

CHAPTER 4

RESULTS AND DISCUSSION

This chapter presents a detailed analysis of the research results through descriptive and inferential analysis. The data was collected from 150 women home-based workers and 150 domestic women workers from Vadodara. Data analysis is a process of making sense of the data. In order to make sense out of the data, the data was coded, organized, and entered into spread sheet. Statistical package for social sciences (SPSS) was used to analyze descriptive and inferential statistics. Descriptive statistics included frequencies and percentages to profile sample characteristics and major patterns emerging from the data. Inferential statistic especially, ANOVA and T-test to analyze means variance was applied.

This chapter presents the results of the study in two parts. Part I discusses demographic and work profile of women home-based workers and statistical data analysis with interpretation. Part II provides demographic and work profile of domestic women workers along with statistical data analysis with inferences.

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PART 1 - WOMEN HOME BASED WORKERS

Section I

4.1 Women Home Based Workers

According to “Independent Group set up by Government of India in 2007 on Home-Based Workers”, Home-based workers are defined as: a) own-account workers and contributing family workers helping the own-account workers, involved in the production of goods and services in their homes for the market; and b) workers carrying out work in their homes for remuneration, resulting in a product or service as specified by the employer(s), irrespective of who provides the equipment, materials or other inputs used and those contributing family workers helping such workers (WIEGO, 2018). Workers referred to in (b), above, are home

workers working in their homes as per the ILO Convention 177 on Home Work in 1996. The recent Informal Economy Monitoring Study (IEMS) in 2012 indicated that home-based workers make significant contributions to their households, society, and the economy. However, home-based work is perceived as work with less economic value and low wages all over the world.

In 2012, there were 37.50 million home-based workers in India of which 16.04 million workers were women (NSSO, 2012). Home-based workers comprised over 15.2 percent of the non-agricultural workforce: 31.7 percent of women and 11 percent of men in non-agricultural employment (Raveendran, Sudarshan and Vanek, 2013). Home-based work accounts for a significant share (18%) of urban employment in India (ILO and WIEGO, 2013).

In India, home-based workers are classified as two types of workers, (1) Self-employed and (2) Sub-contracted home-based workers (also known as home-workers) who carry out remunerative work from their homes, which were discussed earlier. Home based work is considered as work with low economic value and low wages. The Home based work is also preserved to be a principal way to earn a living for women. Since a huge number of home based workers are women, the work performed by them is further undervalued. Like other unorganized worker, most home-based workers do not enjoy economic opportunities, legal rights, social protection, or representative voice, which are referred by ILO as four pillars of decent work (ILO, 2002). According to WIEGO (2014), there is no policy for home workers exists in India. Most of the labour laws are designed for the protection of wages and working conditions of workers in the organized (formal) sector. When the work place is in the home, such laws cannot offer protection to the workers. They are designed for the “employee” or for a labour market where the employer-employee relationship is very clear.

4.1.1 Demographic Profile

This section provides demographic information of 150 women home-based workers. The Table 4.1.1 presents demographic information pertaining to women home-based workers.

Table 9: Demographic Characteristics of Women Home-based Workers**[n = 150]**

S. No	Variables	Category	<i>f</i>	%
1	Age	Young (15 to 30 years)	87	58
		Middle young (31 to 45 years)	51	34
		Old age (46 years and above)	12	8
2	Education	Secondary Education and Graduation	36	24
		Primary SSC (Up to 10 th)	75	50
		Able to read and write	23	15
		Illiterate	16	11
3	Marital Status	Unmarried	77	51
		Married	53	35
		Widow	11	7
		Divorcee	9	6
4	Daily Work hours	Less working hours (2 to 4 hours)	46	31
		More working hours (5 to 7 hours)	104	69
5	Work Engagement (years)	less than 1 year	77	51
		1 to 5 years	65	43
		6 years and above	8	5

Women workers' education level was coded on a 4-point scale, ranging from illiterate to secondary schooling. Total 24 per cent women home-based workers had completed secondary education (12th) while half of the total women home-based workers(50%) had completed primary education (up to 10th). 15 percent women home-based workers were able to read and write whereas 11 per cent women home-based workers were illiterate. It shows educational profile of home-based workers have improved compared to previous studies. Most studies have reported working women's education up to primary schooling (Arya & Roy, 2011; Kalyani, 2016; Kumari, 2014; Monisha & Rani, 2016; Singh, 1999; WIEGO, 2010) whereas present study reported almost quarter (24%) had completed secondary education and above, 15 per cent were able to read and write and only 11% women home-based workers were illiterate. Most women

home-based workers' work was temporary; hence they had to keep changing their jobs. As per the data, 51 per cent of the women had work experience of less than one year.

Results further revealed that around forty-three percent of home based women workers were working from one to five years. Only five percent of them were working for more than six years. Half of the women having less than a year experience indicate frequent job change. It may be related to job insecurity which is reported in most studies (Iqbal, 2005; Maurya, 2008; Subhlakshmi, 2012). It was noted that majority of them (69.3%) were working for more hours (5 to 7 hours) daily whereas thirty-one percent of them were working for 2 to 4 hours a day. This implies fulfilling home duties as well as working for professional targets at home. Often home place created difficulties to concentrate on the work, hence compromise the production.

In Indian context, family has been the dominant institution in the life of an individual and community (Mullatti, 1995). All women home-based workers were belonging to joint family with a size of 6 to 10 family members. More than fifty percent of the women home-based workers had less than six family members in their family while 46 percent of them reported 6 to 10 family members in their family. It is interesting to know that only two per cent of the home based women workers had very big family; having more than ten family members. Previous researches have also reported joint families and working women were also tied up with family responsibilities (Sinha, 2002; Upadhyay, 2007). The data revealed that more than fifty percent of the women home-based workers were married, whereas 35 percent women home-based workers were unmarried. The table further indicates that 7 per cent of women were widow and 6 per cent of women home-based workers were divorced.

Figure 1: Percentage Distribution of the Women Home Based Workers according to their Age

[n=150]

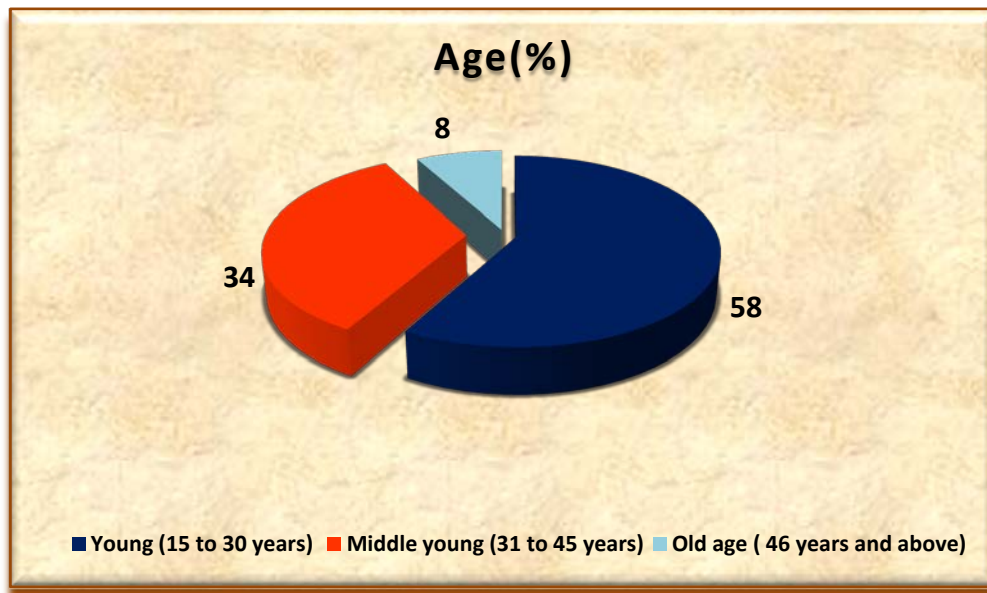
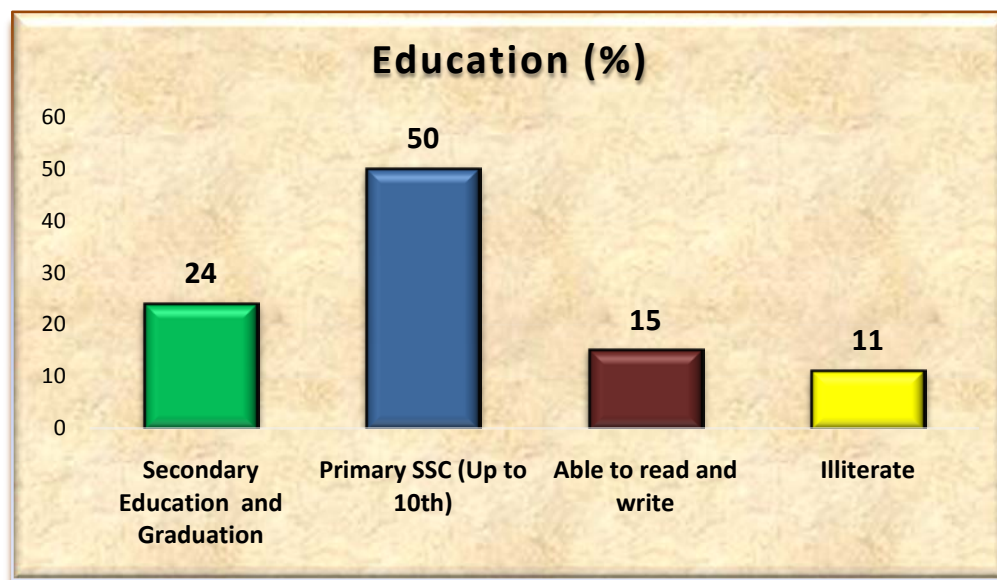


Figure 2: Percentage Distribution of the Women Home Based Workers according to their Educational Qualification

[n=150]



Figure

3:

Percentage Distribution of the Women Home Based Workers according to their Marital Status

[n=150]

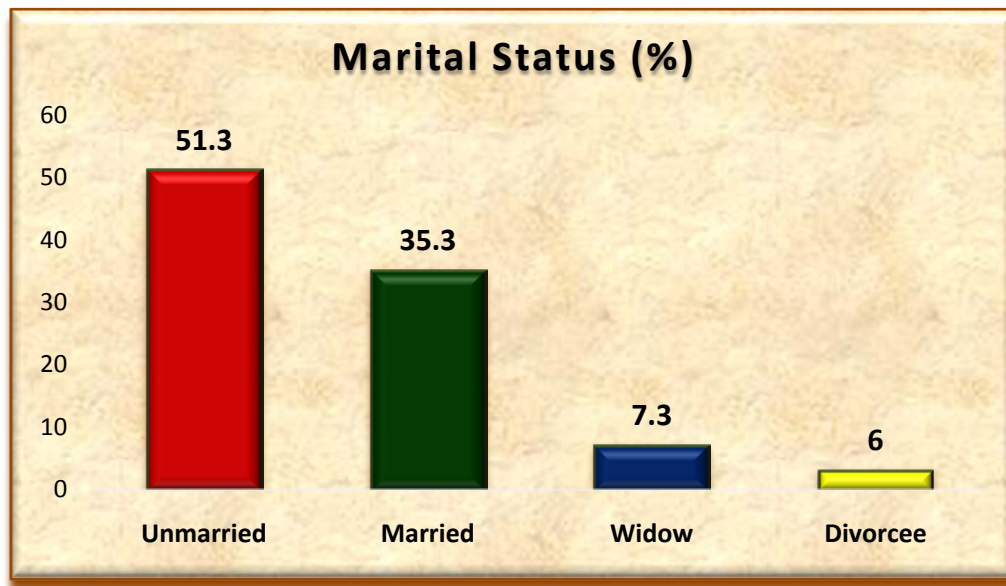


Figure 4: Percentage Distribution of the Women Home Based Workers according to their Duration of Work Engagement in Hours

[n=150]

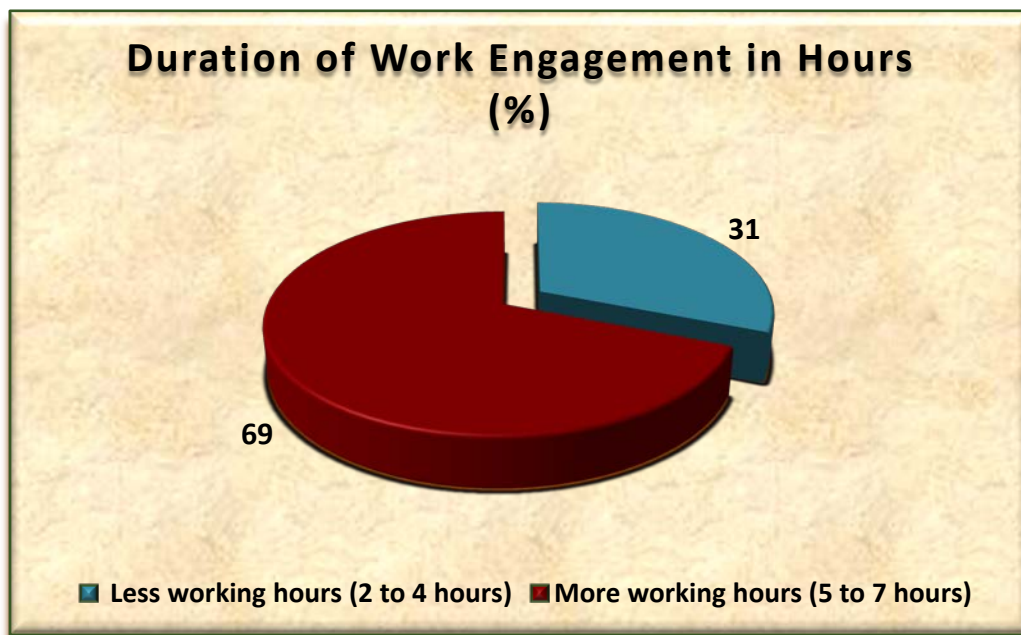


Figure 5: Percentage Distribution of the Women Home Based Workers according to their Duration of Work in Years

