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Problems and challenges of women domestic workforce in Gaya district

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Abstract

Unorganised sector plays a pivotal role in the Indian economy as per the economic survey report in 2021 and 2022 the total number of unorganised workers in the country during 2019 and 22,020 was approx 43.99,00,00,000s. Among these workers, or working in agricultural sector, as construction workers and remaining in the manufacturing and service sector. These workers have no job security, less chances of growth, are prone to diseases and new leaves or paid holidays. The researcher has focused on various problems faced by domestic workforce in the Gaya district. For this purpose primary data was collected from 40 respondents data was analysed with the help of statistical tools to achieve the objectives of the study.

Keywords: Domestic workers, social security, in security of job, Low wages, harassment etc.

Introduction

According to social security act 2008, a home-based worker, self-employed worker or a wage workers in the unorganised sector as well as workers in the organised sector who does not come in the purview of any of the acts mentioned schedule two of the that is the employees compensation act 1923, the industrial dispute act 1947, employees State insurance act 1948, the employees Provident fund and miscellaneous provision act 1961 and payment of gradually act 1972 can be termed as unorganised workers.

Domestic workers are those who provide their services in the private households. They work as cleaning and cooking maids and provide services like washing and ironing clothes taking care of children elderly or sick members of family, gardening, as guards and as drivers and sometimes taking care of pets.

According to ILO, of the 75.6 million domestic workers, 76.2% or women. Domestic work is a major source of employment for females worldwide than male employees. Though this female domestic workers provide essential services in different private households worldwide but have really access to rights and protection. Women domestic workers face many problems in their family and in private household such as lease number of leaves or non-paid leaves extended working hours, denied from minimum wage, in rural or semi urban areas belonging to lower caste and communities face more disparity in society etc.

Review of literature

Saran and Sandhwar (1990) studied that the woman worked for longer hours and were paid less. Mass illiteracy and indebtedness were a common factor among these women. These women being rebuked, beaten, threatened and sexually abused. The study looked at women workers employed in brick lines, quarries and mines of Bihar.

A study of Ranchi district female domestic workers by Singh 2022 concluded that lack of basic education and awareness resulted in exploitation. The work hours were long and there was no provision for sanction leaves. Singh reported that most female domestic workers supporting a large number of dependents

Objectives

1. Explore the problems and challenges faced by women employed in the unorganised sector with special reference to women domestic workers in the Gaya District.
2. To analyse the contributions of unorganised sector in the employability status of women
3. To suggest measures for the upliftment of women employed in the unorganised sector.

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Hypothesis

1. The status of domestic women workers remain deplorable in terms of work conditions, exploitation, safety and remuneration.
2. The poor condition of female workers in the unorganised sector can be attributed to economic necessity and educational background.

Research Methodology

The present study is based on primary sources of data. Data was collected by interview schedule from 40 respondents across the Gaya region.

Table 1: Demographic representation of 40 respondents

Categories		
Age	No. of respondents	Percentage
20-30yrs	10	25 %
30-40 yrs	18	45 %
40-50 yrs	7	17,5 %
Above 50 yrs	5	12,5 %
Marital status		
Married	25	62,5 %
Unmarried	15	37,5 %
Family Size		
Up to 2 members	10	25 %
3-5 members	25	62,5 %
> 5 members	5	12,5 %
Education level		
Illiterate	20	50 %
Till class 5	15	37,5 %
Non matric	5	12,5 %
Income level		
UPTO Rs 5000	15	37,5 %
Rs. 5000- 7000	20	50 %
Between Rs7000-10000	5	12,5 %

Analysis of interview schedule based upon responses of 40 domestic women workers

Nuclear or joint family

Among 40 domestic working woman 25 that is more than 60% are part of nuclear family and 15 are from joint family that is more than 35%

Migration

10 women have migrated from neighbouring districts. Five have migrated from other villages. 25 are from Gaya city only.

Economic conditions

50% of domestic women workers are from low economic condition.

Indebtedness

25% of domestic workers have taken loan from banks. 38% have taken loans from private Sahoo-kars. Another 25% have taken loan from family and friends. 12.5% or loan free.

Harassment

Among 40 domestic workers, 10 face harassment, 10 face mental pressure, 10 face delay in payment and another 10 face no social security.

Suggestions

To address the challenges by unorganised women workers include skill development, educational awareness,

institutional support, women grievance cell, prevention of exploitations, training, trade unions, basic education, poverty elevation etc.

Conclusion

Job security is minimal for domestic women workers. Lack of medical and accident benefits make these women workers life at risk. From the demographic values we can conclude 45% of women domestic workers are in the age group of 30-40yrs. Married women constitute 62.5%.Majority of women workers (62%) have family members between 3-5. Most of the women workers are illiterate. Maximum women domestic workers are in the salary group of Rs. 5K - 7K. Few of the government schemes through which the social and economic conditions can be upgraded or as follows:

- A. Registration on E -Shram portal - the registration is totally free for the workers.
- B. Prime Minister Shram Yogi Ma'am - Dhan (PM-SYM)- the Yojana is meant for old age protection.
- C. Aam Aadmi Beema Yojana- It is a social security measure for unorganised workers nationwide.

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