisan	Daily Labour	Farm	Other	TOTAL
BBSR	3	1		296	300
%	1.00	0.33	0.00	98.67	100.00
Cuttack	2	275	16	7	300
%	0.67	91.67	5.33	2.33	100.00
Berhmpur		175		125	300
%	0.00	58.33	0.00	41.67	100.00
Sambalpur	2	179	37	82	300
%	0.67	59.67	12.33	27.33	100.00
Rourkela	2	287		11	300
%	0.67	95.67	0.00	3.67	100.00
TOTAL	9	917	53	521	1500
%	0.60	61.13	3.53	34.73	100.00

Table-23: Distribution of WDWs by Major Source of Income

Township	Farm	Non-Farm	Wage Labour	Other	TOTAL
BBSR	0	0	4	296	300
%	0.00	0.00	1.33	98.67	100.00
Cuttack	0	0	130	170	300
%	0.00	0.00	43.33	56.67	100.00
Berhmpur	1	1	169	129	300
%	0.33	0.33	56.33	43.00	100.00
Sambalpur	3	3	126	168	300
%	1.00	1.00	42.00	56.00	100.00
Rourkela	2	0	278	20	300
%	0.67	0.00	92.67	6.67	100.00
TOTAL	6	4	707	783	1500
%	0.40	0.27	47.13	52.20	100.00

Demographic Profile:

About one-third households of the Women Domestic Workers are landless & nearly two-third of them have land less than 1 acre in their native area. Among cities, Cuttack has the highest incidence of the landless domestic workers (70%), the lowest being in Bhubaneswar (less than 1%). Cuttack is the oldest city of the state having slums very old & dwelt by people migrated decades ago. To the contrary, Bhubaneswar is a growing city with rapid influx of population at present. Among them many are landholders who have migrated for regular employment.

Four out of every five Women Domestic Workers are found in the age group of 18-45 years. Of the Women Domestic Workers, 45% are in 30 – 45 age group followed by 33% in 18 – 30 age group. A significant 18% of the Women Domestic Workers are above 45 years of age. Younger girls below 18 years constitute a small 4% of the domestic workers. Distributed city-wise, the age pattern is almost similar.

Most of the Women Domestic Workers (70%) are found married. Over one-fifth of them are either widow (17%) or divorced (4%). A small 9% of the Women Domestic Workers report being never married.

Majority (82%) of the Women Domestic Workers are found illiterate. About 14% of the workers report educated up to primary level. A small proportion (4%) of the WDWs have education above primary level.

Almost all the Women Domestic Workers surveyed report having no secondary occupation. Tailoring, wage labour etc. are the secondary occupations as reported by less than 1% of the Women Domestic Workers.

Most of the Women Domestic Workers are found living in nuclear families. The highest 45% of the households have four members followed by 33% households with five resident members in the family. Households having three/less than three members comprise a significant 18%.

Table-24: Distribution of WDWs by Age

Township	Below 18	18 to 30	31 to 45	Above 45	TOTAL
BBSR	3	113	129	55	300
%	1.00	37.67	43.00	18.33	100.00
Cuttack	13	91	163	33	300
%	4.33	30.33	54.33	11.00	100.00
Berhmpur	8	100	139	53	300
%	2.67	33.33	46.33	17.67	100.00
Sambalpur	12	94	141	53	300
%	4.00	31.33	47.00	17.67	100.00
Rourkela	18	104	106	72	300
%	6.00	34.67	35.33	24.00	100.00
TOTAL	54	502	678	266	1500
%	3.60	33.47	45.20	17.73	100.00

Table-25: Distribution of WDWs by Marital Status

Township	Married	Unmarried	Widow	Divorced	TOTAL
BBSR	216	12	58	14	300
%	72.00	4.00	19.33	4.67	100.00
Cuttack	239	20	33	8	300
%	79.67	6.67	11.00	2.67	100.00
Berhmpur	175	28	69	28	300
%	58.33	9.33	23.00	9.33	100.00
Sambalpur	208	33	43	16	300
%	69.33	11.00	14.33	5.33	100.00
Rourkela	205	44	48	3	300
%	68.33	14.67	16.00	1.00	100.00
TOTAL	1043	137	251	69	1500
%	69.53	9.13	16.73	4.60	100.00

Table-26: Distribution of WDWs by Years of Schooling Completed

Township	Illiterate	Primary	Middle	High School	TOTAL
BBSR	291	6	1	2	300
%	97.00	2.00	0.33	0.67	100.00
Cuttack	241	55	1	3	300
%	80.33	18.33	0.33	1.00	100.00
Berhmpur	232	39	17	12	300
%	77.33	13.00	5.67	4.00	100.00
Sambalpur	273	21	2	4	300
%	91.00	7.00	0.67	1.33	100.00
Rourkela	191	83	9	17	300
%	63.67	27.67	3.00	5.67	100.00
TOTAL	1228	204	30	38	1500
%	81.87	13.60	2.00	2.53	100.00

Table-27: Distribution of WDWs by Secondary Occupation

Township	Wage Labour	Tailoring	Others	NA	TOTAL
BBSR	1	3	1	295	300
%	0.33	1.00	0.33	98.33	100.00
Cuttack	0		2	298	300
%	0.00	0.00	0.67	99.33	100.00
Berhmpur	2	2		296	300
%	0.67	0.67	0.00	98.67	100.00
Sambalpur	2			298	300
%	0.67	0.00	0.00	99.33	100.00
Rourkela	1			299	300
%	0.33	0.00	0.00	99.67	100.00
TOTAL	6	5	3	1486	1500
%	0.40	0.33	0.20	99.07	100.00

Table-28: Distribution of WDWs by Family Size

Township	3/<3	4	5	5/>5	TOTAL
BBSR	55	129	113	3	300
%	18.33	43.00	37.67	1.00	100.00
Cuttack	33	163	91	13	300
%	11.00	54.33	30.33	4.33	100.00
Berhmpur	53	139	100	8	300
%	17.67	46.33	33.33	2.67	100.00
Sambalpur	53	141	94	12	300
%	17.67	47.00	31.33	4.00	100.00
Rourkela	72	106	104	18	300
%	24.00	35.33	34.67	6.00	100.00
TOTAL	266	678	502	54	1500
%	17.73	45.20	33.47	3.60	100.00

Housing and Environmental Sanitation

Over half of the households surveyed (52%) report electric connection. Electricity is found in as high as 81% of the households in Berhampur. The lowest 38% of the houses in Rourkela are found electrified.

The plight of the WDWs is evident from the type of house they dwell. Over 40% of the WDWs stay in hutments (Jhoogi-Jhoopri), their incidence being very high in cities like Sambalpur, Rourkela & Berhampur. More than one third of the WDWs have Kachha houses built of clay walls and straw thatched roofs. However 1/4th of the women domestic workers live in either Semi Pucca (23%) or Pucca (2%) houses. Of all the pucca houses, 50% are in the Cuttack city alone.

Open field defecation (83%) is the normal practice among the WDWs. Individual household latrine and community latrine are the places of defecation as reported by 6% & 12% of WDWs respectively. Open field defecation is found somewhat controlled in cities like Cuttack and Bhubaneswar due to construction of community latrines.

Tap water (63%) is the predominant source of drinking water supply in slums followed by tube wells (22%). A small 13% of WDWs report open well as the source of drinking water.

Firewood is the fuel commonly used for cooking as reported by more than 3/4th of the WDWs (77%). Kerosene (6%), coal (8%), cow dung (5%) etc. are the other types of fuel used for cooking.

More than half of the WDWs report having no beds/beddings. Over 83% however have mosquito nets. Electronic items and conveyances are reported possessed by small proportion of WDWs: telephone/mobile (29%), radio (48%), wrist watch (62%), by-cycle (23%), motorcycle (1%).

Table-29: Distribution of WDWs by House Electrification?

Township	Yes	No	TOTAL
BBSR	119	181	300
%	39.67	60.33	100.00
Cuttack	171	129	300
%	57.00	43.00	100.00
Berhmpur	242	58	300
%	80.67	19.33	100.00
Sambalpur	138	162	300
%	46.00	54.00	100.00
Rourkela	114	186	300
%	38.00	62.00	100.00
TOTAL	784	716	1500
%	52.27	47.73	100.00

Table-30: Distribution of WDWs by Type of House

Township	Pucca	Semi-Pucca	Kuccha	Hut	TOTAL
BBSR	2	47	243	8	300
%	0.67	15.67	81.00	2.67	100.00
Cuttack	16	66	181	37	300
%	5.33	22.00	60.33	12.33	100.00
Berhmpur	7	175	13	105	300
%	2.33	58.33	4.33	35.00	100.00
Sambalpur	1	10	31	258	300
%	0.33	3.33	10.33	86.00	100.00
Rourkela	3	43	57	197	300
%	1.00	14.33	19.00	65.67	100.00
TOTAL	29	341	525	605	1500
%	1.93	22.73	35.00	40.33	100.00

Table-31: Distribution of WDWs by Place of Defecation

Township	Open Field	Own Toilet	Community Latrine	TOTAL
BBSR	159	39	102	300

%	53.00	13.00	34.00	100.00
Cuttack	200	28	72	300
%	66.67	9.33	24.00	100.00
Berhmpur	288	11	1	300
%	96.00	3.67	0.33	100.00
Sambalpur	297	3		300
%	99.00	1.00	0.00	100.00
Rourkela	296	4		300
%	98.67	1.33	0.00	100.00
TOTAL	1240	85	175	1500
%	82.67	5.67	11.67	100.00

Table-32: Distribution of WDWs by Sources of Drinking Water

Township	Open Well	Tube well	Tap	Multiple sources	Other	TOTAL
BBSR	109	41	131	9	10	300
%	36.33	13.67	43.67	3.00	3.33	100.00
Cuttack	26	58	209	7		300
%	8.67	19.33	69.67	2.33	0.00	100.00
Berhmpur	15	25	255	5		300
%	5.00	8.33	85.00	1.67	0.00	100.00
Sambalpur	12	140	120	18	10	300
%	4.00	46.67	40.00	6.00	3.33	100.00
Rourkela	35	34	225	6		300
%	11.67	11.33	75.00	2.00	0.00	100.00
TOTAL	197	298	940	45	20	1500
%	13.13	19.87	62.67	3.00	1.33	100.00