[n=150]

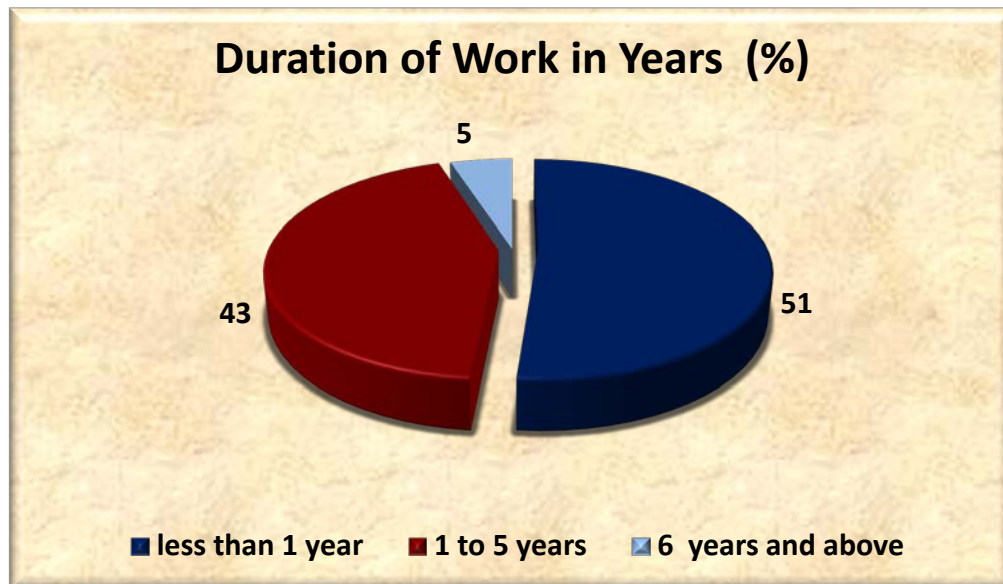
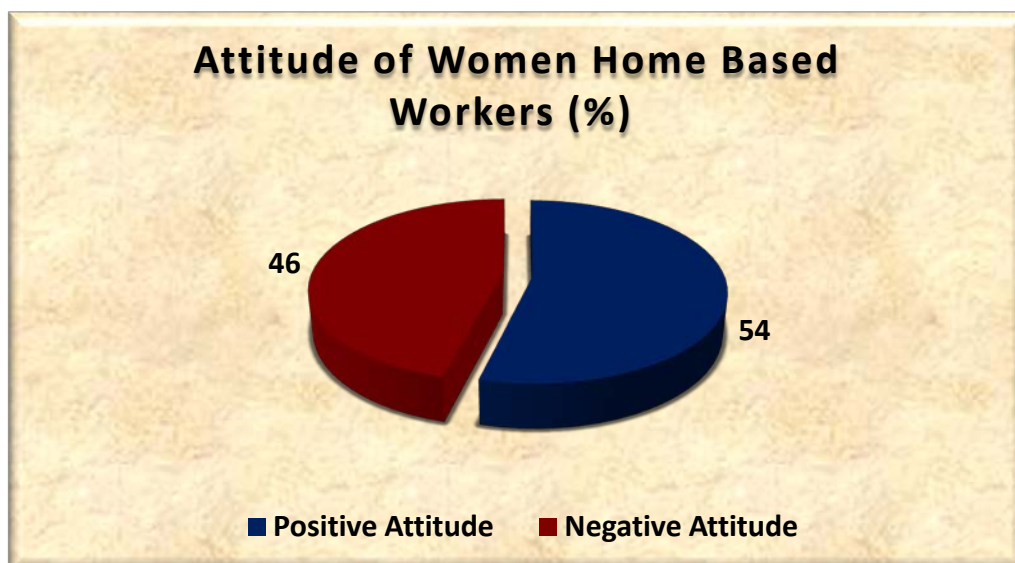


Figure 6: Percentage Distribution of the Women Home Based Workers according to their Attitude Towards Their Work from Social Perspective

[n=150]



4.1.2 Work Profile of Women Home-based Workers

Work profile includes type of work, trainings, types of training, duration of training, impact of training, problems faced during training, reasons for not receiving training, monthly wages, mode of payment, place of work, means for fetching raw materials, means of dispatching final materials, reasons for doing present work, past work experience, kind of work engagement in earlier job, reasons for doing past work, reasons for leaving previous job, source of other income, performing household drudgery, availing help in home based work, saving pattern and habits, decision making, improvement in quality of life, attitude toward work, suggestion for improvement the situation of women's workers in unorganized sector.

4.1.2.1 Type of work

The women home-based workers were engaged in 10 different work viz. bidi rolling, embroidery, stitching, Jewellery making, padiya making, toran making, rakhi making, broom making, brush making and bead work. Table 4.1.2.1 presents frequency and percentage of each type of work.

All women home-based workers in the study were part of manufacturing industry. The traditional home based works included thread making, weaving, dairying, basket making, strenuous activities in textiles, garment, and footwear manufacturing industries (Devraja, 2011; WIEGO, 2014). Modern industries, including manufacturing of airline and automobile parts, assembly work in electronics, and packaging work in pharmaceuticals also provide work to home-based workers (Martha and Sinha, 2016; Mehrotra and Biggeri, 2007). Major manufacturing industries dependent on home-based work includes garment industry, agarbatti making, making craft items, embroidery work, beedi making, stitching, jewelry, (Mahadevia, Mishra and Vyas, 2014; WIEGO, 2013). Other type of work includes processing and preparing food stuff, to the assembly or packaging of electronics, automobile parts and pharmaceutical products. Highest home-based workers were employed in manufacturing industry (WIEGO, 213). Within manufacturing industries, wearing apparel sector emerged as the largest employer of home-based workers with a share of 23.7 percent while textiles accounted for 22.8 per cent of home-based workers' employment and manufacture of tobacco products employed 20.0 per cent

of such workers (WIEGO, 2013). WIEGO (2014) pointed out that women home-based workers can be engaged by international chains of production industries like garments, footwear, electronics, plastic footballs as well as can work for national or local garments, beedi, agarbatti, textiles market. Certain forms of craft-work like weaving, basket work are now done on a subcontracted basis (Homenet Southasia, 2011). Lately, home-based workers are also found in non-manufacturing areas such as agri-processing of cashew nuts, cotton, horticulture, floriculture, and animal husbandry (WIEGO, 2014).

4.1.2.2 Thematic training received by women home-based workers.

Table 10:Frequency and Percentage Distribution of Women Home-Based Workers In Terms of Training Received.

[n=150]

Status of Training	<i>f</i>	<i>%</i>
Received training	67	45
Did not receive training	83	55

The Table 10 revealed that out of total, only 45 percent of women had received training. The results indicate that more than half (55%) of the women home-based workers did not receive the training on their assigned work. This signifies that large portion of women home-based workers were untrained and those who were trained, the trainings were not adequate.

Previous studies reported brief skills based training provided to home-based workers; however most home-based workers are not aware of their basic rights (WIEGO, 2014). Even these trainings were not found to be adequate. The Table 11 refers to the types of trainings received by home based women workers and duration of the training received by them.

Table 11: Frequency and Percentage Distribution of Women Home-based Workers In Terms of Types of Training Received and Duration of Training Received by Them.

[n = 67]

Type of training received	<i>f</i>	%
Formal training	25	37.3
Informal training	42	62.7
Duration of training		
One week training	14	20.9
Ten days training	26	38.8
One month training	6	9.0
More than one month training	21	31.3

The data suggests that those who had received training, 67 per cent (out of total 45% women home-based workers trained) have received informal training from their friends, relatives or have learned by observing others. This means they have received unstructured, adhoc on the job training. This finding resembles with few researches that indicated that employers do not provide adequate trainings to women home-based workers which results in poor productivity and deduction in payment based on the quality check of the work. About 37 percent women home-based workers(out of those who received trainings) received formal training which means they received structured training with agenda at appropriate venue facilitated by the trainer. The finding further indicates that the duration of the training, for both types (formal and informal training), ranged from 10 days to spread across months. It seems formal trainings were for longer duration compared to informal training. However, women home-based workers have not received certificate for the training. There were no accredited training courses offered by contractors or companies.

Table 12: Frequency and Percentage Distribution of Women Home-based Workers in terms of Reasons for Not Receiving the Training.

[n=83]

Reasons for not receiving Training	<i>F</i>	%
Already have a skill	51	61
No scope of training	13	16
Lack of money and other reasons	19	23

As mentioned earlier, about 55 percent did not receive any training so far. Majority (61%), from those who had not received any training, expressed “having skills” as the primary reason for not accessing the training opportunities. Second most popular reason for not attending training was lack of money and other reasons. Other reasons included reasons like they were not allowed to go out of home, long distance and difficulties in travelling. Sixteen percent of home based women workers indicated that they did not perceive the scope of the said training in their work resulted in their non-participation for any training programme.

Above finding further validates the previous researches that employers do not invest in the training of women home-based workers. This systematically marginalizes women home-based workers. Women home-based workers expressed their opinions on the effectiveness of the trainings received. In general, women home-based workers found the training useful in upgrading their skills, and raise confidence for performing job related tasks. The Table 13 presents the findings of effects of training perceived by women home-based workers.

Table 13: Frequency and Percentage Distribution of Effects of Training perceived by Women Home-based Workers

[n=67]

Effects of training	<i>f</i>	%
Improved skills	33	49
Gain confidence for doing work	13	20
Increased motivation	2	3
Other	19	28

Little less than fifty percent (49%) of the women believed that the trainings have improved their skills. Around 9 percent of women reported increased confidence for performing work after undergoing the training.

Table 14: Frequency and Percentage Distribution of Problems Faced During the Training by Women Home-based Workers.

Problems faced during the training [n=67]	<i>f</i>	%
Faced problems during training	7	10.5
Did not face problem during training	60	89.5
Problems faced during training [n=7]	<i>f</i>	%
Husband didn't allow	2	28.6
Travelling problem	4	57.2
Problem in timing of training	1	14.2

Women home-based workers(7) reported problems they faced during trainings. They reported challenges in travelling (4 out of 7), husband did not allow (2) participating in some trainings and timings of the training were not suitable to women (1).

4.1.2.3 Wages received by women home-based workers

Home workers face the problem of exploitation, of low wages and no secure contracts (WIEGO, 2014). Table 15 presents the data on wages.

Table 15: Frequency and Percentage Distribution of Women Home-based Workers and Their Wage

[n = 150]

Monthly Wages	<i>F</i>	%
INR 2600 to 5000	38	25
INR. 600 to 2500	101	67
Less than 600	11	8

The table 15 revealed that majority of home based women workers (67%) were receiving average INR 600 to 2500 per month. Almost quarter (25%) of the women reported their wage ranging from INR 2600 to 5000. There were home based women workers who reported their monthly wages less than INR 600. Probably those who are novice may be offered less wages and based on their ability to do more, wages might increase. It is also important to note that during discussion with women home-based workers after the interview they shared that monthly wages depend on the type of work they are engaged in, quantity of finished work and the employers deduct money for the pieces which did not pass quality test. Such issues have been echoed by various researches (Jhabvala & Shaikh, 2008; Mohammed, 2011; Pant, 2005).

In addition, women home-based workers have to pay for many of the non-wage costs of production – costs of space and storage, utilities and equipment. To improve their situation, WIEGO (2014) recommends for building the capacity of women home-based workers to bargain. The next Table 16 presents mode of monthly payment.

Table 16: Frequency and Percentage Distribution of Women Home-based Workers and Mode of Receipt of Monthly

[n = 150]

Mode of Wages	<i>F</i>	%
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In cash	145	97
Cash as well as kind	5	3

Mostly the wages were provided in cash, 97 percent women home-based workers reported that they receive monthly wages in cash as mentioned in the above table. Very few women home-based workers(3%) were receiving wages in terms of cash and kind. The finding of this study is contrary to the study conducted by Upadhyay (2007), which revealed that 68 percent of the hired workers received their wages in cash, while the rest 32 per cent received it partly in cash and partly in kind.

SEWA (2014) pointed out that women home-based workers are paid on a piece-rate, not on a time-rate basis. A minimum wage is usually applicable mainly to workers paid on a time basis for an eight-hour working day. Considering diversity of products, varied skill levels, and different working hours based on the trades they engage in, the calculation of minimum wage for piece-rate workers is questionable.

4.1.2.4 Place of work

For home-based workers, whose home is also their workplace, housing is an essential productive asset. Table 17 presents that data on the place of work.

Table 17:Frequency and Percentage Distribution of Women Home-Based Workers and Their Place of Work.

