

Women Domestic Workers:

A Helping Hand of Urban India



Dr. Munkir Jainul Mujawar



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First Edition

Author

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Title of the Book: Women Domestic Workers: A Helping Hand of Urban India

Edition First: 2023

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E- ISBN: 978-93-5747-445-0

MRP Rs. 250/-

Publisher, Printed at & Distribution by:

Selfypage Developers Pvt Ltd.,
Pushpagiri Complex,
Beside SBI Housing Board,
K.M. Road Chikkamagaluru, Karnataka.
Tel.: +91-8861518868
E-mail: publish@iiponline.org

IMPRINT: I I P Iterative International Publishers

For Sales Enquiries:

Contact: +91- 8861511583
E-mail: sales@iiponline.org

Foreword

First of all, I would like to congratulate Dr. Munkir on completing his Ph.D. and writing a book on his research-based work in professional social work. I am aware of the social work field; that's why "I am honored to write the foreword for this book. *The Problems of Women Domestic Workers* is a powerful and important work that sheds light on the struggles of women who work in domestic service. This book is an essential read for anyone who cares about social justice and human rights, and this study contributes to the social work field as well.

The author has done an excellent job of highlighting the many challenges faced by women domestic workers. From low wages to long hours to a lack of job security, these women face a range of difficulties that are often overlooked by society at large, i.e., their demographic profile, social status, economic status, and health condition as domestic workers.

This book is an important contribution to the ongoing conversation about how we can better support and empower these workers. I heartily appreciate and believe your research work is invaluable, and you have done a great job as a researcher. You have done your data analysis and evidence-based findings and suggested a suggestive model for social work intervention in a way that is essential to improving the living conditions of women domestic workers.

I hope that this book will inspire readers to take action and advocate for the rights of women domestic workers. We all have a role to play in creating a more just and equitable world, and this book is an important step in that direction."

Congratulations on successfully completing your studies and publishing your first book as an author in the field of social work.

Sincerely,
Mr. Vilas Soyam
Dy. Registrar, Affiliation T-2
Shivaji University, Kolhapur

Preface

While pursuing a master's degree in social work, researchers had the opportunity to study various social problems while working in the community. While studying different subjects, the researcher wanted to study the problems of women working as domestic workers in depth. During the same period, he got admission for a Ph.D. at Shivaji University. Therefore, in consultation with the research guide, the subject was finalized into a study on the problems of women domestic workers from a social work perspective.

The researcher has more than 10 years of social work experience. Inspiration from family, friends, and a research guide encouraged him to research this topic. Between 2015 and 2018, nearly 340 women domestic workers and various organizations visited to gather research-related information about who was working for them. Since the researcher has visited women domestic workers and various institutions in Sangli district to collect information and research on the subject of the problems of domestic women workers in Sangli district from a social work perspective,

The world needs professional social work today because social work is a practice-based field. Since social work is a professionally based discipline, social workers practice using social work practices, ethics, techniques, and principles. Professional social work is of great importance around the world. But professional social work will not reach everywhere in the world. Therefore, professional social work is expected to intervene scientifically, at least in places where professional social work can take place. Today, there are a variety of problems in society that human beings are short of solving from a professional point of view. There were and are many problems in society, and as long as man is on earth, his problems will remain. Only the nature of those problems will be different. Also, there are many differences in society, such as gender, caste, and class; hence, people's problems and their actions are different depending on the subject. In this diversity, the social worker uses the knowledge he possesses to adapt to the person, time, and situation and is committed to solving the problems of society. The philosophy of social work touches on various issues such as poverty, need, backwardness, social development, social welfare, social problems, social justice, social change, etc. And this social work business is very effective in bringing stability to society.

A group of individuals with such problems are women who work as dishes, utensils, or cooks in someone else's home or institution. These women work for very low wages because they need work on their hands, and they are looking for

work that should be close to their home. In this research, the researcher has tried to understand the problems of women living in Sangli district from the perspective of social work. The book examines the families, social and health issues, and plans of the government for this segment of women who work as domestic workers. The conditions at home for women who work as domestic workers appear to be extremely poor. These people are currently living in a house or in a sheet house. They have to fight a lot for basic amenities, at least in addition to, in some places, the workplace.

If the problems of the common man in society are to be solved, the person doing professional social work will have to create a basic pattern of intervention. If you want to solve a problem, you have to think at the individual, group, or community level. The method of social work that is useful at the level of the problem has to be used. There are two types of social work practices. One is direct, and the other is indirect. The direct method is used by a professional social worker if they are working with a person in the individual community. The researcher has considered the problems faced by women working in other people's homes, what their consequences are, and what kind of social work intervention model is needed if those problems are to be addressed.

As we begin our research on this topic, we have come to consider the question of how much scope there is to do social work on this subject. The intervention model in this paper focuses on how women working at home, the individuals or institutions who employ them, the government, and social work organizations can intervene together from a professional social work perspective. Some of the problems need to be solved by organizations or individuals working at the individual level, while others need to be solved at the group level and at the community level. Therefore, the intervention model attempts to address the problems of women working at home together, with a view to professional social work. The level of intervention and the factors at which it can be taken into account have been considered here, as is the case in social work.