Table-33: Distribution of WDWs by Fuel used for Cooking

Township	Fire wood	Kerosene	Coal	Cow dung cake	Gas	Multiple sources	TOTAL
BBSR	258	16	2	1	2	21	300
%	86.00	5.33	0.67	0.33	0.67	7.00	100.00
Cuttack	260	16		1		23	300
%	86.67	5.33	0.00	0.33	0.00	7.67	100.00
Berhampur	245	53				2	300
%	81.67	17.67	0.00	0.00	0.00	0.67	100.00
Sambalpur	207	3	1	81		8	300
%	69.00	1.00	0.33	27.00	0.00	2.67	100.00
Rourkela	185	1	112			2	300
%	61.67	0.33	37.33	0.00	0.00	0.67	100.00
TOTAL	1155	89	115	83	2	56	1500
%	77.00	5.93	7.67	5.53	0.13	3.73	100.00

Table-34: Distribution of WDWs by Availability of Cots/Beds

Township	None	Some	Enough	TOTAL
BBSR	92	208	0	300
%	30.67	69.33	0.00	100.00
Cuttack	162	138	0	300
%	54.00	46.00	0.00	100.00
Berhampur	111	189	0	300
%	37.00	63.00	0.00	100.00
Sambalpur	113	187	0	300
%	37.67	62.33	0.00	100.00
Rourkela	266	34	0	300
%	88.67	11.33	0.00	100.00
TOTAL	744	756	0	1500
%	49.60	50.40	0.00	100.00

Table-35: Distribution of WDWs by availability of Mosquito Net

Township	None	Some	Enough	TOTAL
BBSR	126	173	1	300

%	42.00	57.67	0.33	100.00
Cuttack	15	284	1	300
%	5.00	94.67	0.33	100.00
Berhampur	24	276		300
%	8.00	92.00	0.00	100.00
Sambalpur	45	254	1	300
%	15.00	84.67	0.33	100.00
Rourkela	38	262		300
%	12.67	87.33	0.00	100.00
TOTAL	248	1249	3	1500
%	16.53	83.27	0.20	100.00

Table-36: Distribution of WDWs by availability of Wrist Watch/ Wall Clock

Township	None	Some	Enough	TOTAL
BBSR	275	24	1	300
%	91.67	8.00	0.33	100.00
Cuttack	60	240		300
%	20.00	80.00	0.00	100.00
Berhampur	43	257		300
%	14.33	85.67	0.00	100.00
Sambalpur	164	136		300
%	54.67	45.33	0.00	100.00
Rourkela	28	272		300
%	9.33	90.67	0.00	100.00
TOTAL	570	929	1	1500
%	38.00	61.93	0.07	100.00

Table-37: Distribution of WDWs by availability of Radio/ Transistor

Township	None	Some	TOTAL
BBSR	283	17	300
%	94.33	5.67	100.00
Cuttack	163	137	300
%	54.33	45.67	100.00
Berhmpur	118	182	300
%	39.33	60.67	100.00
Sambalpur	215	85	300
%	71.67	28.33	100.00
Rourkela	98	202	300
%	32.67	67.33	100.00
TOTAL	877	623	1500
%	58.47	41.53	100.00

Table-38: Distribution of WDWs by Availability Of Bicycle

Township	None	Some	Enough	TOTAL
BBSR	283	15	2	300
%	94.33	5.00	0.67	100.00
Cuttack	233	67	0	300
%	77.67	22.33	0.00	100.00
Berhmpur	179	121	0	300
%	59.67	40.33	0.00	100.00
Sambalpur	239	61	0	300
%	79.67	20.33	0.00	100.00
Rourkela	223	77	0	300
%	74.33	25.67	0.00	100.00
TOTAL	1157	341	2	1500
%	77.13	22.73	0.13	100.00

Table-39: Distribution of WDWs by availability of Motor Cycle/ Scooter

Township	None	Some	Enough	TOTAL
BBSR	297	3	0	300
%	99.00	1.00	0.00	100.00
Cuttack	299	1	0	300
%	99.67	0.33	0.00	100.00
Berhmpur	297	3	0	300
%	99.00	1.00	0.00	100.00
Sambalpur	292	8	0	300
%	97.33	2.67	0.00	100.00
Rourkela	298	2	0	300
%	99.33	0.67	0.00	100.00
TOTAL	1483	17	0	1500
%	98.87	1.13	0.00	100.00

Table-40: Distribution of WDWs by Availability of Telephone/ Mobile

Township	None	Some	Enough	TOTAL
BBSR	41	259	0	300
%	13.67	86.33	0.00	100.00
Cuttack	287	13	0	300
%	95.67	4.33	0.00	100.00
Berhmpur	294	6	0	300
%	98.00	2.00	0.00	100.00
Sambalpur	144	156	0	300
%	48.00	52.00	0.00	100.00
Rourkela	294	6	0	300
%	98.00	2.00	0.00	100.00
TOTAL	1060	440	0	1500
%	70.67	29.33	0.00	100.00

Household Monthly Income and Expenditure

One out of every five WDWs is found being the chief bread earner of the family. Over half of the households of WDWs have one working person besides WDW herself, 20% & 8% of households having 2 and 3 working persons respectively. Households having more than 3 working persons comprise a small 3%.

Besides working adult persons, 23% of the households of WDWs have working children. Not enough earning to support family is the factor responsible for sending children to work. The incidence of working children in the family of WDWs is the highest in Bhubaneswar, over 75% of WDWs reporting children at work.

Over 1/5th of the women domestic workers report that they have adopted domestic work as profession to provide their household a source of living. Over half of the WDWs report their husbands as the chief bread earner of the family and they are working as domestic aids to supplement household income.

Most of the women domestic workers are in abject poverty. Even then, over 3/4th of the WDWs go without a BPL card, city-wise such households being the highest in Bhubaneswar (87%) and the lowest in Berhampur (52%).

The average household income of WDWs is arrived Rs. 2118 of which Rs. 700 is from domestic work, Rs. 760 from wage labour, Rs. 650 from other sources. City wise, the average household income of the WDWs is the highest Rs. 2630 in Bhubaneswar followed by Rs.2270 in Cuttack, Rs.2210 in Rourkela, Rs.1750 in Berhampur and Rs.1730 in Sambalpur. However the income from domestic work per se is arrived at Rs. 850 in Bhubaneswar followed by Rs. 750 in Rourkela , Rs.670 in Cuttack, Rs.650 in Berhampur and Rs.580 in Sambalpur.

The average household expenditure of WDWs is arrived at Rs. 3478/- per month. Expenditure on food comprises the highest amount (76%) followed by expenditure on fuel (8%), own needs (4%), house rent (3%), health care (2%) etc. The average household savings of the WDWs is arrived at Rs. 54/-.

While the average income of WDWs is arrived at Rs.2110, the average household expenditure is reported at Rs.3478. The discrepancy arises due to both unreported sources of income and unspecified mode of expenditure. The household income for the reference month (month previous to the month of survey) intends to provide the level and sources of household income including the earning from domestic services. The household expenditure for the reference month intends to provide the level and pattern of expenditure on various specified items. The expenditure, however, does not specify the source of supply of items (own produce/purchased/obtained otherwise), mode of purchase (cash/ credit) etc. Hence the expenditure might include purchases on credit/loan and on borrowing in kind. The expenditure might also include the money value of items obtained otherwise (firewood freely collected from forest for self consumption) but not reflected in the income. There might also be income from unreported sources that have not figured. Household borrowing averaged at Rs.522 partly fills the gap between income and expenditure. The household income and expenditure refer to one particular month that may not necessarily balance and hence is the discrepancy

Table-41: Distribution of WDWs by no. of Adult Working Persons in Family

Township	0	1	2	3	4	More than 4	TOTAL
BBSR	43	159	51	29	15	3	300
%	14.33	53.00	17.00	9.67	5.00	1.00	100.00
Cuttack	44	136	70	38	7	5	300
%	14.67	45.33	23.33	12.67	2.33	1.67	100.00
Berhampur	68	173	43	14	2		300
%	22.67	57.67	14.33	4.67	0.67	0.00	100.00
Sambalpur	129	119	33	15	2	2	300
%	43.00	39.67	11.00	5.00	0.67	0.67	100.00
Rourkela	16	149	107	23	3	2	300
%	5.33	49.67	35.67	7.67	1.00	0.67	100.00
TOTAL	300	736	304	119	29	12	1500
%	20.00	49.07	20.27	7.93	1.93	0.80	100.00

Table-42: Distribution of WDWs by Child Working Persons in Family

Township	0	1	2	3	More	TOTAL
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					than 3	
BBSR	88	76	75	46	15	300
%	29.33	25.33	25.00	15.33	5.00	100.00
Cuttack	268	25	5	2		300
%	89.33	8.33	1.67	0.67	0.00	100.00
Berhmpur	250	35	14	1		300
%	83.33	11.67	4.67	0.33	0.00	100.00
Sambalpur	271	15	11	2	1	300
%	90.33	5.00	3.67	0.67	0.33	100.00
Rourkela	285	12	3			300
%	95.00	4.00	1.00	0.00	0.00	100.00
TOTAL	1162	163	108	51	16	1500
%	77.47	10.87	7.20	3.40	1.07	100.00

Table-43: Distribution of WDWs by Chief Bread Winner of the Family?

Township	Self	Husband	Other	TOTAL
BBSR	84	204	12	300
%	28.00	68.00	4.00	100.00
Cuttack	46	142	112	300
%	15.33	47.33	37.33	100.00
Berhmpur	120	143	37	300
%	40.00	47.67	12.33	100.00
Sambalpur	43	107	150	300
%	14.33	35.67	50.00	100.00
Rourkela	14	166	120	300
%	4.67	55.33	40.00	100.00
TOTAL	307	762	431	1500
%	20.47	50.80	28.73	100.00

Table-44: Distribution of WDWs by BPL Card?