[n = 150]

Place of work	<i>f</i>	%
Home	130	87

Home as well as neighbours' house	11	7
Neighbour's house	4	3
Any other place	5	3

Most women home-based workers, eighty-seven percent, reported home as their place of work while 7 per cent mentioned they work from their home as well as from neighbors' house. Few women home-based workers(3%) reported work only from neighbour's place and work from friend's home or work shed allotted by employer respectively.

Women home-based workers work from home, which pose many practical challenges. Size, quality of housing, work conditions, facilities influence productivity of women home-based workers. Women home-based workers with small house cannot take bulk work orders because she cannot store raw materials, and she cannot work continuously as there are competing needs for the same space of other household members and activities. Also, due to the poor quality of housing, equipment, raw materials and finished goods may often get damaged.

Working at home become challenging during certain weather. For example, monsoon rains force many home-based workers to suspend or reduce production when their roofs leak or their homes flood and when the humidity rises (WIEGO, 2014). It is also more difficult to store and transport raw materials and finished goods during the rains(Martha, 2014). Further, occupational health and safety is a critical issue for home based workers, including: ergonomic risks relating to poor posture from sitting on the floor or at low tables (incense stick and cigarette rollers), repetitive motion (incense stick and cigarette rollers), and long work hours with limited rest time; as well as exposure risks to toxic substances (incense stick rollers, shoe makers, metal workers).(Sudarshan, 2010; Mehrotra& Biggeri, 2005) These risks are compounded when the home-cum-workplace does not have shelter, water, sanitation, lighting or ventilation.(Chatterjee and Thomas, 2014).

High rent and the lack of affordable housing is also a major concern. The three-city survey found that 40 per cent of the home-based workers in Ahmedabad live in rented houses; and 9 per cent of the home-based workers in reported that rents are high (WIEGO, 2014; Martha, 2014).

4.1.2.5 Means of fetching raw materials and dispatching final products

In addition to final production, women home-based workers have to bring raw materials and arrange dispatch of final materials. The Table 18 provides details of fetching raw materials.

Table 18: Frequency and Percentage Distribution of Women Home-based Workers and Means of Fetching Raw Material.

[n = 150]

Means of fetching raw material	<i>f</i>	%
Fetching themselves	69	46
Family member fetch it	45	30
Fetching themselves or by family member	15	10
Employer or staff member gives	11	7
Fetching themselves or employer gives	10	7

Nearly half, forty-six percent, of the women home-based workers reported that they bring the raw materials while more than quarter (30%) mentioned support from the family in bringing raw materials at home. Around 10 per cent of women home-based workers stated that raw materials are bought by themselves or family members based on their availability and feasibility.

The findings resemble previous researches that found majority of women workers had to fetch raw materials on their own (Arya & Roy, 2011; Kalyani, 2016; Kumari, 2014; Maurya, 2008; Monisha & Rani, 2016). However, this finding indicates family support in terms of helping with professional work. women home-based workers do not have any direct contact with the markets for the goods they produce. Often, they have to buy the raw materials from the factories or contractors and also arrange for tools. The cost of electricity, infrastructure, and raw materials can cut into their earnings. The Table 19 presents detailed data regarding dispatching of raw materials.

Table 19: Frequency and Percentage Distribution of Women Home-based Workers and Means of Dispatching Final Product.

[n = 150]

Means of dispatching final product	<i>f</i>	%
Dispatching themselves	81	54
Family members dispatch it	27	18
Employer or the staff member collects	26	17
Dispatching by neighbour	16	11

More than half of the women home-based workers, fifty-four percent were dispatching the final product by themselves. Few women home-based workers received help from their family members, 18 percent women home-based workers stated family members' support in dispatching materials. Eleven percent of them reported that their neighbor helped in dispatching final product and their employer or staff member collects it and help them in dispatching the final product. The Table further indicates that 18 percent of them were dispatching raw material by themselves and almost similar (17%) women home-based workers reported that employer collects the materials from them.

4.1.2.6 Reasons for working

Home-based work has been an especially important source of employment for women. According to WIEGO Statistical brief 2014, the numbers of women in home-based work grew in both rural and urban areas. The Table 20 presents detailed data of home-based workers' reasons for working.

Table 20: Frequency and Percentage Distribution of Women Home-based Workers and Reasons of Working.

[n = 150]

Reasons of working	GE		SE		LE		NA	
	<i>f</i>	%	<i>F</i>	%	<i>f</i>	%	<i>f</i>	%
Monetary need	129	86	14	9	7	5	—	—
For additional income	121	81	17	11	12	8	—	—
Don't like to sit ideal	120	80	21	14	9	6	—	—
Inadequate family income	90	60	43	29	17	11	—	—
Having lots of free time	87	58	45	30	18	12	—	—
Unemployment of other family members	62	41	26	17	62	41	—	—

No support from family members	30	20	22	15	98	65	–	–
No economical support from the husband in family	21	14	18	12	48	32	63	42
Being separated	13	9	5	3	6	4	126	83
Widowhood	11	7	–	–	–	–	139	93
No support from husband being divorced	2	1	1	0.7	6	4	141	94

Table 20 indicates that majority women home-based workers, eighty-six percent, reported monetary need as a major reason of working at great extent. Also, many women home-based workers stated that they joined to get additional income in family (81%) and did not like to sit idle at home (80%). More than half (60%) have indicated inadequate family income and having lots of time (58%) as reasons for working at great extent. The data also revealed that unemployment in the family (41%) as major cause for joining the work. Also, some women home-based workers mentioned lack of support from family (20%) and lack of economic support from husband (14%) at great extent responsible for joining the work.

Home-based work provides an opportunity to women to provide economic contribution to the family by working from home. Dave (2012) in her study reported poverty as the main reason for women's engagement in the work. Inadequacy of husband's income and need to support the family compelled women to take up work. Many researches confirm the monetary need as the primary reason for women to take up home-based work (WIEGO 2012, ILO, 2016; Martha, 2014). Pant (2005) reported lack of education, absence of job alternatives and class/caste bias has led women to beedi rolling work. They have no bargaining power and hence whenever they demand higher wages, contractor unhesitantly give the work to other needy workers.

International researches have highlighted reasons for choosing home-based work. The absence of an effective support system for them, young women may choose to enter certain sectors and occupations, including in the informal economy, that are more compatible with care responsibilities (Cassirer and Addati, 2007). Home-based workers from Thailand reported the ability to combine paid work and childcare and other family responsibilities as a significant benefit of home-based work (Horn et al., 2013). In Malaysia, women who held jobs in low-

skilled employment in the manufacturing or services sector chose, after having children, to start their own micro-businesses rather than return to formal work, even if their children were old enough for school. Although one of the reasons cited by women for starting a micro-business was to be economically independent, many women opened a business location close to their homes in order to meet their family responsibilities (Franck, 2011).

Economic and family factors compelled women to opt for home-based work. The researcher also inquired reasons for joining present profession. The following Table 21 presents women home-based workers reasons for choosing present work.

Table 21:Frequency and Percentage Distribution of Women Home Based Workers and Reasons of Choosing Present Work as Profession.

[n=150]

Reasons of choosing present work as profession	GE		SE		LE	
	<i>F</i>	%	<i>f</i>	%	<i>F</i>	%
Interest in work	124	82	19	13	7	5
Relatives/friends working in the same field	50	33	43	29	57	38
Having skill in the present work	115	76	26	17	9	6
Had worked earlier in the same occupation	36	24	19	13	95	63
No other option for earning	88	58	23	15	39	26
Easily available work	90	60	34	23	26	17

According to Table 21, most women home-based workers(82%) rated interest in work at great extent followed by having skills for the job (76%). More than half (60%) stated, “easily available work,” and 58 percent stated “no other option than this job” at great extent landed up them with present job. Almost quarter (24%) women home-based workers stated previous work experience in the same sector and (33%) said relatives and friends working in the same sector pushed them to work in this sector. Therefore, it can be concluded that interest in the work, familiarity of the sector, skills relevant to the work, relatives or friends working in the similar sector, along with easy availability of the wok in this sector and non-availability of other attractive options are key reasons for choosing present profession.

Previous studies also reported financial need, unemployment of husband, inadequate family income as primary reason for taking up home-based work. Unemployment of husband, inadequate family income and need to support the family compelled women to take up work (Dave, 2012). Pant (2005) reported economic hardship and male unemployment has pushed women to work harder to supplement substantially household budgets. Many researches confirm the monetary need as the primary reason for women to take up home-based work (WIEGO 2012, ILO, 2016; Martha, 2014). Pant (2005) reported lack of bargaining power for the work and the wages create opportunities to contractors to exploit them.

Table 22 Frequency and Percentage Distribution of Women Home-based Workers Who Have Worked Elsewhere Before Present Work Engagement.

[n = 150]

Worked Elsewhere Before Present Work Engagement	<i>F</i>	%
Worked elsewhere before present work engagement	50	33
Not worked elsewhere before present work engagement	100	67

The data reveals

work.
Most
women

home-based workers might have joined the present work for monetary needs, already working women home-based workers might have recommended them to join home-based work. They might have viewed home-based work beneficial and convenient as women can also perform household duties along with the work they continue to do. The following Table 23 presents women home-based workers reasons for leaving previous work.

Table 23:Frequency and Percentage Distribution of Women Home-based Workers in Terms of Reasons of Leaving Earlier Work.

[n = 50]

Reasons of Leaving Earlier Work	<i>GE</i>		<i>SE</i>		<i>LE</i>	
	<i>f</i>	%	<i>f</i>	%	<i>F</i>	%
Due to inadequate wages	27	54	3	6	20	40
Delay in payment	21	42	4	8	25	50
Harassment of Employer or the superior	20	40	6	12	24	48
Stopped receiving work	20	40	4	8	26	52
Migration	19	38	7	14	24	48
Not getting sufficient work to earn	18	36	6	12	26	52
Family problems	17	34	14	28	19	38

Half of the women home-based workers, (54%), stated inadequate salary was responsible at great extent for leaving previous work. Women home-based workers mentioned delay in payment (42%), stopped receiving work (40%) and not receiving sufficient work (36%) to a great extent responsible for leaving previous job. One critical reason for many women workers (40%) is harassment by the employer or the supervisor.

Discrimination at the work is most ensuring and universal phenomenon in unorganized sector. Present result indicates that women home-based workers are not paid sufficiently and on timely basis. Women home-based workers are based on piece rate system, which has been one method of paying lower wages without contravening the provisions of the Equal Remuneration Act (Saxena, 2004). The time rate system follows the Minimum Wages Act, however, not used by most employers. The National Commission on Labour recommended that the Minimum Wages Act must be amended to remove the incompatibility between piece rate system and time rate system for fixing wages (National Commission on Labour, 2001). Further, the Shramshakti report (as cited in Saxena, 2004) also recommended that in fixing minimum wages, the basic minimum needs of workers and his/her family for sustenance should be kept in view so that the wage prescribed is a just wage. The Minimum Wages Act, 1948 is very relevant for women

workers because it is primarily designed for the protection of workers in the unorganized sector and provides a mechanism for fixing and revising minimum rate of wages (Saxena, 2004).

In a large number of occupations in the unorganized sector, no scientific or equitable procedure is followed to determine the output (Saxena, 2004; ILO, 2016). As highlighted in the result, employers often cut the pay by disqualifying final products on the ground of not matching their minimum quality standards. However, there is no formal quality standards, most contractors follow their own quality standards as per their convenience. The present study also highlights irregularities in the work order which create insecurities amongst women home-based workers. Maurya (2008) reported irregular or seasonal availability of work, delayed or reduced payments by agents or contractor. In addition, they had to face abuse and misbehavior from the contractors. An independent group on Home-based workers in India (2007) noted that low remuneration, no assurance of minimum days of work, deferred payment and unexplained rejections and deductions from the wages (WIEGO, 2018). There should be a provision of a fallback wage to guarantee a regular income even in the off-season, when material availability may be low (Saxena, 2004).

Hasan & Azman (2014) reported that overall income levels of women home-based workers are generally low. Self Employed Workers Association – SEWA (2014) in its study documented that in India, 85 percent of the workers sampled in 14 trades were earning 50 percent less than officially declared poverty rate.

4.1.2.7 Other source of income in the family

The present study gathered information on other sources of income in the family. The Table 24 presents data on sources of income in the family.

Table 24: Frequency and Percentage Distribution of Women Home Based Workers and Their Other Source of Income.

[n = 150]

Other source of income in family	<i>f</i>	%
Having other source of income in family	67	44
No other source of income in family	83	56

The data revealed that more than half women home-based workers, fifty-six percent, had no other source of income in the family. As per the Table 24 less than half, 44 percent women home-based workers had other source of income in the family which may reduce at some extent financial stress.

It is evident that in many cases, women are the only source of economic support to the family which is reported by many previous researches. Surati (2001) reported that most women worked due to financial constraint and husband's unemployability. In the study conducted by Hiralal (2010), it was found that majority of women workers were sole earners and family members used to support in packing and labeling during Christmas holiday. Women did not get time for rest and leisure.

Table 25: Frequency and Percentage Distribution of Women Home-based Workers and Performing their Household Drudgery.

[n = 150]

Performing household drudgery	<i>f</i>	%
Performing all alone	86	57
Take help of family members	63	42
Do not do it	1	0.7

Women workers have to do domestic household chores in addition to home-based work. Strikingly more than half of the home based women workers, fifty-seven percent stated that they perform household drudgery all alone in addition to the professional work. About 42 per cent have said that they receive support from the family for the work.