Dr. Munkir J. Mujawar

Acknowledgement

I am happy to present my book entitled "**Women Domestic Workers: A Helping Hand of Urban India**" to all women experiencing domestic work in different conditions. This research study was conducted to fulfill the requirements of my PhD degree. On this occasion of completing this research study, I take this opportunity to express my sincere thanks. This study was made possible due to the kind support, help, and guidance given to me by a number of people to whom I am indebted. I owe my sincere gratitude to them.

My long-cherished dream of doing my Ph.D. has materialized through the blessings of my loving parents, my better half, my lovely children, and my dear mentors. If we want to achieve something in life, we must get the cooperation of many people. So I am thankful to all my friends who have extended their cooperation, directly or indirectly.

I think I am fortunate enough to have Prof. Dr. D. G. Nejkar, Karmveer. Hire Arts, Science, Commerce, and Education College, and Gargoti has been my guide. He is not a guide to me alone, but he is shaping the future of many students, and I am the lucky one among those students. His expertise, experience, realistic approach, dedication, and devotion have developed the personalities of many students like me, and his encouragement and inspiration made me register my name for a Ph.D. I was able to complete my thesis because of his valuable guidance and suggestions from time to time.

I prefer to remain indebted to him forever. Very special thanks to my beloved friend and mentor, Mr. Abhijt Bhalerao, who guided me from time to time with their hectic schedule, and Dr. Vanita Kamble, who motivated me each and every time to do good things, and a Ph.D. is one of them.

I am really thankful to Dr. K. Pradipkumar, Dr. Manisha Shirodkar, and Dr. Sonia Rajput, Dr. Amol Minchekar, Dr. Umesh Gadekar, and Miss Urmila Dashwant, who directed me to make major corrections to my thesis. Without their kind support and valuable knowledge, I would not have submitted my thesis.

I extend my heartfelt thanks to Dr. Shaly Joseph, principal, and Mr. Bhaishailendra Mane, vice principal of YCSSW, Jakatwadi. Satara. I thank Dr. Udayrao Jagdale, a member of the CWC Committee in Sangli.

I am also thankful for the cooperation of Prof. Dr. T.V.G. Sharma, Dr. K. Pradipkumar, Dr. S.V. Shirol, Prof. Dr. Dipak Bhosale, Dr. Umakant Walavi, and Mrs. Ashvini Bate. It would not have been possible to conduct the study without the cooperation of Asst. Labour Officer Sangli, Mr. Nitin Patankar, Asst. Commissioner of Labour, Sangli, who provides a list of women domestic workers in Sangli District.

I am very thankful to all the respondents who gave me their valuable time and gave me all the information related to my research subject.

I am also thankful to Mr. Gajanan Patil and Dr. Santosh Sutar for sharing their expertise in statistical methods, and also to Mr. Nagesh Mahadik and Dr. Dada Nanaware for their technical support.

My special thanks to all my dear students, Mr. Suhas Kamble, Mrs. Sampada Ingavale, Miss Snehal Patil, Miss Kirti Pawar, and Miss Shubhangi Mane; Mr. Hanmant Kumbhar; Miss Yasira Mushrif; Mrs. Shreddha Sawant; Mr. Sangram Ghorapade; and Suhas Kamble. They helped me collect all the data and successfully complete the thesis. The director of the library of the college, Mrs. Namita B. Khot, and their staff made every effort by making available the necessary reference books and related literature.

Hence, I prefer to remain grateful to all of them forever. I am also thankful to all the administrative staff, Mrs. Surekha Adake and Mr. Dipak Chavan, for their inspiration and cooperation. Special thanks to Mr. Nitin Parit, who edited this book.

It would be my ignorance, not intention, if any name would have missed out. And I am sure my well-wishers would definitely forgive me for that.

I am forever grateful to all of them.

Dr. Munkir J. Mujawar

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ABOUT THE AUTHOR



Dr. MUNKIR JAINUL MUJAWAR has more than 11 years' teaching experience in the social work profession as an Assistant Professor for the MSW programme at Yashwantrao Chavan School of Rural Social Work, Shivaji University, Kolhapur; as a coordinator and Assistant Professor at Tilak Maharashtra Vidyapeeth, Pune; as a field work instructor and Assistant Professor at Yashwantrao Chavan School of Social Work, Jakatwadi, Satara; and as a district trainer in an international organization named IQVIA for Sangli District in Maharashtra. He has a Masters in Social Work (MSW), a Post-Graduation Diploma in Rural Development (PGDRD), a Post-Graduation Diploma in Human Rights and Value Education (PGDHR & VE), and a Ph.D. from Shivaji University, Kolhapur, Maharashtra, as well as a Diploma in Labor Laws and Labor Welfare from Bharati Vidyapeeth Deemed University, Pune, and a M.A. in sociology from Tilak Maharashtra Vidyapeeth, Pune. He has cleared the NET (Dec 2012, June 2013, Dec 2013, June 2015, Dec 2015, and July 2016) and SET (Feb 2012, Dec 2013, and Sept 2015) exams. He has presented a number of research papers at national and international conferences, seminars, etc. More than 20 research papers and articles are published in international journals and books. He has worked on consultation projects like the coordination of the Annual Status of Education Report (ASER) in the years 2015, 2016, 2018, and 2022, and as the principal investigator for the Society Perception Survey 2018, Kirloskar Brothers Limited, Sangli. He was a member of the advisory committee of the Community Development through Polytechnic (CDTP) at Walchand College of Engineering, Sangli. He is also a good trainer in participatory rural appraisal (PRA) and personality development.



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E-ISBN: 978-93-5747-445-0



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