Township	Yes	No	TOTAL
BBSR	40	260	300
%	13.33	86.67	100.00

Cuttack	77	223	300
%	25.67	74.33	100.00
Berhampur	144	156	300
%	48.00	52.00	100.00
Sambalpur	74	226	300
%	24.67	75.33	100.00
Rourkela	55	245	300
%	18.33	81.67	100.00
TOTAL	390	1110	1500
%	26.00	74.00	100.00

Table-45: Distribution of WDWs by Household Income

Township	Wage Labour	Domestic Work	Other	TOTAL
BBSR	810	850	970	2630
%	30.80	32.32	36.88	100
Cuttack	790	670	810	2270
%	34.80	29.52	35.68	100
Berhampur	730	650	370	1750
%	41.71	37.14	21.14	100
Sambalpur	700	580	450	1730
%	40.46	33.53	26.01	100
Rourkela	770	750	690	2210
%	34.84	33.94	31.22	100
TOTAL	760	700	658	2118
%	35.88	33.05	31.07	100

Table-46: Distribution of WDWs by Household Monthly Expenditure (Rs.)

Food	Rent	Fuel	Ligh ting	Edu cation	Health care	Intoxi cants	Own needs	Savings	Other	Total
2640	96	261	65	63	82	69	128	54	15	3478
75.91	2.76	7.50	1.87	1.81	2.36	1.98	3.68	1.55	0.43	100.00

Household Savings

Only one out of every ten women domestic workers is found having a savings account. The post office (41%) has been the major place of saving followed by bank (34%) and co-operatives (16%). Over 65% of the women domestic

workers having savings account save on monthly basis. However about 34% of them reportedly save as and when there is money to save. There are in all 22 WDWs reporting home remittance.

The household saving of WDWs is arrived at Rs. 54/- per month. No. Wise only 8 out of 300 WDWs in Bhubaneswar are found saving against 20 in Sambalpur, 67 in Cuttack, 100 in Rourkela and 165 in Berhampur. Apart from the households having savings accounts, households without any savings account in the formal banking sector also report saving.

Over 83% of the women domestic workers report borrowing to meet the shortfall between income and expenditure. The average household borrowing is arrived at Rs.522.

Table-47: Distribution of WDWs by Savings Account?

Township	Yes	No	TOTAL
BBSR	3	297	300
%	1.00	99.00	100.00
Cuttack	21	279	300
%	7.00	93.00	100.00
Berhampur	85	215	300
%	28.33	71.67	100.00
Sambalpur	16	284	300
%	5.33	94.67	100.00
Rourkela	30	270	300
%	10.00	90.00	100.00
TOTAL	155	1345	1500
%	10.33	89.67	100.00

Table-48: Distribution of WDWs by Place of Savings Accounts

Township	Bank	Cooperative	Post office	Other	TOTAL
BBSR	2	1	0	0	3
%	66.67	33.33	0.00	0.00	100.00
Cuttack	10	6	4	1	21
%	47.62	28.57	19.05	4.76	100.00
Berhmpur	21	13	42	9	85
%	24.71	15.29	49.41	10.59	100.00
Sambalpur	7	0	9	0	16
%	43.75	0.00	56.25	0.00	100.00
Rourkela	12	5	8	5	30
%	40.00	16.67	26.67	16.67	100.00
TOTAL	52	25	63	15	155
%	33.55	16.13	40.65	9.68	100.00

Table-49: Distribution of WDWs by Mode of Saving

Township	Weekly	Monthly	As and when there is money to save	TOTAL
BBSR	0	2	1	3
%	0.00	66.67	33.33	100.00
Cuttack	0	18	3	21
%	0.00	85.71	14.29	100.00
Berhmpur	2	46	37	85
%	2.35	54.12	43.53	100.00
Sambalpur	0	16	0	16
%	0.00	100.00	0.00	100.00
Rourkela	0	18	12	30
%	0.00	60.00	40.00	100.00
TOTAL	2	100	53	155
%	1.29	64.52	34.19	100.00

Table-50: Distribution of WDWs by Amount Saved

Township	No. of persons saved	Average Amount Saved
BBSR	8	38
Cuttack	67	75
Berhmpur	165	47
Sambalpur	20	42
Rourkela	100	68
TOTAL	360	54

Table-51: Distribution of WDWs by Household Borrowing

Township	Average
BBSR	665
Cuttack	435
Berhmpur	710
Sambalpur	350
Rourkela	450
TOTAL	522

Migrations

As high as 98% of the WDWs report migrating with family from their native place. As to period of migration, over 40% of the households report migrating for a period less than 10 years. Migration over a period of 10 years is reported by 58% of the WDWs, of them 24% households reporting migration for over 20 years. The single most factor for migration is reported as the need to survive (88%) followed by lack of employment at the native place (8%). Relatives & friend (87%) are found as helpers in the migration process.

Table-52: Distribution of WDWs by Type of Migration

Township	Single	Family	TOTAL
BBSR	1	299	300
%	0.33	99.67	100.00

Cuttack	2	298	300
%	0.67	99.33	100.00
Berhmpur	17	283	300
%	5.67	94.33	100.00
Sambalpur	2	298	300
%	0.67	99.33	100.00
Rourkela	3	297	300
%	1.00	99.00	100.00
TOTAL	25	1475	1500
%	1.67	98.33	100.00

Table-53: Distribution of WDWs by Period of Migration

Township	5 and below	6 to 10	11 to 20	Above 20	TOTAL
BBSR	43	85	89	83	300
%	14.33	28.33	29.67	27.67	100.00
Cuttack	33	65	121	81	300
%	11.00	21.67	40.33	27.00	100.00
Berhmpur	55	81	97	67	300
%	18.33	27.00	32.33	22.33	100.00
Sambalpur	77	94	91	38	300
%	25.67	31.33	30.33	12.67	100.00
Rourkela	37	62	105	96	300
%	12.33	20.67	35.00	32.00	100.00
TOTAL	245	387	503	365	1500
%	16.33	25.80	33.53	24.33	100.00

Table-54: Distribution of WDWs by Reason for Migration

Township	Lack of food	Lack of employment	More income	TOTAL
BBSR	61	179	60	300
%	20.33	59.67	20.00	100
Cuttack	7	260	33	300
%	2.33	86.67	11.00	100
Berhmpur	21	245	34	300

%	7.00	81.67	11.33	100
Sambalpur	37	198	65	300
%	12.33	66.00	21.67	100
Rourkela	19	237	44	300
%	6.33	79.00	14.67	100
TOTAL	145	1119	236	1500
%	9.67	74.60	15.73	100

Table-55: Distribution of WDWs by Helper in Migration

Township	Co-villager	Relations and Friends	Contractor	Others	TOTAL
BBSR	16	169	35	80	300
%	5.33	56.33	11.67	26.67	100
Cuttack	33	148	42	77	300
%	11.00	49.33	14.00	25.67	100
Berhampur	36	154	29	81	300
%	12.00	51.33	9.67	27.00	100
Sambalpur	45	126	83	46	300
%	15.00	42.00	27.67	15.33	100
Rourkela	28	190	73	9	300
%	9.33	63.33	24.33	3.00	100
TOTAL	158	787	262	293	1500
%	10.53	52.47	17.47	19.53	100

Occupational Background

The majority (43%) of the WDWs are found in their profession of domestic services for about 5 years. WDWs in their profession for 5 – 10 years account for 29% of the total domestic workers. A significant 18% of them are in their profession for over 10 – 20 years. A small 8% of them are in the profession for 16-20 years and about 10% of them are pursuing their profession for more than 20 years.

Lack of skill for other profession (47%) and need to supplement family income (47%) are the major reasons for their being in the profession as stated by the WDWs. Over 90% of the WDWs had no economic profession prior to their present occupation. About 5% of them were engaged as the wage labourers before working as domestic aids.

Table-56: Distribution of WDWs by Duration in the Profession

Township	1 to 5	6 to 10	11 to 15	16-20	21-25	26-30	31-35	35 Above	TOTAL
BBSR	97	83	36	39	11	22	4	8	300
%	32.33	27.67	12.00	13.00	3.67	7.33	1.33	2.67	100.00
Cuttack	144	111	23	14	1	7	0	0	300
%	48.00	37.00	7.67	4.67	0.33	2.33	0.00	0.00	100.00
Berhmpur	135	97	31	14	4	12	2	5	300
%	45.00	32.33	10.33	4.67	1.33	4.00	0.67	1.67	100.00
Sambalpur	167	56	40	17	7	9	2	2	300
%	55.67	18.67	13.33	5.67	2.33	3.00	0.67	0.67	100.00
Rourkela	108	82	27	29	19	17	5	13	300
%	36.00	27.33	9.00	9.67	6.33	5.67	1.67	4.33	100.00
TOTAL	651	429	157	113	42	67	13	28	1500
%	43.40	28.60	10.47	7.53	2.80	4.47	0.87	1.87	100.00

Table-57: Distribution of WDWs by Reason for being in the Profession

Township	Enables her to earn	Lack of skill for other profession	Too young/ old for other work	Supplement family income	Other	Multiple Answer	TOTAL
BBSR	1	294	2	1	2	0	300
%	0.33	98.00	0.67	0.33	0.67	0.00	100.00
Cuttack	2	111	1	145	31	10	300
%	0.67	37.00	0.33	48.33	10.33	3.33	100.00
Berhmpur	2	73		218	1	6	300
%	0.67	24.33	0.00	72.67	0.33	2.00	100.00
Sambalpur		152	1	144	2	1	300
%	0.00	50.67	0.33	48.00	0.67	0.33	100.00
Rourkela	9	75		200	3	13	300
%	3.00	25.00	0.00	66.67	1.00	4.33	100.00
TOTAL	14	705	4	708	39	30	1500
%	0.93	47.00	0.27	47.20	2.60	2.00	100.00

Table-58: Distribution of WDWs by Reasons for doing this Work?