During the interaction with women home-based workers, it was noted that the women workers work tirelessly for the income as well as devote the rest of their time in cooking, washing and looking after young children and elderly in the family who cannot do their personal chores themselves. Women's Study Centre of Panjabi University (2012)'s research on home-based work in Patiala district reported that women home-based workers don't get enough support

from other family members, ending up doing most of the domestic work themselves. The study data revealed that 66 percent women home-based workers were doing the household work themselves while 20 percent of them took help from their husbands.

Table 26: Frequency and Percentage Distribution of Women Home-based Workers and Savings Habit.

[n= 150]

Savings Habit	<i>F</i>	<i>%</i>
Saving money	106	71
Do not save money	44	29

As per the above Table 26, it is encouraging to note that 71 percent women home-based workers save the money. More than a quarter (29%) responded that they don't make savings from their earnings. It is encouraging to find that most women home-based workers save money. However, previous researches reported that women hardly save money as most money is spent after the family's requirement (Bajaj, 1999; Maurya, 2008; Surati, 2001; WIEGO, 2018).

Table 27:Frequency and Percentage Distribution of Women Home Based Workers According to Saving Pattern.

[n = 106]

Saving pattern	<i>f</i>	<i>%</i>
Bank	57	53.7
Post office	29	27.3
At home (piggy bank)	3	2.8
Mahila Mandal	17	16

The Table 27 revealed that more than fifty percent of the women home-based workers were saving their earning in the bank while little more than twenty-seven percent(27.3%) saved

in the post-office. Some of women home-based workers (16%) were also part of Self-Help Group and saved money in the account of SHGs in addition to bank and post-office.

The educated working women have now become more assertive, more conscious and independent in investment decisions (Singh, 2004). The presence of the financial institutions like banks, microfinance institutions, self-help groups provide an opportunity to cultivate savings habit and encourage women to save. The increase in awareness among the people for their future security has made people inclined to save (Shahla, &Mahammad, 2016).

The following Table 28 presents ownership of a saving accounts of women home-based workers.

Table 28: Frequency and Percentage Distribution of Women Home Based Workers According to Owning a Saving Account in Bank/Post Office.

[n = 86]

Saving Account	<i>f</i>	%
Owing a saving account	76	88
Do not have own saving account	10	12

Most of the women home-based workers, eighty-eight percent reported to own a bank account while little less than twelve per cent women did not own a bank account. Majority women home-based workers had own savings bank account. Table 29 presents data on types of accounts.

Table 29:Frequency and Percentage Distribution of Women Home Based Workers According to Type of Saving Account in Bank/Post Office.

[n = 86]

Type of Saving Account	<i>f</i>	%
Single account	53	62
Joint account	33	38

Out of total who have saving account, more than half, 62 percent, had single account in their name while nearly thirty-eight percent (38%) had joint account. This indicate that more than half women home-based workers know operating of bank account and have control over their compared to those who have joint account.

Table 30: Frequency and Percentage Distribution of Women home-based workers and Joint Saving Account Holder in Bank/Post Office.

[n = 33]

Joint saving account holder	<i>f</i>	%
Husband	27	82
Father	3	9
Any other family member	3	9

Table 30 indicated that out of total women home-based workerswho have joint account, high majority of the women home-based workerseighty-two percent had bank account with their husbands.

4.1.2.8 Decision making

In this study, researcher has tried to understand working women's ability to decide the expenditure of earned money. The Table 31 presents data on women home-based workers decision-making for expenses.

Table 31:Frequency and Percentage Distribution of Women Home Based Workers and Decision Making for Expenditure of Earned Money.

[n = 150]

Decision making power	<i>f</i>	%
Have decision making power	118	79

Do not have decision making power	32	21
-----------------------------------	----	----

As per the Table 31, majority of the home based women workers had decision-making power for the use of earned money in the family.

Various studies reported decision-making power of working women. Kalarani (2005) her found out that female headed households have reported a better decision role in respect of all types of decision variables compared to male headed households. The study also revealed that women in male headed households substantially participated in the decision-making. Women working in the agriculture, fisher women and maid servant groups in female headed households while beedi rollers, fisher women, small business women and maid servants in male headed households have a better decision making role (ibid).

Many studies highlighted poor access to decision-making ability of women. For example, Preethi (2011) conducted a study on women sanitary workers which reported 45 percent of respondents, decisions are mostly by taken husband, and only 29 percent of women were taking own decision. Singh (1994) reported that 53 percent cases husbands alone take the decision, which supports the findings of present study.

Table 32:Frequency and Percentage Distribution of Women Home Based Workers According to The Family Member Who Have Decision Making Power for Expenditure of Earned Money.

Family member who take decision	<i>F</i>	%
Husband	20	63
Mother/ Father	8	25
Any other family member	3	9

Mother-in-law/ Father-in-law	1	3
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[n = 32]

Amongst the family members who take decision for spending money earned by women were husband (63%), parents (25%), and mother-in-law/father-in-law (3%) as presented in the Table 32.

4.1.2.9 Perceived change in the standard of living after joining the work.

Most women home-based workers expressed change in the standard of living after joining the work. The Table 33 presents women home-based workers beliefs about change in standard of living after joining the work.

Table 33:Frequency and Percentage Distribution of Women Home-based Workers and Their Belief Regarding Change in The Standard of Living After Joining the Work.

[n = 150]		
Standard of living after joining the work	<i>f</i>	%
Improved standard of living after joining the work	129	86
Not improved standard of living after joining the work	21	14

standard of living after joining the work. Factors like additional income, ability to buy basic foods and necessities, control over expenditure, ability to use money for the family might have contributed in improving their standard of living. The next Table presents women home-based workers beliefs related to leading prosperous life

Table 34:Frequency and Percentage Distribution of Belief Amongst Women Home-based Workers and the Perception of Home-based Work's Contribution Towards Prosperous Life

[n=150]		
Home-based work's contribution towards prosperous life	<i>f</i>	%
Home based work can lead prosperous life	124	83
Home based work cannot lead prosperous life	26	17

prosperous life.

Table 35: Frequency and Percentage Distribution of Women Home-based Workers According to their Attitude Towards their Work from Social Perspective

[n = 150]

Attitude of Women Home Based Workers	<i>f</i>	<i>%</i>
Positive Attitude	81	54
Negative Attitude	69	46

Table 35 indicates that more than fifty percent of the women were perceiving positive attitude towards their work from social perspective, whereas forty-six percent of them perceived negative attitude towards their work from social perspective.

Figure 7: Percentage Distribution of the Women Home Based Workers according to their Status of Training

[n=150]

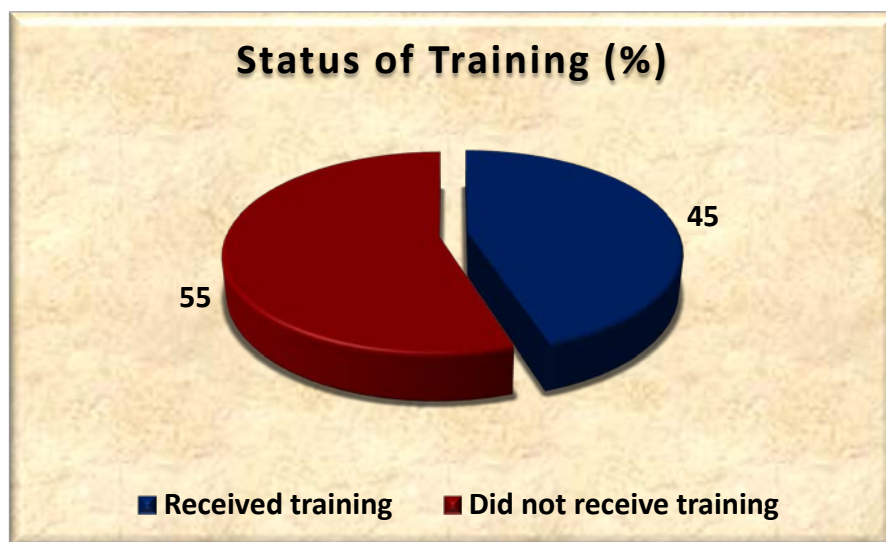


Figure 8: Percentage Distribution of the Women Home Based Workers according to their Mode of Wages

[n=150]

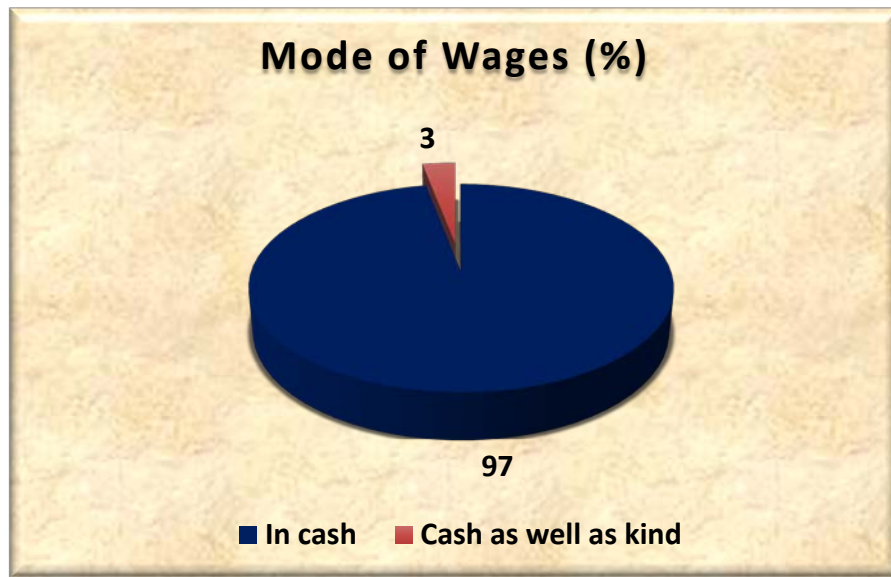


Figure 9: Percentage Distribution of the Women Home Based Workers according to their Monthly Wages Received by Them

[n=150]

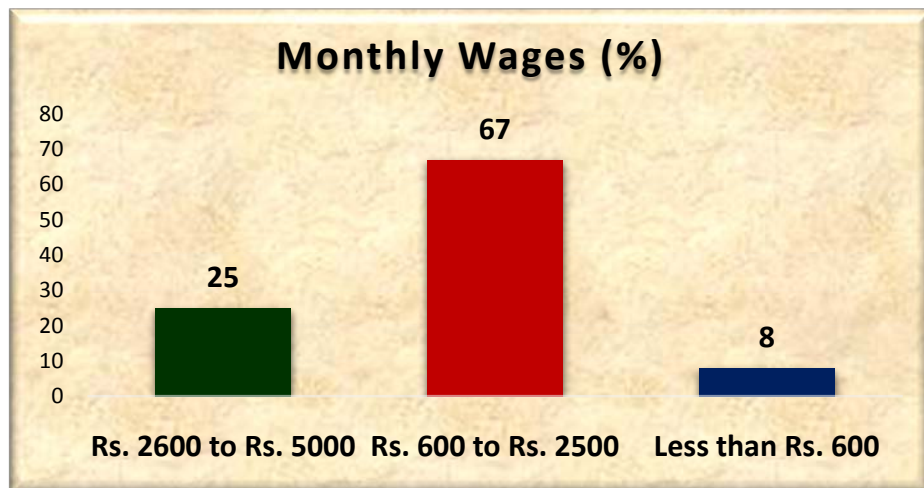


Figure 10: Percentage Distribution of the Women Home Based Workers according to their Place of Work

[n=150]

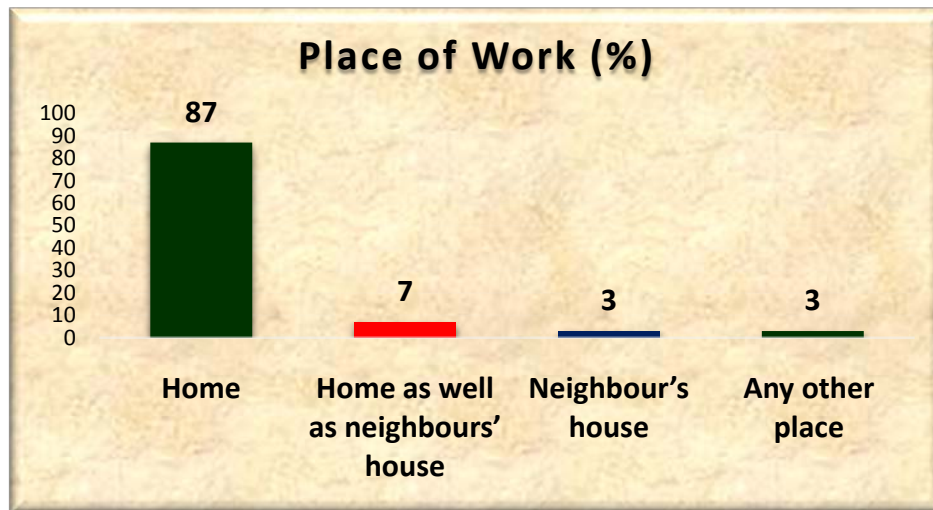
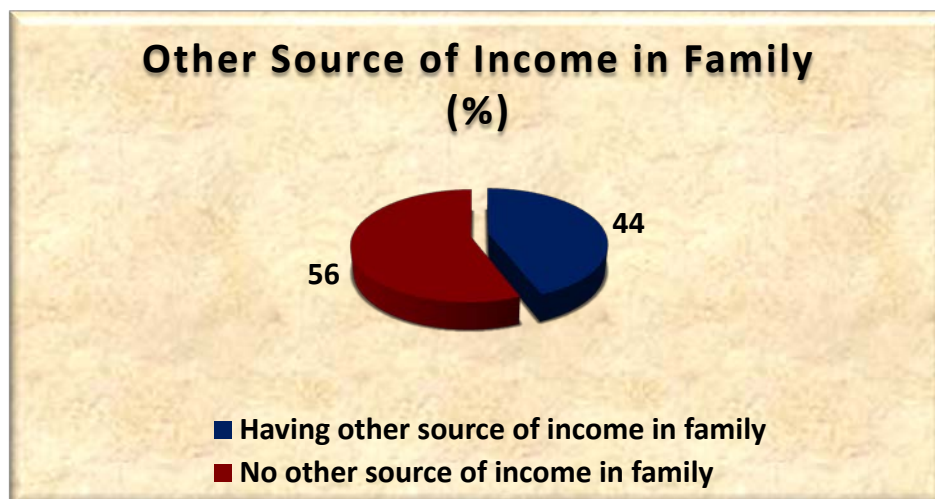


Figure 11: Percentage Distribution of the Women Home Based Workers according to their Other Source of Family Income

[n=150]



Section II

4.1.3 Overall Extent of the Problems of Women Home Based Workers

Table 36: Extent of Work Related Problems of Women Home Based Workers in Relation to Selected Variables

[n=150]

Variables	N	Work Related Problems of Women Home Based Workers		
		Less	Moderate	More
Age				
Young	87	42.5%	39.1%	18.4%
Middle Young	51	23.5%	31.4%	45.1%
Old	12	33.3%	16.7%	50.0%
Educational Qualification				
Illiterate	16	18.8%	56.2%	25.0%
Read and Write	23	39.1%	21.7%	39.1%
Primary Education	75	36.0%	30.7%	33.3%
Secondary Education	36	38.9%	41.7%	19.4%
Marital Status				
Married	79	39.2%	26.6%	34.2%
Unmarried	53	30.2%	50.9%	18.9%
Widow	11	18.2%	36.4%	45.5%
Divorcee	7	57.1%	-	42.9%
Duration of Work in Years				
Short Duration of Work in Years (less than 1 Year)	77	32.5%	31.2%	36.4%
Moderate Duration of Work in Years (1 to 5 years)	65	36.9%	40.0%	23.1%
Long Duration of Work in Years (6 years and above)	8	50.0%	25.0%	25.0%
Duration of Work in Hours				
Short Duration of Work in Hours (2 to 4 hours)	103	26.2%	35.9%	37.9%
Long Duration of Work in hours (5 to 7 hours)	47	53.2%	23.4%	23.4%
Attitude of Women Towards Their Work from Social Perspective				
Positive Attitude	81	21.0%	45.7%	33.3%
Negative Attitude	69	52.2%	21.7%	26.1%

As per the data, fifty percent and forty-five percent old and middle young aged women faced more work related problems. Education emerged an important factor that influence the

extent of work related problems faced by women home-based workers. While illiterate women reported work related problems at moderate extent (56%) and more extent (25%). Those women who were able to read and write (39%), completed primary (36%) and secondary (38.9%) education face less work related problems. Marital status of women also influence work related problems of women home-based workers. Widow, divorcee and married women faced comparatively more work related problems (45.5%; 42.9% and 34.2 respectively). Half of the unmarried women home-based workers(50.9%) reported moderate work related problems. Since the role of women in the society is of caretaker of the family, they face triple work burden. Also, they are exploited at home as well as at workplace. Widow and divorcees are more vulnerable for exploitation at workplace. Women who had less than 1 year of experience faced more problems (36.4%) compared to those who had moderate and long duration of work experience (23.1%, 25%). Duration of work also relevant to work related problems they face. More than half of the women with long duration work hours (55%) reported less work related problems. Almost quarter of them (25.5%) reported more work related problems, and 19 percent reported moderate problems. More than quarter of the women working for short duration (32%) reported more work related problems while 41.7 percent cited moderate work related problems. Perhaps those who work for shorter duration had less support from the family and more family responsibilities compared to those who work for long duration. More than half (55%) cited less negative attitude and nearly half (45.7%) of the women home-based workers reported moderate positive attitude.

Table 37: Extent of Personal Problems of Women Home Based Workers in Relation to Selected Variables

[n=150]

Variables	N	Personal Problems of Women Home Based Workers		
		Less	Moderate	More
Age				
Young	87	28.7%	20.0%	9.3%
Middle Young	51	3.3%	10.7%	20.0%
Old	12	2.7%	1.3%	4.0%
Educational Qualification				
Illiterate	16	1.3%	4.0%	5.3%
Read and Write	23	2.0%	4.7%	8.7%
Primary Education	75	21.3%	14.0%	14.7%
Secondary Education	36	10.0%	9.3%	4.7%
Marital Status				
Married	79	14.0%	17.3%	21.3%
Unmarried	53	20.0%	9.3%	6.0%
Widow	11	.7%	3.3%	3.3%
Divorcee	7		2.0%	2.7%
Duration of Work in Years				
Short Duration of Work in Years (less than 1 Year)	77	11.3%	14.7%	25.3%
Moderate Duration of Work in Years (1 to 5 years)	65	21.3%	16.0%	6.0%
Long Duration of Work in Years (6 years and above)	8	2.0%	1.3%	2.0%
Duration of Work in Hour				
Short Duration of Work in Hours (2 to 4 hours)	103	18.0%	24.7%	26.0%
Long Duration of Work in hours (5 to 7 hours)	47	16.7%	7.3%	7.3%

As per the data, fifty percent and fifty-eight percent old and middle young aged women faced more personal problems whereas almost half of the young aged women (49.4%) cited less personal problems. It is clear with the data that middle young and old women comparatively face more personal problems. Education emerged as very important variable influencing extent of

personal problem faced by women home-based workers. Those women who had completed primary (42.7%) and secondary (41.4%) education cited less personal problems compared to those who were able to read and write (56.5%) and illiterate (50%) reported more personal problems. Marital status of women also influence work related problems of women home-based workers. Widow, divorcee and married women faced comparatively more personal problems (45.5%; 57.1% and 40.5% respectively). Unmarried women home-based workers (56.6%) reported less work related problems. Here, the situation of divorcees, widow and married women are more challenging. This result indicates that these women face at the moderate to more extent. Since the role of women in the society is of caretaker of the family, their foremost role is the care of the family. Further, social norm devalues and give lower status of widow and divorcees compared to married and unmarried young women. Women who had less than 1 year of experience faced more personal problems (49.4%) compared to those who had moderate and long duration of work experience (13.8%, 37.5%). Duration of work also relevant to work related problems they face. More than half of the women with long duration work hours (53.2%) reported less work related problems. More than a quarter (37.9%) women home-based workers who work for long duration of hours reported personal problems at moderate extent. More than quarter of the women working for short duration (32%) reported more work related problems while 41.7 percent cited moderate work related problems. Perhaps those who work for shorter duration had less support from the family and more family responsibilities compared to those who work for long duration. Nearly half (46.6%) cited less negative attitude and more than quarter (35.8% and 39.5%) reported positive attitude at moderate and more extent respectively.

Table 38: Extent of Overall Problems of Women Home Based Workers in Relation to Selected Variables

[n=150]

Variables	N	Overall Problems of Women Home Based Workers		
		Less	Moderate	More
Age				
Young	87	25.3%	23.3%	9.3%
Middle Young	51	7.3%	6.7%	20.0%
Old	12	2.7%	1.3%	4.0%
Educational Qualification				
Illiterate	16	2.0%	5.3%	3.3%
Read and Write	23	5.3%	1.3%	8.7%
Primary Education	75	19.3%	15.3%	15.3%
Secondary Education	36	8.7%	9.3%	6.0%
Marital Status				
Married	79	20.0%	9.3%	23.3%
Unmarried	53	12.7%	18.0%	4.7%
Widow	11	.7%	3.3%	3.3%
Divorcee	7	2.0%	.7%	2.0%
Duration of Work in Years				
Short Duration of Work in Years (less than 1 Year)	77	16.0%	12.7%	22.7%
Moderate Duration of Work in Years (1 to 5 years)	65	16.7%	18.0%	8.7%
Long Duration of Work in Years (6 years and above)	8	2.7%	.7%	2.0%
Duration of Work in Hour				
Short Duration of Work in Hours (2 to 4 hours)	103	18.0%	23.3%	27.3%
Long Duration of Work in hours (5 to 7 hours)	47	17.3%	8.0%	6.0%

The result shows that fifty-eight percent and fifty percent old and middle young aged women faced overall personal problems whereas almost half of the young aged women (43.7%) cited overall problems at less extent. It is clear with the data that middle young and old women comparatively face more personal and professional problems. Education emerged as very

important variable influencing extent of personal and professional problems faced by women home-based workers; however, education has no wide difference on experience of overall problems. Those women who had completed primary (38.7%) and secondary (36.1%) education cited overall problems at less extent. Interestingly, similar percentage of home-based workers (30.7% & 25%) reported overall problems at moderate and more extent. Those who were able to read and write (56.3%) reported overall problems at more extent while illiterate category of women (31.3%) overall problems at more extent. It can be concluded that women home-based workers, irrespective of education status, face personal and professional problems at moderate and more extent. Marital status of women also influence work related problems of women home-based workers. Divorcee, Widow, and married women (42.9%; 45.5% and 44.3% respectively) faced overall problems at more extent. Half of the unmarried women home-based workers (50.9%) reported overall problems at moderate extent. Therefore, it can be stated that women home-based workers face overall problems at the moderate to more extent. Despite women has shown their potential, their contribution is still not recognized. Women still have to fulfil family responsibilities in addition to work. Women who are divorced, and widow face more social restrictions. Women who had less than 1 year of experience faced more personal problems (49.4%) compared to those who had moderate and long duration of work experience (13.8%, 37.5%). Duration of work also relevant to work related problems they face. More than half of the women with long duration work hours (53.2%) reported less work related problems.

More than a quarter (37.5%) women home-based workers who work for long duration of hour reported overall problems at more extent. Nearly half of the women working for short duration (44.2%) reported overall problems at more extent while 41.5 percent cited overall problems at moderate extent. Conversely, half of the women home-based workers (50%) cited overall problems at less extent. Perhaps those who work for shorter duration had less support from the family and more family responsibilities compared to those who work for long duration. The half (50.7%) of the women home-based worker cited less negative attitude and Almost 40.7 percent reported positive attitude at more extent and more than a quarter (37%) reported positive attitude at moderate and more extent respectively. It can be said that women home-based workers had mixed attitude.

4.1. 4 Differences in Overall and Aspect Wise Problems of Women Home Based Workers in Relation to Selected Variables

4.1.4.1 Differences in Work Related Problems of Women Home-Based Workers in Relation to Selected Variables

One-way ANOVA and t-test was conducted to compare the effect of age, education, duration of work engagement and daily engagement on work related problems faced by women home-based workers. An analysis of variance showed that age [$F(2, 147) = 4.910, p = .009$] had significant effect on work related problems faced by women home-based workers. The t test revealed significant difference between less working hours and more working hours ($M=50.35, 44.44; SD=9.628, 9.750; t=3.496, p=.001$). Education and duration of work engagement was not significant in relation to work related problems faced by women home-based workers.

Table 39: Analysis of Variance (ANOVA) Indicating Work Related Problems Faced by Women Home Based Workers in Relation to Their Age.

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
AGE	Between Groups	2	937.633	468.816	4.910	.009**
	Within Groups	147	14035.627	95.480		

****S = significant at 0.01 level**

The Table 39 indicates significant difference in work related problems faced by home based women workers and their age [$F(2, 147) = 4.910, p = .009$]. The p value ($p=.009$) significant at 0.01 level. Thus the null hypothesis stating that there will be no significant differences between work related problems faced by women and their age, was rejected. The data were further analyzed to know with which group the work related problems differs.

Table 40: Mean Comparison of Work Related Problems of Women Home-Based Workers and Their Age

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Age	Categories	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Young	Middle young	-5.118 [*]	1.723	.010	-9.20	-1.04
	Old age	-4.833	3.009	.246	-11.96	2.29
Middle young	Young	5.118 [*]	1.723	.010	1.04	9.20
	Old age	.284	3.135	.995	-7.14	7.71
Old age	Young	4.833	3.009	.246	-2.29	11.96
	Middle young	-.284	3.135	.995	-7.71	7.14

*The mean difference is significant at the 0.01 level.

The data was further analyzed using Tukey test to know with which age group has significant influence of the work related problems. Significant difference was noted between middle young ($M = -5.118$; $p = .010$) and young age ($M = 5.118$; $p = .010$). The results indicate that young women (15 to 30 years old) and middle young women (31 to 45 years old) were significantly influenced by work related problems.

Raju (2016) mentioned in her research that about 46 percent of women workers in the age-group 15–59 in urban India were self-employed out of which 69 percent were home-based workers. Majority women home-based workers in the study, ninety-two percent, represented the age group of 15 to 45 years. Neetha (2011) find that younger women face adjustment related problems while elderly women face health related problems.

Table 41 Analysis of Variance (ANOVA) indicating Work Related Problems Faced by Women home-based workers in relation to their Educational Qualification.