Township	Easily Available	Find it easy	Safer than casual labour	Don't have other skills	Other reasons	Multiple Answer	TOTAL
BBSR		297			2	1	300
%	0.00	99.00	0.00	0.00	0.67	0.33	100.00
Cuttack	62	126	2	70	12	28	300
%	20.67	42.00	0.67	23.33	4.00	9.33	100.00
Berhmpur	20	222	24	22	1	11	300
%	6.67	74.00	8.00	7.33	0.33	3.67	100.00
Sambalpur	132	140		20		8	300
%	44.00	46.67	0.00	6.67	0.00	2.67	100.00
Rourkela	106	84	7	84	1	18	300
%	35.33	28.00	2.33	28.00	0.33	6.00	100.00
TOTAL	320	869	33	196	16	66	1500
%	21.33	57.93	2.20	13.07	1.07	4.40	100.00

Table-59: Distribution of WDWs by Previous Profession?

Township	Wage Labour	Domestic work	Other work	No work	TOTAL
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BBSR		1		299	300
%	0.00	0.33	0.00	99.67	100.00
Cuttack	38	38	2	222	300
%	12.67	12.67	0.67	74.00	100.00
Berhampur	5	3	1	291	300
%	1.67	1.00	0.33	97.00	100.00
Sambalpur	2	12	1	285	300
%	0.67	4.00	0.33	95.00	100.00
Rourkela	27	9	4	260	300
%	9.00	3.00	1.33	86.67	100.00
TOTAL	72	63	8	1357	1500
%	4.80	4.20	0.53	90.47	100.00

Working Conditions

Usually the WDWs are found working in multiple families, more than half of them reportedly working for 2 – 3 families. However, 40% of the workers report working for a single family. The families the WDWs served are found usually located in one settlement as reported by 90% of the WDWs.

About 83% of WDWs cover a distance 1 – 2 Km. daily from their home to work place. 15% of them walk a distance more than 2 Km to reach the work place. Almost all the WDWs report reaching work places by foot. Public/private transport is rarely used.

The WDWs are found working on an average of 6 hours daily. The highest 63% of them report working less than 6 hours and the rest working for more than 6 hours. Sweeping/Mopping, cleaning utensils, washing clothes are the usual tasks performed by the WDWs (78%). In addition to these tasks, fetching water is reported by another 12% of the WDWs. About 10.5% of the workers report kitchen work, furniture dusting, apart from the other tasks. Cleaning toilet by the WDWs is very rare. About 1% of the WDWs report cleaning toilets as their occasional work.

Table-60: Distribution of WDWs by No. of Families Attending

Township	1	2	3	4	5	6	TOTAL
BBSR	181	99	12	6	1	1	300
%	60.33	33.00	4.00	2.00	0.33	0.33	100.00
Cuttack	100	111	60	18	8	3	300
%	33.33	37.00	20.00	6.00	2.67	1.00	100.00
Berhmpur	80	89	81	38	11	1	300
%	26.67	29.67	27.00	12.67	3.67	0.33	100.00
Sambalpur	168	66	31	20	11	4	300
%	56.00	22.00	10.33	6.67	3.67	1.33	100.00
Rourkela	75	154	59	10	2		300
%	25.00	51.33	19.67	3.33	0.67	0.00	100.00
TOTAL	604	519	243	92	33	9	1500
%	40.27	34.60	16.20	6.13	2.20	0.60	100.00

Table-61: Distribution of WDWs by no. of Settlements

Township	1	2	TOTAL
BBSR	296	4	300
%	98.67	1.33	100.00
Cuttack	258	42	300
%	86.00	14.00	100.00
Berhmpur	299	1	300
%	99.67	0.33	100.00
Sambalpur	199	101	300
%	66.33	33.67	100.00
Rourkela	297	3	300
%	99.00	1.00	100.00
TOTAL	1349	151	1500
%	89.93	10.07	100.00

Table-62: Distribution of WDWs by Distance from Home To Work Place

Township	Stay nearby	Less than 1 Km	1-2 Km	2-3 Km	4-Mar	4+	TOTAL
BBSR	2	156	122	14	6	0	300
%	0.67	52.00	40.67	4.67	2.00	0.00	100.00
Cuttack	4	120	124	27	25	0	300
%	1.33	40.00	41.33	9.00	8.33	0.00	100.00
Berhmpur	4	66	182	29	19	0	300
%	1.33	22.00	60.67	9.67	6.33	0.00	100.00
Sambalpur	3	88	194	14	1	0	300
%	1.00	29.33	64.67	4.67	0.33	0.00	100.00
Rourkela	9	91	98	42	59	1	300
%	3.00	30.33	32.67	14.00	19.67	0.33	100.00
TOTAL	22	521	720	126	110	1	1500
%	1.47	34.73	48.00	8.40	7.33	0.07	100.00

Table-63: Distribution of WDWs by Mode of Travel to Reach Work Places

Township	Walk	Public transport	Private carriage	Other	TOTAL
BBSR	294	3	3		300
%	98.00	1.00	1.00	0.00	100.00
Cuttack	295	2		3	300
%	98.33	0.67	0.00	1.00	100.00
Berhmpur	300				300
%	100.00	0.00	0.00	0.00	100.00
Sambalpur	300				300
%	100.00	0.00	0.00	0.00	100.00
Rourkela	300				300
%	100.00	0.00	0.00	0.00	100.00
TOTAL	1489	5	3	3	1500
%	99.27	0.33	0.20	0.20	100.00

Table-64: Distribution of WDWs by No. of Daily Working Hours

Township	Less than 6 hours	6-8 hours	Above 8 hours	TOTAL
BBSR	93	143	64	300
%	31.00	47.67	21.33	100.00

Cuttack	157	87	56	300
%	52.33	29.00	18.67	100.00
Berhmpur	260	27	13	300
%	86.67	9.00	4.33	100.00
Sambalpur	223	54	23	300
%	74.33	18.00	7.67	100.00
Rourkela	209	75	16	300
%	69.67	25.00	5.33	100.00
TOTAL	942	386	172	1500
%	62.80	25.73	11.47	100.00

Table-65: Distribution of WDWs by Tasks Performed

Township	1,2,3	1,3	1,2,3,4	1,2,3,5	1,2,3,4,5	1,2,3,4,6	1,2,3,4,5,6	TOTAL
BBSR	116	126	4	39	15			300
%	38.67	42.00	1.33	13.00	5.00	0.00	0.00	100.00
Cuttack	216	8	41	3	25	5	2	300
%	72.00	2.67	13.67	1.00	8.33	1.67	0.67	100.00
Berhmpur	215		49	17	12	5	2	300
%	71.67	0.00	16.33	5.67	4.00	1.67	0.67	100.00
Sambalpur	156	117	12	10	3	2		300
%	52.00	39.00	4.00	3.33	1.00	0.67	0.00	100.00
Rourkela	212	1	73		8	6		300
%	70.67	0.33	24.33	0.00	2.67	2.00	0.00	100.00
TOTAL	915	252	179	69	63	18	4	1500
%	61.00	16.80	11.93	4.60	4.20	1.20	0.27	100.00

Table-66: Distribution of WDWs by Cleaning Toilets

Township	Usually	Occasionally	Rarely	TOTAL
BBSR			300	300
Cuttack	2	6	292	300
Berhmpur	3		297	300
Sambalpur			300	300

Rourkela	5		295	300
TOTAL	10	6	1484	1500

The WDWs work for 7 days a week and 30 days a month without taking a day off. A day's break from work without prior information/permission amounts to employer's resentment with however no cut in wage payment. Over 3/4th of the WDWs report getting paid leave for sickness. However remaining 1/4th of the WDWs report grant of sick leave without any payment for the period. 1 – 2 days sick leave per month with payment is usually granted as reported by 98% of the WDWs.

Types of tasks is the usual basis for wage fixation as reported by more than half of the WDWs. Besides tasks assignment, family size is considered as a basis for wage fixation as reported by another 44% of the WDWs. Working hours has the least role in wage determination.

Payment in cash is the usual mode of wage payment. Payment is made regularly at the end of the work month as reported by 86% of WDWs. The remaining report occasional irregularity in wage payment. During festival occasion, the employers usually give gifts in cash or kind as reported by 40% of WDWs. Clothes (32%), food (7%) etc. are the types of gift items usually received during fairs and festivals. There is hardly any annual increment over wage as reported by about 96% of the WDWs. Despite low earning about 1/3rd of WDWs consider that the wages they receive are somewhat insufficient to meet family expenses. The shortfall is usually met by borrowing as reported by 83% of WDWs.

A small 8% of WDWs report that the employers have caste feeling. Entry into the kitchen is usually not allowed as reported by most of the WDWs. The WDWs themselves are not above the caste feeling. About 60% of them hesitate to work for families lower to her caste.

Service termination is usually faced as reported by over 1/4th of the WDWs. Absence from work, delay in duty, and work not satisfactory are the usual grounds of service termination as reported by 86%, 5% and 7% of the WDWs.

A small 7% of the WDWs are found leaving their employers on their own. Low payment (47%), irregular payment (11%), no annual increment (13%) are the usual reasons reported for leaving the work.

The employers are usually hospitable as reported by most of the women domestic workers. 9 out of every 10 WDWs report getting some kind of refreshments like tea, coffee, etc. from their employers on regular basis. At the time of need, the employers usually extend sympathy and support as reported by over 50% of the WDWs.

Table-67: Distribution of WDWs by Consequence of taking a day off without prior information

Township	Resentment	With payment	Without Payment	TOTAL
BBSR	299	1		300
Cuttack	268	24	8	300
Berhmpur	295	1	4	300
Sambalpur	296	3	1	300
Rourkela	279	6	15	300
TOTAL	1437	35	28	1500
%	95.8	2.3	1.86	100.00

Table-68: Distribution of WDWs by Sick Leave

Township	Yes with payment	Yes without payment	No	TOTAL
BBSR	295	2	3	300
%	98.33	0.67	1.00	100.00
Cuttack	208	82	10	300
%	69.33	27.33	3.33	100.00
Berhmpur	249	49	2	300

%	83.00	16.33	0.67	100.00
Sambalpur	172	127	1	300
%	57.33	42.33	0.33	100.00
Rourkela	178	114	8	300
%	59.33	38.00	2.67	100.00
TOTAL	1102	374	24	1500
%	73.47	24.93	1.60	100.00

Table-69: Distribution of WDWs by No Of Days Paid Leave Per Month

Township	1	2	3	4	7	TOTAL
BBSR	1	298	1	0	0	300
%	0.33	99.33	0.33	0.00	0.00	100.00
Cuttack	177	115	7	1	0	300
%	59.00	38.33	2.33	0.33	0.00	100.00
Berhmpur	60	238	2	0	0	300
%	20.00	79.33	0.67	0.00	0.00	100.00
Sambalpur	54	243	2	0	1	300
%	18.00	81.00	0.67	0.00	0.33	100.00
Rourkela	147	148	5	0	0	300
%	49.00	49.33	1.67	0.00	0.00	100.00
TOTAL	439	1042	17	1	1	1500
%	29.27	69.47	1.13	0.07	0.07	100.00

Table-70: Distribution of WDWs by Basis Of Wage Fixation?

Township	Task assignment	Work hours	Family size	Task assignment & Work hours	Task assignment, Work hours & Family size	Task assignment & Family size	TOTAL
BBSR	299	0	0	0	0	1	300
%	99.67	0.00	0.00	0.00	0.00	0.33	100.00
Cuttack	190	6	8	25	2	69	300

%	63.33	2.00	2.67	8.33	0.67	23.00	100.00
Berhmpur	26	0	0	6	0	268	300
%	8.67	0.00	0.00	2.00	0.00	89.33	100.00
Sambalpur	161	0	0	10	0	129	300
%	53.67	0.00	0.00	3.33	0.00	43.00	100.00
Rourkela	87	0	0	17	0	196	300
%	29.00	0.00	0.00	5.67	0.00	65.33	100.00
TOTAL	763	6	8	58	2	663	1500
%	50.87	0.40	0.53	3.87	0.13	44.20	100.00

Table-71: Distribution of WDWs by Mode Of Wage Payment?

Township	Cash	Kind	Both	TOTAL
BBSR	300	0	0	300
%	100.00	0.00	0.00	100.00
Cuttack	297	2	1	300
%	99.00	0.67	0.33	100.00
Berhmpur	294	0	6	300
%	98.00	0.00	2.00	100.00
Sambalpur	297	0	3	300
%	99.00	0.00	1.00	100.00
Rourkela	300	0	0	300
%	100.00	0.00	0.00	100.00
TOTAL	1488	2	10	1500
%	99.20	0.13	0.67	100.00

Table-72: Distribution of WDWs by Regularity In Payment?

Township	Usually irregular	Occasionally irregular	Regular	TOTAL
BBSR	1		299	300
%	0.33	0.00	99.67	100.00
Cuttack	3	54	243	300

%	1.00	18.00	81.00	100.00
Berhmpur	1	6	293	300
%	0.33	2.00	97.67	100.00
Sambalpur		117	183	300
%	0.00	39.00	61.00	100.00
Rourkela	3	25	272	300
%	1.00	8.33	90.67	100.00
TOTAL	8	202	1290	1500
%	0.53	13.47	86.00	100.00

Table-73: Distribution of WDWs by Extra Pay/Gifts During Festive Days?

Township	Yes all give	Yes some give	None give	TOTAL
BBSR	1	298	1	300
%	0.33	99.33	0.33	100.00
Cuttack	69	228	3	300
%	23.00	76.00	1.00	100.00
Berhmpur	51	244	5	300
%	17.00	81.33	1.67	100.00
Sambalpur	132	163	5	300
%	44.00	54.33	1.67	100.00
Rourkela	160	129	11	300
%	53.33	43.00	3.67	100.00
TOTAL	413	1062	25	1500
%	27.53	70.80	1.67	100.00

Table-74: Distribution of WDWs by Other Benefits apart from Wage

Township	Food	Cloth	Other	NIL	TOTAL
BBSR		297	2	1	300
%	0.00	99.00	0.67	0.33	100.00
Cuttack	60	57	3	180	300
%	20.00	19.00	1.00	60.00	100.00
Berhmpur	2	23	1	274	300
%	0.67	7.67	0.33	91.33	100.00

Sambalpur	11	61		228	300
%	3.67	20.33	0.00	76.00	100.00
Rourkela	33	41	1	225	300
%	11.00	13.67	0.33	75.00	100.00
TOTAL	106	479	7	908	1500
%	7.07	31.93	0.47	60.53	100.00

Table-75: Distribution of WDWs by Annual Increase In Wage?

Township	Yes	No	Only some HHs do	No such increase on regular basis	TOTAL
BBSR	1	298	1		300
%	0.33	99.33	0.33	0.00	100.00
Cuttack	27	115	120	38	300
%	9.00	38.33	40.00	12.67	100.00
Berhampur	12	222	39	27	300
%	4.00	74.00	13.00	9.00	100.00
Sambalpur	4	147	130	19	300
%	1.33	49.00	43.33	6.33	100.00
Rourkela	15	116	63	106	300
%	5.00	38.67	21.00	35.33	100.00
Total	59	898	353	190	1500
%	3.93	59.87	23.53	12.67	100.00

Table-76: Distribution of WDWs by Wage Sufficiency to Meet Family Expenditure

Township	Some what yes	No	TOTAL
BBSR	1	299	300
%	0.33	99.67	100.00
Cuttack	280	20	300
%	93.33	6.67	100.00
Berhmpur	275	25	300
%	91.67	8.33	100.00
Sambalpur	148	152	300
%	49.33	50.67	100.00
Rourkela	280	20	300
%	93.33	6.67	100.00
TOTAL	984	516	1500
%	65.60	34.40	100.00

Table-77: Distribution of WDWs by mode of Meeting the Shortfall?

Township	Borrowing	Credit purchase	Other	TOTAL
BBSR	203	4	93	300
%	67.67	1.33	31.00	100.00
Cuttack	251	46	3	300
%	83.67	15.33	1.00	100.00
Berhmpur	271	26	3	300
%	90.33	8.67	1.00	100.00
Sambalpur	247	5	48	300
%	82.33	1.67	16.00	100.00
Rourkela	268	25	7	300
%	89.33	8.33	2.33	100.00
TOTAL	1240	106	154	1500
%	82.67	7.07	10.27	100.00

Table-78: Distribution of WDWs by Employer's Caste Feeling?

Township	Yes all	Yes some	No	TOTAL
BBSR	47	1	252	300
%	15.67	0.33	84.00	100.00
Cuttack	146	143	11	300
%	48.67	47.67	3.67	100.00
Berhmpur	282	14	4	300
%	94.00	4.67	1.33	100.00
Sambalpur	226	22	52	300
%	75.33	7.33	17.33	100.00
Rourkela	187	109	4	300
%	62.33	36.33	1.33	100.00
TOTAL	888	289	323	1500
%	59.20	19.27	21.53	100.00

Table-79: Distribution of WDWs by Entry into Kitchen?

Township	Yes by all	Yes by some	None	TOTAL
BBSR	3	4	293	300
%	1.00	1.33	97.67	100.00
Cuttack	12	98	190	300
%	4.00	32.67	63.33	100.00
Berhmpur	9	22	269	300
%	3.00	7.33	89.67	100.00
Sambalpur	9	29	262	300
%	3.00	9.67	87.33	100.00
Rourkela	7	38	255	300
%	2.33	12.67	85.00	100.00
TOTAL	40	191	1269	1500
%	2.67	12.73	84.60	100.00

Table-80: Distribution of WDWs by Hesitation To Work for Lower Caste

Township	Yes	No	TOTAL
BBSR	296	4	300

%	98.67	1.33	100.00
Cuttack	92	208	300
%	30.67	69.33	100.00
Berhampur	241	59	300
%	80.33	19.67	100.00
Sambalpur	152	148	300
%	50.67	49.33	100.00
Rourkela	102	198	300
%	34.00	66.00	100.00
TOTAL	883	617	1500
%	58.87	41.13	100.00

Table-81: Distribution of WDWs by Employer's Trust

Township	Yes all	Yes some	None	DK	TOTAL
BBSR	1	299			300
%	0.33	99.67	0.00	0.00	100.00
Cuttack	72	180	32	16	300
%	24.00	60.00	10.67	5.33	100.00
Berhampur	7	189	95	9	300
%	2.33	63.00	31.67	3.00	100.00
Sambalpur	106	164	23	7	300
%	35.33	54.67	7.67	2.33	100.00
Rourkela	25	219	37	19	300
%	8.33	73.00	12.33	6.33	100.00
TOTAL	211	1051	187	51	1500
%	14.07	70.07	12.47	3.40	100.00

Table-82: Distribution of WDWs y Services Termination this Year

Township	Yes	No	TOTAL
BBSR	289	11	300
%	96.33	3.67	100.00
Cuttack	13	287	300

%	4.33	95.67	100.00
Berhampur	14	286	300
%	4.67	95.33	100.00
Sambalpur	54	246	300
%	18.00	82.00	100.00
Rourkela	39	261	300
%	13.00	87.00	100.00
TOTAL	409	1091	1500
%	27.27	72.73	100.00

Table-83: Distribution of WDWs by grounds of Services Termination?