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
EDUCATION	Between Groups	3	97.268	32.423	.318	.812
	Within Groups	146	14875.992	101.890		

NS =Not Significant at 0.05 level

The above Table suggests no significant difference between education status and work related problems faced by women home based workers [$F(3, 146) = .318, p = .812$]. It means the null hypothesis stating that there were no significant differences between work related problems faced by women home based workers and their education, was retained.

Present study finds no relationship between education and the work related problems faced by women home-based workers. Various researches favour education as a key factor for empowerment. Appadorai, D.A. (2001) in his study on sanitary workers found a relationship between education and employment.

Education also influence the workers' involvement in the job. Education provides better job opportunities. Talwar (2001) illustrated that educated and trained women workers have job opportunities in IT, telecom and other technology sectors. Educated women home-based workers may negotiate well with the contractor for the wages or timely payment of wages, or other concerns and increase bargain power.

Table 42: Analysis of Variance (ANOVA) indicating Work Related Problems Faced by Women home-based workers in relation to their Marital Status.

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
MARITAL STATUS	Between Groups	3	312.528	104.176	1.037	.378 NS
	Within Groups	146	14660.732	100.416		

NS =Not Significant at 0.05 level

The above table indicates that there were no significant differences in work related problems faced by women home based workers and their marital status. [$F(3, 143) = 1.037, p = .378$]. Therefore, the null hypothesis was retained.

Marital status of women home-based workers was believed to be influencing factor on their work and work-life balance. Mehrotra (2008) mentioned that considering the nature of informal sector, there is no contract between two parties, negotiation with employer often depend on goodwill of the employer. In this context, there are high chances of exploitation. Single women, divorced, widow and separated women often stigmatized for their interaction with opposite gender.

Women's marital status has important role in receiving work contract, ability to manage work load, and vulnerability to abuse and other challenges. Married women face dual burden of managing home as well as work to earn livelihood. Various conditions force married women to take up work, either home-based or domestic. Usually, married working women have children, family responsibilities in addition to work responsibilities.

Table 43: Analysis of Variance (ANOVA) indicating Work Related Problems Faced by Women home-based workers in relation to their Duration of Work Engagement in Years.

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
DURATION OF WORK ENGAGEMENT (IN YEARS)	Between Groups	3	120.033	40.011	.393	.758 NS
	Within Groups	146	14853.227	101.734		

NS =Not Significant at 0.05 level

The Table 43 reveals that there were no significant differences in work related problems faced by home based women workers and their duration of work engagement in years [$F(3, 146) = .393$; $p = .758$]. It means the null hypothesis stating that there will be no significant differences in the work related problems faced by the home based women workers and their duration of work engagement (in years) was retained.

Various studies on home-based workers suggest duration of work adversely affect women's life, particularly their health. Farooqui (2009) found that the overall condition of work for women home-based workers is extremely exploitative. Women who do home-based work regularly suffer from health hazards like backaches and failing eyesight. Since they work from their homes, they often do not perceive themselves as workers but as mothers and wives, while the employer ends up making more profits by paying lower wages as well as saving the cost of operating a workplace like rent, electricity, water, equipment and other maintenance costs. Rekha Pande (2008) pointed out that the harsh physical conditions of the bangle and agarbatti trades, the social environment, long hours, and the general stresses and strains of poverty all affect women's health adversely. Hanumappa (1996) observed the working conditions of the home-based workers engaged in agarbatti making in Bangalore is very bad. Workers had to roll agarbattis on the pavements and lanes around homes in urban slums as there were no space at their homes (ibid). They sit on the floor and work for long hours which affect their health. These studies suggest that longer duration of work certainly impact lives of women home-based workers, which is proved to be wrong in the case of women home-based workers from Vadodara city.

The findings from the present study revealed that duration of work has no significant influence on the problems faced by them. Perhaps, women home-based workers have coping skills to deal with problems. Those who have joined the work for the first time might have learned from other women home-based workers. Most women home-based workers reported support from the family for the work, which may reduce the stress and strain. And if they identify problems, they are not equipped to cope up with problems. Less work experience might imply relatively less problems or able to recognize problems to less extent.

Table 44:t-Ratio Showing the Difference in the Work Related Problems of Women Home-Based Workers in Relation to Daily Work Engagement

[n=150]

Variable	Source of Variance	Mean	S.D.	N	t. Value	Sig.
DAILY WORK ENGAGEMENT (IN HOURS)	Less working hours	50.35	9.628	102	3.496	.001**
	More working hours	44.44	9.750	48		

****S = significant at 0.01 level**

The Table 44 reveals significant differences in work related problems faced by home based women workers and their daily work engagement (in hours). There was a significant difference in the scores for less working hours ($M=50.35$, $SD=9.628$) and more working hours ($M=44.44$, $SD=9.750$) conditions; $t=3.496$, $p= 0.001$. The mean score of women working for less hours remains higher than that of counterpart ($M=50.35$, $SD=9.628$). This indicates that the women, who were working for less hours, were facing more work related problems whereas the women who were working for more hours a day were facing less work related problems. It means the null hypotheses stating that there were no significant differences between work related problems faced by home based women workers and their daily work engagement (in hours), was rejected.

Work engagement is important variable as home-based are highly exploited and denied humane working conditions. Tripti Lahiri (2017) indicated that as per the 2014 Organization for Economic Cooperation and Development report, Indian women do about 15 times more housework than Indian men. The vast majority of home-based workers work a minimum of 9 to 15 hours a day, seven days a week.

Women home-based workers are engaged in activities such as construction, retailing, beedi making, bangle making, pottery, embroidery, stitching, handloom weaving, basket weaving and vending fish/ vegetables. Some of the newer activities are floriculture, poultry and

livestock rearing, garment making, food processing and fish processing etc. Further, most of the work that women engage are of higher risk and requires hard work compared to men (Monisha and Rani, 2016). Despite all hard work, wages, medical benefits, and so are at the employer's mercy (ILO, 2009). Rekha Pande (2008) pointed out that the long hours, and daily work conditions affect women's health adversely. In spite of their ill-health, they are left with no option to take rest but to continue working.

Table 45: t-Ratio Showing the Difference in the Work Related Problems of Women Home-Based Workers in Relation Attitude of Women Towards Work Related Problems.

[n=150]

Variable	Source of Variance	Mean	SD	N	t Value	Sig.
Attitude of Women Towards their Work	Positive attitude	45.637	10.383	69	3.285	.001**
	Negative attitude	50.864	9.099	81		

****S = significant at 0.01 level**

The results revealed significant difference ($t = 3.285$; $p = .001$). Therefore, the hypothesis, “there will be no significant difference in the work related problems faced by women home-based workers in relation to the attitude of women towards their work from social perspective,” stands rejected. Women home-based workers have positive attitude towards work related problem.

Negative attitude has high mean score, which suggest negative attitude has significant impact on work related problems. The research conducted by Mishra R. and Panigrahi B. (1996) demonstrates that younger people have more positive attitudes towards women working outside their homes than do older people. Socio-economic status could also affect changing attitudes over time. For example, women whose family supports their work may have different attitude toward work compared to those women who work for their kids despite opposition from the family. Perhaps, negative attitude is resultant of work conditions, and exploitation by the contractors. Future study should explore other factors responsible for developing negative attitude.

4.1.4.2 Differences in Personal Problems of Women Home-Based Workers in Relation to Selected Variables

The section presents analysis of variance between selected variables and personal problems of home-based workers. Significant differences were noted in age ($p = .000$), education ($p=.002$), marital status ($p=.000$), duration of engagement ($p=.000$), daily engagement ($p=.003$) and attitude towards personal problems ($p=.000$).

The ANOVA was computed and significant difference [$F(2,147) = 20.417$; $p = .000$] was found. The data was further analyzed using Tukey test to know with which age group has significant influence on the personal problems. Significant difference was noted between middle young ($M=11.229$; $p=.000$) and young age ($M=11.229$; $p=.000$).

Table 46: Analysis of Variance (ANOVA) Indicating Personal Problems Faced by Women Home Based Workers in Relation to Their Age.

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
AGE	Between Groups	2	4057.280	2028.640	20.417	.000**
	Within Groups	147	14606.220	99.362		

****S = significant at 0.01 level**

The Table 46 indicates significant differences in personal problems faced by women home-based workers and their age. Thus, the null hypothesis stating, “there will be no significant differences between personal problems faced by home based women workers and their age,” stands rejected. The data was further analyzed using Tukey test.

Age found to be influencing personal problems faced by women home-based workers. It is interesting to find which age group women face more personal problems. The below Table 47 presents Tukey test findings.

Table 47: Mean Comparison of Personal Problems of Women home-based workers and Their Age

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Age	Categorical	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Young	Middle young	-11.229*	1.758	.000	-15.39	-7.07
	Old age	-4.675	3.070	.283	-11.94	2.59
Middle young	Young	11.229*	1.758	.000	7.07	15.39
	Old age	6.554	3.198	.104	-1.02	14.13
Old age	Young	4.675	3.070	.283	-2.59	11.94
	Middle young	-6.554	3.198	.104	-14.13	1.02

*The mean difference is significant at the 0.01 level.

The data was further analyzed using Tukey test to know with which age group has significant influence of the personal problems. Significant difference was noted between middle young ($M=11.229$; $p=.000$) and young age ($M=11.229$; $p=.000$). The results indicate that young (15 to 30 years old) and middle young (31 to 45 years old) women were significantly influenced by personal problems.

A study conducted by Punia (1991) in three districts of Haryana observed that involvement of women in decision making was found to be more in age group of 36-45 years as compared to younger women who were considered inexperienced and did not have the status as the middle aged mother had. About 60 percent of the women were engaged in the activities

related to agriculture, but their participation indecisions regarding farm affair was much less as only 18.75 percent. Therefore, it is clear that women who are engaged in economic activities have better participation in decision-making and are empowered to face personal problems.

Table 48:Analysis of Variance (ANOVA) Indicating Personal Problems Faced by Women Home Based Workers in Relation to Their Educational Qualification.

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F-Value	Sig.
Educational Qualification	Between Groups	4	2100.183	525.046	4.596	.002**
	Within Groups	145	16563.317	114.230		

****S = significant at 0.01 level**

The Table 48 indicates significant differences in personal problems faced by women home-based workers and their education (M=4, t=4.596, p=.002). Thus the null hypothesis stating that there were no significant differences between personal problems faced by women and their education was rejected. The data was further analyzed using Tukey test to know with which category of Educational Qualification has significant influence on the personal problems. The Table 48 presents Tukey test findings.

Table 49: Mean Comparison of Personal Problems of Women home-based workers and Their Educational Qualification

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Educational Qualification	Categories	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Illiterate	Read and Write	-4.201	3.523	.633	-13.36	4.96
	Primary	3.705	2.980	.601	-4.04	11.45
	Secondary	5.486	3.252	.334	-2.96	13.94
Read and Write	Illiterate	4.201	3.523	.633	-4.96	13.36
	Primary	7.906*	2.580	.014	1.20	14.61
	Secondary	9.687*	2.889	.006	2.18	17.20
Primary	Illiterate	-3.705	2.980	.601	-11.45	4.04
	Read and Write	-7.906*	2.580	.014	-14.61	-1.20
	Secondary	1.781	2.194	.849	-3.92	7.48
Secondary	Illiterate	-5.486	3.252	.334	-13.94	2.96
	Read and Write	-9.687*	2.889	.006	-17.20	-2.18
	Primary	-1.781	2.194	.849	-7.48	3.92

* The mean difference is significant at the 0.1 level.

The data was further analyzed using Tukey Test to know which education group has significant influence on personal problems. Significant difference was noted between Read and Write ($M=7.906$; $p=.014$), Primary Education ($M= 2.580$; $p=.014$) and Secondary Education ($M= 9.687$; $p=.006$)

Present study finds significant relationship between education and personal problems faced by women home-based workers. Present job probably various researches favor education as a key factor for empowerment which is positively related to the present findings. Educated women home-based workers may negotiate well with family members for their support and manage their personal problems effectively.

There exists wage gap between women and men based on the differences in the level of education, work experience, sector, type of occupation, location (urban or rural), and the numbers of hours spent in paid and unpaid work (ILO, 2015). The wage gap is also due to the undervaluation of women's work, the concentration of women in lower paid jobs, the perception that women are economic dependents and the lack of women's representation in unions (Goldin, 2014; Chen et al., 2013; Grimshaw, 2011, cited in ILO, 2015).

Researchers reported rising of education levels of women are rising across the world, yet women are still concentrated in a narrow range of occupations (ILO, 2016). Despite improved education and skills, women are more likely to work part-time, work for fewer hours or opt for jobs that will not require the regular working of long hours and that accommodate family responsibilities. These aspects all have a direct impact on overall earnings (ILO, 2015). Even if these factors are taken into account, however, a sizeable portion of the gender wage gap remains unexplained (ILO, 2015).

Education provides better opportunities for job prospects, better ability to negotiate with contractors, and ability to raise voice against abuses and harassments. In India the literacy rate of women is much lower. Educational deprivation is intimately associated with poverty. The UNICEF Executive Director Mr. Carol Bellamy said; "No country has ever emerged from poverty without giving priority to education"(Indian Currents, 13 June 2004).

SEWA (2014) gave recommendations to build skills of women home-based workers. Community-based training initiatives need to be initiated as most women work from home. There has to be a mechanism for attesting or certifying skills. Special skills building programmes are needed for women home-based workers. Opportunities for continual improvement of skills and market-demand-led skill upgradation rather than supply-driven.