Township	Absence from work	Delay in duty	Work not satisfied	Other	TOTAL
BBSR	287	1	0	1	289
%	99.31	0.35	0.00	0.35	100.00
Cuttack	5	3	5		13
%	38.46	23.08	38.46	0.00	100.00
Berhampur	1	5	7	1	14
%	7.14	35.71	50.00	7.14	100.00
Sambalpur	49	3	0	2	54
%	90.74	5.56	0.00	3.70	100.00
Rourkela	10	16	10	3	39
%	25.64	41.03	25.64	7.69	100.00
TOTAL	352	28	22	7	409
%	86.06	6.85	5.38	1.71	100.00

Table-84: Distribution of WDWs by leaving any Employer this year

Township	Yes	No	TOTAL
BBSR	28	272	300
%	9.33	90.67	100.00
Cuttack	28	272	300
%	9.33	90.67	100.00
Berhampur	16	284	300
%	5.33	94.67	100.00
Sambalpur	3	297	300

%	1.00	99.00	100.00
Rourkela	39	261	300
%	13.00	87.00	100.00
TOTAL	114	1386	1500
%	7.60	92.40	100.00

Table-85: Distribution of WDWs by Reason for leaving the Employer?

Township	Irregular payment	Low payment	Misbehavior	No wage increment	Other	TOTAL
BBSR	0	0	0	0	28	28
%	0.00	0.00	0.00	0.00	100.00	100.00
Cuttack	9	17	2	0	0	28
%	32.14	60.71	7.14	0.00	0.00	100.00
Berhampur	0	9	1	6	0	16
%	0.00	56.25	6.25	37.50	0.00	100.00
Sambalpur	0	3	0	0	0	3
%	0.00	100.00	0.00	0.00	0.00	100.00
Rourkela	3	25	1	9	1	39
%	7.69	64.10	2.56	23.08	2.56	100.00
Total	12	54	4	15	29	114
%	10.53	47.37	3.51	13.16	25.44	100.00

Table-86: Distribution of WDWs by Hospitality (tea)

Township	Yes from all	Yes from some	Never	TOTAL
BBSR	2	298		300
%	0.67	99.33	0.00	100.00
Cuttack	84	142	74	300
%	28.00	47.33	24.67	100.00
Berhampur	250	38	12	300
%	83.33	12.67	4.00	100.00

Sambalpur	88	197	15	300
%	29.33	65.67	5.00	100.00
Rourkela	126	120	54	300
%	42.00	40.00	18.00	100.00
TOTAL	550	795	155	1500
%	36.67	53.00	10.33	100.00

Table-87: Distribution of WDWs by Employer's Sympathy & Support

Township	Yes from all	Yes from some	Never	TOTAL
BBSR	0	2	298	300
%	0.00	0.67	99.33	100.00
Cuttack	95	165	40	300
%	31.67	55.00	13.33	100.00
Berhampur	27	35	238	300
%	9.00	11.67	79.33	100.00
Sambalpur	22	216	62	300
%	7.33	72.00	20.67	100.00
Rourkela	57	140	103	300
%	19.00	46.67	34.33	100.00
TOTAL	201	558	741	1500
%	13.40	37.20	49.40	100.00

Maltreatment

WDWs are usually subject to various maltreatments by their employers as reported by over 40% of the WDWs surveyed. However, almost all reported that the mistreatment meted to them was very infrequent and occasional. None of the WDWs surveyed reported ever been physically assaulted by their employers.

The employers hardly subject WDWs to sexual abuse. Almost all the workers surveyed don't feel vulnerable to sexual abuse at the work place. None of them are also aware of any sexual abuse/exploitation of any of their fellow being.

Domestic service as a menial work is usually looked down upon in the society. This is held by as low as 13% of the WDWs. The community is empathetic to the WDWs as held by more than half of the WDWs. A small 10% of the WDWs hold out that their neighbors for their gainful engagement envy them.

About 93% of the WDWs like to continue with their present profession of domestic services. A small 7% are not sure whether to continue or discontinue with their profession. WDWs belong to the unorganized work force. There hardly exists any union/association to fight for their rights. Over 3/4th of the WDWs reported that there is no such association to represent them for their rights. However, almost all women in Bhubaneswar agreed that there exists some type of forum. There should be a legal enactment to promote and protect the rights of WDWs as held by about 90% of the workers. About 10% of them are unaware of such legal implications.

There are people's organisations such as WSHGs, Mahila Mandals, Slum Development Committee, etc. for empowerment of the women in the slums. About 17% of the WDWs report their membership in the WSHGs. Another 9% of the WDWs reported their membership in the Mahila Mandals.

Wage labour (44%) is the primary occupation of their spouses of the WDWs. A high proportion (53%) of them are skilled workers employed as masons, plumbers, welders, etc. The monthly income of the male members varies from Rs. 600/- to Rs. 2000/-. The profession of domestic work is usually known to their relatives as held by 90% of the women domestic workers. Over 70% of WDWs reported that their profession of domestic service is well acceptable to the members of their family. 60% of the WDWs reported that there is at least one woman in her relation working as domestic aid in the native town.

In a situation of conflict with the employer, the matter is resolved usually by the intervention of the male members of the family of WDWs. Co-workers (24%) and community leaders (20%) are the usual agents to settle the conflict, if arises. WDWs are the least aware about the existence of any resource/training center to build the skills of the women in various vocations.

There are girls below 18 years of age in domestic work profession (residential) as held by about 2/3rd of the WDWs surveyed. Over 86% of the WDWs opine that minor girls should not be employed as domestic aids. But minor girls are usually preferred for domestic work as held by 1/4th of the domestic workers. Acceptance of low wage is the primary reason for preferring minor girls by the employers. The study addressed a small sample of young girls (4%) who were part time contractual and non-residential workers. Most of the girl children/young girls are employed residentially on full time basis who were out of the purview of the study. The WDW's perception that younger girls are preferred to older ones for domestic work refers to girls employed residentially.

Table-88: Distribution of WDWs by Verbal Insult/Mistreat by the Employer

Township	Yes all	Yes some	None	TOTAL
BBSR	0	2	298	300
%	0.00	0.67	99.33	100.00
Cuttack	0	167	133	300
%	0.00	55.67	44.33	100.00
Berhampur	0	125	175	300
%	0.00	41.67	58.33	100.00
Sambalpur	0	158	142	300
%	0.00	52.67	47.33	100.00
Rourkela	1	169	130	300
%	0.33	56.33	43.33	100.00
TOTAL	1	621	878	1500
%	0.07	41.40	58.53	100.00

Table-89: Distribution of WDWs by Frequency Of Mistreatment by Employer

Township	Most often	Less often	Rarely	TOTAL
BBSR		2		2
%	0.00	100.00	0.00	100.00
Cuttack		88	75	163
%	0.00	53.99	46.01	100.00
Berhampur		73	52	125
%	0.00	58.40	41.60	100.00
Sambalpur		14	143	157
%	0.00	8.92	91.08	100.00
Rourkela	5	40	130	175
%	2.86	22.86	74.29	100.00
TOTAL	5	217	400	622
%	0.80	34.89	64.31	100.00

Table-90: Distribution of WDWs by Physically Assault by her Employer

Township	No	TOTAL
BBSR	300	300
Cuttack	300	300
Berhampur	300	300
Sambalpur	300	300
Rourkela	300	300
TOTAL	1500	1500

Table-91: Distribution of WDWs by Employer's bad Intentions

Township	Yes	No	TOTAL
BBSR	1	299	300
Cuttack	0	300	300
Berhampur	0	300	300
Sambalpur	0	300	300
Rourkela	0	300	300
TOTAL	1	1499	1500

Table-92: Distribution of WDWs by Awareness of Employer's Sexual Abuse

Township	No	TOTAL
BBSR	300	300
Cuttack	300	300
Berhmpur	300	300
Sambalpur	300	300
Rourkela	300	300
TOTAL	1500	1500

Table-93: Distribution of WDWs by leaving work for employer's sexual advancement

Township	No	Yes	TOTAL
BBSR	300	0	300
%	100.00	0.00	100.00
Cuttack	296	4	300
%	98.67	1.33	100.00
Berhampur	299	1	300
%	99.67	0.33	100.00
Sambalpur	300		300
%	100.00	0.00	100.00
Rourkela	299	1	300
%	99.67	0.33	100.00
TOTAL	1494	6	1500
%	99.60	0.40	100.00

Table-94: Distribution of WDWs by Community Perception on her Profession?

Township	Low image	Envy	Empathy	Other	TOTAL
BBSR	0	0	2	298	300
%	0.00	0.00	0.67	99.33	100.00
Cuttack	48	69	157	26	300
%	16.00	23.00	52.33	8.67	100.00
Berhampur	28	19	252	1	300
%	9.33	6.33	84.00	0.33	100.00
Sambalpur	10	16	225	49	300
%	3.33	5.33	75.00	16.33	100.00
Rourkela	102	53	145		300
%	34.00	17.67	48.33	0.00	100.00
TOTAL	188	157	781	374	1500
%	12.53	10.47	52.07	24.93	100.00

Table-95: Distribution of WDWs by liking to Continue with the Profession?

Township	Yes	No	Not sure	TOTAL
BBSR	300	0	0	300
%	100.00	0.00	0.00	100.00
Cuttack	207	2	91	300
%	69.00	0.67	30.33	100.00
Berhampur	298	0	2	300
%	99.33	0.00	0.67	100.00
Sambalpur	299	0	1	300
%	99.67	0.00	0.33	100.00
Rourkela	285	1	14	300
%	95.00	0.33	4.67	100.00
TOTAL	1389	3	108	1500
%	92.60	0.20	7.20	100.00

Table-96: Distribution of WDWs by their Association

Township	Yes	No	DK	TOTAL
BBSR	299	0	1	300
%	99.67	0.00	0.33	100.00
Cuttack	14	105	181	300
%	4.67	35.00	60.33	100.00
Berhampur	0	55	245	300
%	0.00	18.33	81.67	100.00
Sambalpur	49	147	104	300
%	16.33	49.00	34.67	100.00
Rourkela	0	162	138	300
%	0.00	54.00	46.00	100.00
TOTAL	362	469	669	1500
%	24.13	31.27	44.60	100.00

Table-97: Distribution of WDWs by Attitude to Legal Enactment

Township	Yes	DK	TOTAL
BBSR	299	1	300
%	99.67	0.33	100.00
Cuttack	186	114	300
%	62.00	38.00	100.00
Berhampur	293	7	300
%	97.67	2.33	100.00
Sambalpur	285	15	300
%	95.00	5.00	100.00
Rourkela	277	23	300
%	92.33	7.67	100.00
TOTAL	1340	160	1500
%	89.33	10.67	100.00

Table-98: Distribution of WDWs by Membership Status in POs

Township	SDC	SHG	Mahila Samiti
BBSR	0	7	4

%	0.0	2.3	1.3
Cuttack	10	16	46
%	3.3	5.3	15.3
Berhampur	0	149	9
%	0.0	49.7	3.0
Sambalpur	1	8	23
%	0.3	2.7	7.7
Rourkela	1	72	58
%	0.3	24.0	19.3
TOTAL	12	252	140
%	0.8	16.8	9.3

Table-99: Distribution of WDWs by Occupation Of Father/Husband?

Township	Labour work	Artisan	Petty business	Other	TOTAL
BBSR	102	1	9	188	300
%	34.00	0.33	3.00	62.67	100.00
Cuttack	123	4	6	167	300
%	41.00	1.33	2.00	55.67	100.00
Berhampur	121	2	4	173	300
%	40.33	0.67	1.33	57.67	100.00
Sambalpur	104	2	8	186	300
%	34.67	0.67	2.67	62.00	100.00
Rourkela	212	1		87	300
%	70.67	0.33	0.00	29.00	100.00
TOTAL	662	10	27	801	1500
%	44.13	0.67	1.80	53.40	100.00

Table-100: Distribution of WDWs by Father's/Husband's Monthly Income

Township	Below Rs. 500/-	Rs. 600/- to Rs. 1000/-	Rs. 1100/- to Rs. 1500/-	Rs. 1600/- to Rs. 2000	TOTAL
BBSR	12	196	73	19	300
%	4.00	65.33	24.33	6.33	100.00
Cuttack	5	123	93	79	300

%	1.67	41.00	31.00	26.33	100.00
Berhampur	4	164	73	59	300
%	1.33	54.67	24.33	19.67	100.00
Sambalpur	24	220	42	14	300
%	8.00	73.33	14.00	4.67	100.00
Rourkela	6	84	120	90	300
%	2.00	28.00	40.00	30.00	100.00
TOTAL	51	787	401	261	1500
%	3.40	52.47	26.73	17.40	100.00

Table-101: Distribution of WDWs by Relatives' Knowledge of her Work?

Township	Yes	No	TOTAL
BBSR	298	2	300
%	99.33	0.67	100.00
Cuttack	284	16	300
%	94.67	5.33	100.00
Berhampur	289	11	300
%	96.33	3.67	100.00
Sambalpur	192	108	300
%	64.00	36.00	100.00
Rourkela	296	4	300
%	98.67	1.33	100.00
TOTAL	1359	141	1500
%	90.60	9.40	100.00

Table-102: Distribution of WDWs by Family Acceptance to her Work?

Township	Yes	No	To some	TOTAL
BBSR	299	0	1	300
%	99.67	0.00	0.33	100.00
Cuttack	205	0	95	300
%	68.33	0.00	31.67	100.00
Berhampur	66	1	233	300
%	22.00	0.33	77.67	100.00
Sambalpur	218	7	75	300
%	72.67	2.33	25.00	100.00

Rourkela	263	1	36	300
%	87.67	0.33	12.00	100.00
TOTAL	1051	9	440	1500
%	70.07	0.60	29.33	100.00

Table-103: Distribution of WDWs by relations working as Domestic Servants

Township	0	1	2	3	4 & Above	TOTAL
BBSR	299	0	0	0	1	300
%	99.67	0.00	0.00	0.00	0.33	100.00
Cuttack	67	68	53	59	53	300
%	22.33	22.67	17.67	19.67	17.67	100.00
Berhampur	23	147	77	24	29	300
%	7.67	49.00	25.67	8.00	9.67	100.00
Sambalpur	190	17	61	26	6	300
%	63.33	5.67	20.33	8.67	2.00	100.00
Rourkela	23	55	103	72	47	300
%	7.67	18.33	34.33	24.00	15.67	100.00
TOTAL	602	287	294	181	136	1500
%	40.13	19.13	19.60	12.07	9.07	100.00

Table-104: Distribution of WDWs by Conflict Resolution

Township	Family members	Co-workers	Community leaders	Other	TOTAL
BBSR	0	0	0	300	300
%	0.00	0.00	0.00	100.00	100.00
Cuttack	9	116	89	86	300
%	3.00	38.67	29.67	28.67	100.00
Berhampur	4	36	37	223	300
%	1.33	12.00	12.33	74.33	100.00
Sambalpur	1	148	52	99	300
%	0.33	49.33	17.33	33.00	100.00
Rourkela	23	68	125	84	300
%	7.67	22.67	41.67	28.00	100.00
TOTAL	37	368	303	792	1500
%	2.47	24.53	20.20	52.80	100.00

Table-105: Distribution of WDWs by Existence of Vocational Training Centre

Township	No	DK	TOTAL
BBSR	299	1	300
%	99.67	0.33	100.00
Cuttack	116	184	300
%	38.67	61.33	100.00
Berhampur	53	247	300
%	17.67	82.33	100.00
Sambalpur	241	59	300
%	80.33	19.67	100.00
Rourkela	166	134	300
%	55.33	44.67	100.00
TOTAL	875	625	1500
%	58.33	41.67	100.00

Table-106: Distribution of WDWs by Knowledge of Minor Girls in Profession?

Township	Yes	No	TOTAL
BBSR	1	299	300
%	0.33	99.67	100.00
Cuttack	228	72	300
%	76.00	24.00	100.00
Berhampur	269	31	300
%	89.67	10.33	100.00
Sambalpur	235	65	300
%	78.33	21.67	100.00
Rourkela	242	58	300
%	80.67	19.33	100.00
TOTAL	975	525	1500
%	65.00	35.00	100.00

Table-107: Distribution of WDWs by Attitude to Minor Girls in Domestic Work

Township	Yes	No	TOTAL
BBSR	0	300	300
%	0.00	100.00	100.00
Cuttack	45	255	300
%	15.00	85.00	100.00
Berhampur	15	285	300
%	5.00	95.00	100.00
Sambalpur	15	285	300
%	5.00	95.00	100.00
Rourkela	130	170	300
%	43.33	56.67	100.00
TOTAL	205	1295	1500
%	13.67	86.33	100.00

Table-108: Distribution of WDWs by Family Preference for Minor Girls

Township	Yes	No	DK	TOTAL
BBSR	299	0	1	300
%	99.67	0.00	0.33	100.00
Cuttack	6	17	277	300
%	2.00	5.67	92.33	100.00
Berhampur	1	2	297	300
%	0.33	0.67	99.00	100.00
Sambalpur	56	5	239	300
%	18.67	1.67	79.67	100.00
Rourkela	3	7	290	300
%	1.00	2.33	96.67	100.00
TOTAL	365	31	1104	1500
%	24.33	2.07	73.60	100.00

Table-109: Distribution of WDWs by Reason for Preferring Minor Girls

Township	Low Wages	Work hard	Don't argue	Work longer	Multiple Answers	DK	TOTAL
BBSR	0	0	0	0	300	0	300
%	0.00	0.00	0.00	0.00	100.00	0.00	100.00
Cuttack	99	43	4	2	96	56	300
%	33.00	14.33	1.33	0.67	32.00	18.67	100.00
Berhampur	80	17	1	1	58	143	300
%	26.67	5.67	0.33	0.33	19.33	47.67	100.00
Sambalpur	164	11	3	1	77	44	300
%	54.67	3.67	1.00	0.33	25.67	14.67	100.00
Rourkela	103	46	8	1	55	87	300
%	34.33	15.33	2.67	0.33	18.33	29.00	100.00
Total	446	117	16	5	586	330	1500
%	29.73	7.80	1.07	0.33	39.07	22.00	100.00

MAIN FINDINGS AND RECOMMENDATIONS

MAIN FINDINGS:

The major findings of the study on Socio Economic Status of the Women Domestic Workers in Orissa are as follows:

- **The women domestic workers surveyed are the part time contractual and non-residential workers who served one or more households in a day.**
- **The study was conducted in 5 major townships in the State of Orissa namely Cuttack, Bhubaneswar, Berhampur Sambalpur and Rourkela.**
- **Over 90% of the WDWs, are Hindus. WDWs belonging to Muslim & Christian religion constitute an insignificant 2% & 3% respectively.**
- **Majority (46%) of the WDWs are SC followed by OBC (33%) & ST (13%). A small 8% of the WDWs belong to the Hindu upper castes.**
- **Over 60% of the WDWs are from households reporting daily labour as the primary occupation before migration. A significant one-third (35%) of the WDWs report forestry, animal husbandry etc as their traditional household occupation. A small 3.5% of the WDWs reports Farming as household occupation.**
- **About one-third of the WDWs are landless & nearly two-third of them reporting land less than 1 acre in their native place.**
- **The majority of the WDWs (45%) are in 30 – 45 age group followed by 33% in 18 – 30 age group. The WDWs above 45 years of age are a recognized group (18%). Young girls as domestic workers form an insignificant group (4%).**
- **Most of WDWs (70%) are found married. over one-fifth of the women are either widow (17%) or divorced (4%). A small 9% of the workers report never married.**

- Most (82%) of the WDWs are illiterate. About 14% of the workers report educated up to primary level. A small proportion (4%) of the WDW have education above primary level.
- Almost all the WDWs surveyed report having no secondary occupation.
- Over 40% of the WDW stay in hutments (Jhoogi-Jhoopri). A significant 35% of the WDWs have Kachha houses built of clay walls and straw thatched roofs. About 1/4th are well-off living either in Semi Pucca (23%) or Pucca (2%) houses.
- Open field defecation (83%) is the normal practice among the WDWs. Individual household latrine and community latrine are the places of defecation as reported by 6% & 12% of WDWs.
- Tap water supply (63%) is the predominant source of drinking water in slums followed by tube wells (22%). A small 13% of WDWs report open well as the source of the drinking water.
- Firewood is the fuel commonly used for cooking as reported by more than 3/4th of the WDWs (77%). Kerosene (6%), coal (8%), cow dung (5%) etc. are the other types of fuel used for cooking.
- Above half of the WDWs report having no beds/beddings. More than 83% of them however have mosquito nets.
- About one fifth of the WDWs are the chief bread earner of the family. Over half of the WDWs report their husband as the chief breadwinner of the family. They are working as domestic aids to supplement household income.
- Above half of the households of WDWs have one working person besides the WDW herself. 20% & 8% of the households have 2 and 3 working persons respectively. Households having more than 3 working persons comprise a small 3%.
- Besides adult working persons, 23% of the households of WDWs have working children. Insufficient income to support family is the factor responsible for sending children to work. The incidence of working

children is the highest in the capital city Bhubaneswar, over 75% of WDWs reporting children at work.