Table 50: Analysis of Variance (ANOVA) Indicating Personal Problems Faced by Women Home Based Workers in Relation to Their Marital Status.

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
MARITAL STATUS	Between Groups	3	2708.824	902.941	8.263	.000**
	Within Groups	146	15954.676	109.279		

****S = significant at 0.01 level**

The Table 50 indicates significant differences in personal problems faced by home based women workers and their Marital Status [$F(3,146) = 8.263$; $p = .000$]. Thus the null hypothesis stating that there were no significant differences between personal problems faced by women and their marital status was rejected. In order to know with which group the personal problems differed significantly, the data were further analyzed. The below Table 51 presents Tukey test findings.

Table 51: Mean Comparison of Personal Problems of Women home-based workers and Their Marital Status

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Marital Status	Categories	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Married	Unmarried	8.954*	1.866	.000	4.11	13.80
	Widow	-.558	3.370	.998	-9.32	8.20
	Divorced	2.128	3.683	.939	-7.44	11.70
Unmarried	Married	-8.954*	1.866	.000	-13.80	-4.11
	Widow	-9.513*	3.464	.034	-18.51	-.51
	Divorced	-6.826	3.769	.272	-16.62	2.97
Widow	Married	.558	3.370	.998	-8.20	9.32
	Unmarried	9.513*	3.464	.034	.51	18.51
	Divorced	2.687	4.699	.940	-9.52	14.90
Divorced	Married	-2.128	3.683	.939	-11.70	7.44
	Unmarried	6.826	3.769	.272	-2.97	16.62
	Widow	-2.687	4.699	.940	-14.90	9.52

* The mean difference is significant at the 0.01 level.

Above table describes that Significant differences were noted between Married ($M=8.954$; $p=.000$) and Unmarried women ($M=8.954$; $p=.000$).

The findings suggest married and unmarried status influence personal problems. In Indian context, unmarried women have restriction of mobility and interactions with opposite gender (Ram, 2014). As women are considered as primary care taker of the family, married women at – in-laws are expected to do household chores, childcare and they are allowed to engage in other activities if time and energy permits. Married women face triple burden, take care of home, children & elderly and manage home-based work, so married women face more no. of personal problems.

Table 52: Analysis of Variance (ANOVA) Indicating Personal Problems Faced by Women Home Based Workers in Relation to Their Duration of Work Engagement in Years

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
DURATION OF WORK ENGAGEMENT (IN YEARS)	Between Groups	2	2090.466	1045.233	9.271	.000**
	Within Groups	147	16573.034	112.742		

****S = significant at 0.01 level**

Table 52 indicates significant differences in personal problems faced by home based women workers and their duration of work engagement [F (2, 147) =9.271; p=.000]. Thus the null hypothesis stating that there were no significant differences between personal problems faced by women and their duration of work engagement stands rejected. In order to know with which group the personal problems differed significantly the data were further analyzed.

Table 53: Mean Comparison of Personal Problems of women home-based workers and Duration of Work in Years

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Duration of Work in Years	Categories	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Short Duration of Work Engagement in Years(< 1 year)	Moderate Duration of Work Engagement in Years	7.693 [*]	1.788	.000	3.46	11.93
	More Duration of Work Engagement in Years	4.287	3.944	.524	-5.05	13.63
Moderate Duration of Work Engagement in Years (1 to 5 years)	Less Duration of Work Engagement in Years	-7.693 [*]	1.788	.000	-11.93	-3.46
	More Duration of Work Engagement in Years	-3.406	3.978	.669	-12.83	6.01
Long Duration of Work Engagement in Years (6 years and above)	Less Duration of Work Engagement in Years	-4.287	3.944	.524	-13.63	5.05
	Moderate Duration of Work Engagement in Years	3.406	3.978	.669	-6.01	12.83
* The mean difference is significant at the 0.01 level.						

The Tukey test results find significant difference between less work experience (p=.000) and moderate work experience (p=.000) of women home based workers.

Work experience matters. Present research revealed that women with less and moderate work experience face more personal problems. There are many women workers who joined the home-based work for the first time. Their inexperience in the work may create challenges to spare time for the work, maintain quality of the work at the same time manage home and take care of family responsibilities. Manage all these at the same time may be challenging for novice home-based women. As SEWA (2014) recommended, all novice women home-based workers should be provided training and oriented on several government and non-governmental schemes for them. Women who had moderate level and more work experience might have learnt to cope up with challenges in work. so they may be facing personal problems to less extent.

Table 54: t-Ratio Indicating Personal Problems Faced by Women Home Based Workers in Relation to Their Daily Work Engagement (in hours)

[n=150]

Variable	Source of Variance	Mean	S.D.	N	t. Value	Sig.
DAILY WORK ENGAGEMENT (IN HOURS)	Less working hours	46.9314	10.98357	102	2.999	.003**
	More working hours	41.2083	10.72868	48		

****S = significant at 0.01 level**

The Table 54 indicates that there were significant differences in personal problems faced by women home based workers and their Daily Work Engagement (in hours). Thus the null hypothesis stating that “there will be no significant differences between personal problems faced by women home based workers and their daily work engagement in Hours stands rejected. The mean score of less working hours is high than its counterpart. It means women home based workers who were working for less hours per day were facing personal problems to a great extent. it indicates that personal problems could be the reason of working for less hours per day.

These women who are working for less hours might not be able to manage with personal life and work life so they may be working for less hours.

Table 55: t-Ratio Indicating Personal Problems Faced by Women Home Based Workers in Relation to the Attitude of Women Towards their Work from Social Perspective

[n=150]

Variable	Source of Variance	Mean	SD	N	t Value	Sig.
Attitude of Women Towards Their Work	Positive attitude	42.000	10.730	69	3.229	.002**
	Negative attitude	47.740	10.957	81		

****S = significant at 0.01 level**

The above table indicates that there were differences in the attitude of women towards their work from social perspective and personal problems faced by them. Thus, the hypothesis, “there will be no significant difference in the personal problems faced by women home based workers working in relation to the attitude of women towards their work from social perspective,” stands rejected. Table revealed that mean score of negative attitude is high. It indicates that women perceiving negative attitude towards their work from social perspective were facing personal problems to a great extent. Negative attitude towards the work may disturb the mindset of women for work, who will not be able to work effectively, neither the professional work nor her household chores. This situation would lead to personal as well as work related problems.

4.1.4.3 Differences in Overall Problems of Women Home-Based Workers in Relation to Selected Variables

The section presents analysis of ANOVA and t-Test between age, education, marital status, work engagement, daily work, attitude towards work and overall problems of home-based workers. Significant differences were noted in age ($p = .000$), marital status ($p = .010$), duration of

engagement ($p=.042$), daily engagement ($p=.000$) and attitude towards personal problems ($p=.000$). No significant difference was found with a variable, education.

Table 56: Analysis of Variance (ANOVA) Indicating Overall Problems Faced by Women Home Based Workers in Relation to Their Age

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.*
AGE	Between Groups	2	8417.215	4208.608	14.792	.000**
	Within Groups	147	41823.025	284.510		

****S = significant at 0.01 level**

Results confirmed the influence of age on overall problems faced by women home-based workers. Thus the hypothesis, “there will be no significant difference in the overall personal problems faced by women home-based workers working in relation to the age,” stands rejected. The data were further analyzed to know with which age group the overall problems differ significantly.

Table 57: Mean Comparison of Overall Problems Faced by Women Home-Based Workers and Age.

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Age	Categories	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Young	Middle young	-16.093*	2.975	.000	-24.90	-7.29
	Old age	-8.813	5.194	.210	-24.18	6.56
Middle young	Young	16.093*	2.975	.000	7.29	24.90
	Old age	7.279	5.412	.373	-8.74	23.29
Old age	Young	8.813	5.194	.210	-6.56	24.18
	Middle young	-7.279	5.412	.373	-23.29	8.74
* The mean difference is significant at the 0.01 level.						

The Tukey test results find significant difference between Middle Young Age group ($p=.000$) and Young Age group ($p=.000$). The difference between Overall Problems faced by women home based workers and their age was significant at 0.01 level.

Raju (2016) mentioned in their research that forty-nine percent women in the *age*-group 15–59 in urban India were working. Slightly less than 50 percent of the urban self-employed women were unpaid (family workers). The data revealed that young and middle aged women home-based workers face overall problems. Future study must explore problems faced by older women and coping strategies used to deal with their problems.

Women home-based workers irrespective of age, are indeed “full time earners”, who contribute substantially to the family income. There are strong evidences of gender discrimination with women home based workers (Hasan, & Azman, 2014). Hasan & Azman (2014) further reported that women were doing all types of economic activities, which was different from unpaid domestic responsibilities such as preparing food, bringing water, family care and cleaning. It was noted that young married women, divorcee, separated, widow women face more discrimination compared to elder women. Elder women often get support from younger women in the family.

Table 58: Analysis of Variance (ANOVA) Indicating Overall Problems Faced by Women Home Based Workers in Relation to Their Educational Qualification

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
Educational Qualification	Between Groups	3	2067.950	689.317	2.089	.104
	Within Groups	146	48172.290	329.947		NS

NS = Not Significant at 0.05 level

Education did not turn out to be significantly influencing overall problems faced by women home-based workers ($t=2.195$; $p=.072$). Thus the hypothesis, “there will be no significant difference in the overall personal problems faced by women home-based workers working in relation to the education,” is accepted.

The present study, half of the women home-based workers have completed primary education, around quarter, 24 percent, had completed secondary education and 11 percent of them were illiterate. The findings of present study to some extent correlates with previous researches. Studies undertaken in Latin America and Asia. Studies in Peru, Argentina and Chile has shown that the educational status of home-based workers were generally low but in some instances varied depending on the type of work undertaken (Hiralal, 2010). Studies in Brazil and Mexico indicate that education levels among contract workers and self-employed individuals were generally low with many “less than a secondary education” (Cunningham and Gomez,

2004). In Asia, particularly in Pakistan, India and Bangladesh, the education profiles of home workers, predominantly women, were overall very low (Bajaj 1999).

Table 59: Analysis of Variance (ANOVA) Indicating Overall Problems Faced by Women Home Based Workers in Relation to Their Marital Status

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
Marital Status	Between Groups	3	3768.044	1256.015	3.946	.010*
	Within Groups	146	46472.196	318.303		

* = Significant at 0.05 level

The study revealed significant difference between marital status and overall problems ($f=3.946$; $p=.010$). Thus the hypothesis, “there will be no significant difference in the overall personal problems faced by women home-based workers working in relation to the marital status,” stands rejected. To know with which group of women the overall problems differed significantly, the data were further analyzed.

Table 60: Mean Comparison of Overall Problems Faced by Women Home-Based Workers and Their Marital Status.

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Marital Status	Categories	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Married	Unmarried	9.819	3.184	.013	-.27	19.91
	Widow	-4.532	5.751	.860	-22.75	13.68
	Divorced	3.872	6.285	.927	-16.04	23.78
Unmarried	Married	-9.819	3.184	.013	-19.91	.27
	Widow	-14.352	5.911	.076	-33.08	4.37
	Divorced	-5.948	6.432	.792	-26.32	14.43
Widow	Married	4.532	5.751	.860	-13.68	22.75
	Unmarried	14.352	5.911	.076	-4.37	33.08
	Divorced	8.404	8.019	.721	-17.00	33.81
Divorced	Married	-3.872	6.285	.927	-23.78	16.04
	Unmarried	5.948	6.432	.792	-14.43	26.32
	Widow	-8.404	8.019	.721	-33.81	17.00

* The mean difference is significant at the 0.05 level.

The Tukey test results find significant difference between Married Women Home Based Workers ($p=.013$) and Unmarried Women Home Based Workers ($p=.013$). The difference between Overall Problems faced by women home based workers and their age was significant at 0.05 level.

It is not surprising, therefore, that married women are more likely than unmarried women to choose home- based wage work. Married women typically have greater responsibilities and more scope for taking up home-based work to satisfy family needs. It was noted that unmarried

women often get support from the family compared to married women. Married women preferred home based work because they could perform their household chores in between doing the home based work. One more reason reported by married women for joining home based work was that they don't have to go out for doing job or earning money, they could earn by working at their own place.

Table 61: Analysis of Variance (ANOVA) Indicating Overall Problems Faced by Women Home Based Workers in Relation to Duration of Work Engagement in Years

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
Duration of Work Engagement in Years	Between Groups	2	2653.137	1326.569	4.098	.019*
	Within Groups	147	47587.103	323.722		

*S = Significant at 0.05 level

The study revealed significant difference between duration of work engagement and overall problems ($F=4$; $p=.019$). Thus the hypothesis, “there will be no significant difference in the overall personal problems faced by women home-based workers working in relation to the duration of work engagement,” stands rejected. In order to know the most affected group of women according to duration of work engagement in years, the data were further analyzed.

Table 62: Mean Comparison of Overall Problems faced by Women home-based workers and their Duration of Work Engagement

[n=150]

Multiple Comparisons

Tukey Test for Highly Significant Difference						
Duration of Work Engagement	Categories	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Short duration of work engagement (Short than 1 year)	Moderate duration of work engagement (1 to 5 years)	8.548*	3.031	.015	1.37	15.72
	Long duration of work engagement (6 years and above)	7.114	6.684	.538	-8.71	22.94
Moderate duration of work engagement (1 to 5 years)	Short duration of work engagement (Short than 1 year)	-8.548*	3.031	.015	-15.72	-1.37
	Long duration of work engagement (6 years and above)	-1.435	6.741	.975	-17.40	14.53
Long duration of work engagement (6 years and above)	Short duration of work engagement (Short than 1 year)	-7.114	6.684	.538	-22.94	8.71
	Moderate duration of work engagement (1 to 5 years)	1.435	6.741	.975	14.53	17.40

* The mean difference is significant at the 0.05 level.