- Over 3/4th of the WDWs go without a BPL card, city-wise the proportion being the highest in Bhubaneswar (87%) and lowest in Berhampur (52%).
- The average household income of WDWs is arrived Rs. 2118/- of which Rs. 700/- is from domestic work, Rs. 760/- from wage labour, Rs. 650/- from other sources.
- The monthly income from domestic work per se is arrived at Rs.700: city wise Rs. 850/- in Bhubaneswar followed by Rs.750/- in Rourkela, Rs. 670/-in Cuttack, Rs. 650/-in Berhampur and Rs. 580/- in Sambalpur.
- The average household expenditure of WDWs is arrived at Rs. 3478/-. Expenditure on food comprises the highest amount (Rs.2640) followed by expenditure on fuel (Rs. 261/-), house rent (Rs. 96/-), health (Rs. 82/-), intoxicants (Rs. 69/-), lighting (Rs. 65/-) and education (Rs. 63/-).
- The household saving (including saving in the SHG) of WDWs is arrived at Rs. 54/- per month. No. wise only 8 out of 300 WDWs in Bhubaneswar are found saving against 20 in Sambalpur, 67 in Cuttack, 100 in Rourkela and 165 in Berhampur.
- Only 10% of the WDWs report having SB Account, the highest 28% of the account holders being in Berhampur. Post Offices (41%) followed by banks (34%) are the common places of savings.
- 99% of WDWs report migrating from their native places with their entire family. 58%of the household reports migrating for a period over 10 years.
- As to period of migration, over 40% of the households report migrating for a period less than 10 years. Migration over a period of 10 years is reported by 58% of the WDWs, of them 24% households reporting migration for over 20 years. The single most factor for migration is reported as the need to survive (88%) followed by lack of employment at the native place (8%). Relatives & friend (87%) are found as helpers in the migration process.
- The majority (43%) of WDWs are found in their profession of domestic services for about 5 years. WDWs in their profession for 5 – 10 years

account for 29% of the total workers. Among the WDWs as high as 18% are in their profession for over 10 – 20 years. About 10% of them are pursuing their profession for more than 20 years.

- Lack of skill for other profession (47%) and need to supplement family income (47%) are the major reasons for their being in the profession as stated by the WDWs. Over 90% of WDWs had no economic profession prior to their present occupation. About 5% of them were engaged as the wage labourers before working as domestic aids.
- Usually the WDWs are found working in multiple families, more than half of them work for 2 – 3 families in a locality. However, the majority 40% of the workers report working for a single family. The families, the WDWs served are found located usually in one settlement as reported by 90% of the WDWs.
- About 83% of WDWs cover a distance 1 – 2 Km. from home to work place. 15% of them walk a distance more than 2 Km to reach the work place. Almost all the WDWs reach their work places by foot.
- The WDWs are found working on an average 6 hours a day. The highest 63% of them are working for less than 6 hours and the rest working for more than 6 hours.
- Sweeping/Mopping, cleaning utensils, washing clothes are the usual tasks performed by the WDWs (78%). In addition to these tasks fetching water is reported by another 12% of the WDWs. An insignificant 1% of the WDWs report cleaning toilets as their occasional work
- Over 3/4th of the WDWs report getting paid sick leave. 1 – 2 days sick leave per month with payment is usually granted as reported by 98% of the WDWs. Wage cut due to leave is reported by a small 2% of the WDWs.
- Types of tasks is the usual basis for wage fixation as reported by more than half of the WDWs. Besides tasks assignment, family size is considered as a basis for wage fixation as reported by another 44% of the WDWs.

- **Payment is made regularly at the end of the work month as reported by 86% of WDWs, the rest is reporting occasional irregularity in wage payment.**
- **During festival occasion, the employers usually give gifts in cash or kind as reported by 40% of WDWs. Clothes (32%), food (7%) etc. are the various gift items usually received during fairs and festivals.**
- **There is hardly annual increment over wage as reported by about 96% of WDWs. Despite low earning about 1/3rd of WDWs consider that the wages they receive is somewhat insufficient to meet family expenses.**
- **Service termination is usually faced as reported by over 1/4th of the WDWs. Absence from work, delay in duty, and work not satisfactory are the usual grounds of the service termination as reported by 86%, 5% and 7% of the WDWs respectively reporting service termination.**
- **A small 7% of the WDWs are found leaving their employers on their own. Low payment (47%), irregular payment (11%), no annual increment (13%) are the usual reasons reported for leaving the work.**
- **The employers usually are reported hospitable. 9 out of every 10 WDWs reported getting some kind of refreshment like tea, coffee, etc. from their employers on regular basis. At the time of need sympathy and support are usually extended by the employers as reported by over 50% of the WDWs.**
- **WDWs are usually subject to various maltreatments by their employers as reported by over 40% of the WDWs surveyed. However, almost all reported that the mistreatment meted to them was very infrequent and occasional. None of the WDWs surveyed reported ever been physically assaulted by their employers.**
- **The employers rarely subject WDWs to sexual abuse/exploitation. Almost all the workers surveyed reported not being sexually abused at the work place.**
- **The community is empathetic to the WDWs as held by more than half of the WDWs. A small 10% of the WDWs hold out that their neighbors envy them for their gainful engagement**

- About 93% of the WDWs like to continue with their present profession of domestic services. A small 7% are not sure whether to continue or discontinue with their present profession.
- Over 3/4th of the WDWs reported that there is no association/union representing them to fight for their legal rights.
- There should be a legal enactment to promote and protect the rights of WDWs as held by about 90% of the workers. About 10% of them are unaware of such legal implications.
- About 17% of the WDWs report their membership in the Women Self Help Groups.
- Wage labour (44%) is the primary occupation of the spouse of the WDWs. A high proportion (53%) of them are main workers employed as masons, vendors, etc. The monthly income of the male members varies from Rs. 600/- to Rs. 2000/-.
- In a situation of conflict with the employer, the matter is resolved mostly by the intervention of the male members of the family of WDWs. Co-workers (24%). Community leaders (20%) also settle the conflict, if arises.
- There are girls below 18 years of age in the domestic work profession (residential) as held by about 2/3rd of the WDWs surveyed. Over 86% of the WDWs opined that minor girls should not be employed as domestic aids. But minor girls are usually preferred for domestic work as held by 1/4th of the domestic workers.

RECOMMENDATIONS

An overview of the information above makes it clear that while the problems of domestic workers are multifaceted, the endeavor by the State has been very minimal. There is an urgent need to address the issues as suggested below:

- **The fact that domestic work is work and that those who do it are workers with the rights that all workers have should be recognized.**
- **The government and the society at large should recognize the economic and social contributions that domestic workers make.**
- **The domestic workers' right to 'decent work: inclusion in labour laws, trade union rights and employment contracts to achieve good working conditions and access to social benefits including pensions etc should be enforced.**
- **Systematic mobilization and organizational skills training to help domestic workers build their own associations and unions for common solidarity and leadership building should be organised.**
- **There should be domestic workers' unions to represent them at various levels and to secure the support of the wider labour movement. The domestic workers should be registered with issue of identity cards.**
- **Advocacy programs should be organized for trade unionists for their greater involvement in supporting domestic workers and their self-organisations**
- **The National Day for domestic workers' rights should be observed each year to highlight the contribution that domestic workers make to the society and economy.**
- **The State Government should notify minimum wages for domestic workers and issues such as wage structure, working conditions, leave and absenteeism need to addressed through legislation.**

- **Steps should be taken to ensure job security and safe working conditions of domestic workers and stringent laws enacted to prevent their exploitation and sexual abuse.**
- **Labor legislation should be complemented by criminal laws allowing for successful prosecution of offenses such as physical, psychological and sexual abuse.**
- **Domestic work undertaken by children should be included in the list of the 'worst forms of child labour'. Child Domestic Work up to 18 years of age should be banned.**
- **Public awareness should be raised regarding the vulnerabilities of women domestic workers and the issues relating to their social security, dignity and minimum wages**
- **Advocacy should be held with the employers to treat workers in a humane and dignified manner.**
- **Emphasis should be laid on building the skills of the women domestic workers for their alternative gainful employment.**
- **An enabling environment may be created through advocacy with the public where the domestic workers may enjoy their rights, duties and interests like other segments of the society.**
- **An advocacy campaign for reservation of a fraction of the national gross domestic product (GDP) for the unorganized sector, to be used in welfare schemes such as health, education and pension should be launched.**
- **The WDWs should be educated on rights of the workers as well as of women.**
- **Advocacy, lobbying, campaigning and wider networking with the people and organisations working on domestic workers is required to intensify the movement of improving the overall condition of domestic workers.**
- **A Comprehensive Central Legislation specifically designed to meet the working condition of the domestic can ensure the end of the exploitation of these domestic workers.**