The Tukey test results find significant difference between Moderate Duration of Work Engagement of Women Home Based Workers ($p=.015$) and Short Duration of Work of Women Home Based Workers ($p=.015$).

This results from present study revealed that women home-based workers having short and moderate duration of work experience overall problems compared to long duration of work. Women who are working for short duration and moderate duration may be learning to manage work and social life balance whereas the women who have long duration of work experience

might have learnt coping strategies to manage dual role as working women. Rajalakshmi (2005) observed that work experiences correlated with health and work related problems, which supports the findings of present study. Further, duration of work influence extends to which they experience problems and their ability to identify problems and coping with them.

Table 63: t-Ratio Indicating Overall Problems Faced by Women Home Based Workers in Relation to Daily Work Engagement in Hours

[n=150]

Variable	Source of Variance	Mean	S.D.	N	t Value	Sig.
DAILY WORK ENGAGEMENT (IN HOURS)	Less working hours	96.88	17.155	102	3.644	.000**
	More working hours	85.63	18.668	48		

****S = significant at 0.01 level**

The study revealed significant difference between daily work engagement and overall problems ($t=3.644$; $p=.000$). Thus the hypothesis, “there will be no significant difference in the overall personal problems faced by women home-based workers working in relation to the daily work engagement,” stands rejected.

The mean score of less working hours is high than the counterpart. It means that women working for less working hours per day are facing personal problems like difficulties in managing dual role, physical or emotional health problems to the great extent. Perhaps due to these problems, women are not able to work for more hours. Women working for more hours might have better coping strategies to deal with work burden, dual roles and take care of their health. They might have learnt to adjust with working life and personal life.

According to Chatterjee (2009), long working hours is one of the reasons for vulnerability of the unorganized sector women workers. which is quite different compared to the result revealed from present study.

Table 64: t-Ratio Indicating Overall Problems Faced by Women Home Based Workers in Relation to Attitude of Women towards their Work From Social Perspective

[n=150]

Variable	Source of Variance	Mean	SD	N	t. Value	Sig.
Attitude of Women Home Based Workers Towards their Work from Social Perspective	Positive attitude	87.231	19.051	69	3.896	.000**
	Negative attitude	98.432	16.156	81		

****S = significant at 0.01 level**

The study revealed significant difference between attitude towards overall problems ($t=3.896$; $p=.000$). Thus the hypothesis, “there will be no significant difference in the overall personal problems faced by women home-based workers working in relation to attitude of women towards their work from social perspective,” stands rejected.

Most of the work that women engage are of higher risk and requires hard work compared to men (Monisha and Rani, 2016). Sengupta (2010) observed that the tasks performed by women are usually those that require them to be in one position for long periods of time, which can adversely affect their reproductive health. The working hours of home-based and domestic workers can go from 8 to over 18 hours a day. Wages, leave facilities, medical benefits, and rest time are at the employer’s mercy (ILO, 2009). Moreover, they are often victims of suspicion. If anything is missing in the house, they are the first to be accused with threats, physical violence, police interrogation, conviction, and even dismissal. Further, Rekha Pande (2008) pointed out

that the long hours, and daily work conditions affect women's health adversely. In spite of their ill-health, they are left with no option to take rest but to continue working.

4.1.5 Item Wise Results Regarding Problems of Women Home Based Workers

4.1.5.1 Item Wise Results Regarding Work Related Problems of Women Home Based Workers

The statements to study the problems faced by women home based workers included total 53 items. Under each item there were three options which indicated three intensity related to the Problems faced by women home based workers. The items wise intensity indices of work related problems and personal problems faced by women home based workers are described below.

Table 65: Intensity Indices Showing Wage Related Problems faced by women home based workers

[n=150]

Wage Related Problems	Intensity Indices
Wage rate is not satisfactory	2.4
No extra money paid for extra work	2.1
Pay is cut if quality is not maintained	2.1
Not getting wages on due date	2
Pay is cut for small mistake in work	2
Getting less wages than the male co-workers	1.8
Pay is cut if unable to work	1.8

The item wise intensity indices of wage related problems of home based women workers ranged from 2.4 to 1.8. It means that the women faced wage related problems at some extent. The highest intensity index was found for the problem of unsatisfactory wage rate (2.4). Other problems like no extra pay for extra work, cut in pay for poor quality work or small mistake in work, late payment and less wages compare to male co-worker (1.8) were faced by home based women workers to some extent.

Most women home-based workers are not satisfied with wages they receive. The National Commission on Labour recommended the amendment of the Minimum Wages Act must be amended (National Commission on Labour, 2001). Further, the Shramshakti report (as cited in Saxena, 2004) also recommended that in fixing minimum wages, the basic minimum needs of workers and his/her family for sustenance should be kept in view so that the wage prescribed is a just wage. The Minimum Wages Act, 1948 is very relevant for women workers

because it is primarily designed for the protection of workers in the un organized sector and provides a mechanism for fixing and revising minimum rate of wages (Saxena, 2004).

Present results also highlighted other work related problems like delay in the payment, deduction of the payment, rejection of the final product resulting in deduction of final payment, no payment for extra work. Most women home-based workers reported delay in the payment, which echo the previous research findings. Maurya (2008) reported irregular or seasonal availability of work, delayed or reduced payments by agents or contractor. In addition, they had to face abuse and misbehavior from the contractors. An independent group on Home-based workers in India (2007) noted that low remuneration, no assurance of minimum days of work, deferred payment and unexplained rejections and deductions from the wages. In unorganized sector, no scientific or equitable procedure is followed to determine the output (Saxena, 2004; ILO, 2016). As highlighted in the result, employers often cut the pay by disqualifying final products on the ground of not matching their minimum quality standards. However, there is no formal quality standards, most contractors follow their own quality standards as per their convenience.

Saxena (2004) suggested the provision of a fallback wage to guarantee a regular income even in the off-season, when material availability may be low. Access to microfinance can support women's economic security (UN Women, 2015).The Self Employed Women's Association (SEWA) in Ahmedabad provides banking services and loans to its members. ILO formation of women entrepreneur's associations and cooperatives, as these organizations are effective in uniting individual entrepreneurs, enabling them to speak with one voice and enjoy better market access (ILO, 2015).The Government of India has introduced its Trade-related Entrepreneurship Assistance and Development (TREAD) scheme for women to provide preferential interest rates and credit guarantee schemes for women entrepreneurs. Under the scheme, registered micro-entrepreneurs become eligible for social security and get access to low-interest credit lines in public banks (ILO et al., 2014). Women entrepreneurs reported improvements in costs, business operations, credit and work security (OECD, 2012).

Table 66: Item Wise Intensity Indices showing the Other Work Related Problems of Women Home Based Workers.

[n=150]

Other work related problems	II
Irregularity of work	2.2
Can't concentrate on the work because of household work	2.2
Can't concentrate on household work	2.2
Less earning because of disturbance in work while working at home	2.2
Cannot give enough hours to earn decent wages.	2.2
Working as casual labour, sometimes don't get work	2.2
Possibility of damage of the raw material is more at home	2.1
Other family members disturb in doing work at home	1.9
Limited availability of work	1.9
Employer does not co-operate.	1.5
Loss of work even in the case of very small carelessness or mistake in the work	1.5
Unhappy with the employer's behavior	1.4
No co-operation from co-worker	1.3
Face difficulty or dissatisfaction with co-worker	1.3
Face difficulty or dissatisfaction with the employer	1.3
Penalty is to be paid even for negligent carelessness or small mistake in work	1.3
Abusive languages used by the employer	1.1
Experience sexual harassment by the employer	1

The data revealed high intensity indices (2.2) for irregularity of work, can't concentrate on the work because of household work, less earning because of disturbance in work while working at home, cannot give enough hours to earn decent wages, working as casual labour, and sometimes do not get work as other work related problems affect at some extent. Other problems such as lack of co-operation with employer and co-workers, unhappy with employer's behavior, loss of work or penalty is to be paid in case of carelessness or small mistake in work, difficulty or dissatisfaction with co-worker or employer, abusive languages or sexual harassment by employer etc. problems faced by home based women workers to less extent. In addition, 81

women home-based workers expressed disturbance from children in their work at great extent, intensity index is being 1.9.

Women home-based workers have pointed out 9 concerns related to work that affect their lives with great extent while concerns were rated as least extent. These are, perhaps, reasons for developing negative attitude among women home-based workers. Previous researches also reported seasonality of the work, damage to the raw materials at home, low production due to disturbance at home, inability to contribute time for the work, non-cooperation, and harassment from contractors, rejection of final products and deduction of payment (Bajaj, 1999; Maurya, 2008; Surati, 2001; WIEGO, 2018).

4.1.5.2. Item Wise Results Regarding Personal Problems Faced by Women Home Based Workers.

Table 67: Item Wise Intensity Indices Showing Problems Related to Social, Family and Recreational Life of Home Based Women Workers

[n=150]

S. No.	Problems related to social, family and recreational life of women home-based workers	I.I
1	Cannot give enough time to the children	2.2
2	No time for movie and outing	2
3	Contribution is not being noted by the family and society	1.9
4	No time to meet friends and relatives	1.9
5	No time to do work of one's own choice	1.9
6	Harassment by husband due to not doing household work properly or on time	1.9
7	No time to attend marriage ceremonies and festivals	1.8
8	Harassment by family members if not doing household work properly or on time	1.4

Table 67 indicates that item wise intensity indices of social family and recreational life related problems ranged from 2.2 to 1.4. It means that social, family and recreational life related problems faced by home based women workers from some extent to less extent. Problems such as lack of time for their children, for movie, outing for meeting friends and for doing work of one's own choice, harassment by husband for not doing household work properly and no time to attend marriage ceremonies and festivals etc, were faced by home based women workers to some extent whereas problem of harassment by family members for not doing household work properly or on time, was faced by women to less extent.

The study revealed family problems like not able to spare time for children. Women often feel guilty about not able to fulfill her responsibilities as mother. Gender is seen as a significant

determinant of negative job spill-over because employed women are expected to carry out the responsibility for family services and still be able to smoothly handle their work roles. Women home-based workers are tied up in daily work that they don't have time for recreational activities. In addition to above issues, women don't get support from the family. They are often harassed for not doing household chores properly. Women have increased their participation in paid employment considerably during the past 30 years, but men have not increased their participation in housework to the same extent.

Ahmad and Aminah (2007) examined the work-family conflict experienced by 239 married female production operators in dual-career families, the social support they received and the coping strategies used to manage the conflict. "The women experienced more work interference with family than family interference with work. The intensity of work interference with family was significantly higher in the earlier life-cycle stage than in the later stage. About two thirds of the women indicated that they intended to leave their job upon having another child, mainly due to the rising cost of child-care services. They received the least social support from their supervisors compared to other sources, and tended to cope with conflict using reactive role behavior and personal role redefinition strategies."

Table 68: Item Wise Intensity Indices Showing Problems Related to Psychological Health of Women Home Based Workers

[n=150]

S. No.	Psychological health related problems because of work	I.I
1	Tension about work	2.2
2	Lack of peace of mind	1.8
3	Lack of concentration in any work	1.8
4	Stress	1.8
5	Anger without reason	1.7
6	Frustration	1.7
7	Depression	1.6
8	Crying without reason	1.4

Table 68 reveals that item wise intensity indices of psychological health related problems faced by home based women workers ranged from 2.2 to 1.4. It means women faced psychological health related problems some extent to less extent. The problem of tension about work, lack of peace of mind, lack of concentration, stress, anger without reason, frustration, depression etc, were faced by women to some extent whereas problem of crying without reason, faced by women to less extent.

Kumari (2014) reported from her study that working women face mental stress because of excessive work load work pressure, and family pressure. She further highlighted that women find it difficult to manage family life and professional life because they have to go home to the family and attend to the household chores and take care of their families. Women home-based workers have to do or take the responsibility for almost all the household work, child care, caring for the elderly and sick family members in addition to work for livelihood. Attending to equally strenuous roles create extreme mental strain. While informal interaction with women home-based workers, they shared that they wish if they can learn coping strategies to aid them to carry all the work-load and still be able to take care of their personal issues.

Most women home-based workers have to work in extremely limited resources. Most women home-based workers were staying in small rented houses. Often these house lack proper ventilation, cleanliness, lack of proper facilities of kitchen, water and toilets. Further, they are exposed to various forms of oppressions, including wife beating, systematic violence, the sexual division of labour at home, and restrictions on the freedom of mobility. Thus, the most common diseases of the women workers appear to be directly related to the environmental and living factors. The contractors can also make arrangements for periodic medical & mental health check-ups, linking women with social security and other government's health schemes, linking them with non-governmental organizations working in the area to improve the health standards of these workers would be important strategies to reduce health burden.

Worry responsibility, strong emotions, concentrated attention or precision required by some jobs like embroidery, assembly of electronic or electronic appliances, setting of gems, jewellery etc. and exhaustion caused by intellectual or mental activities also produce fatigue (Gupta 2013).

Table 69: Item Wise Intensity Indices Showing Problems Related to Physical Health of Women Home Based Workers

[n=150]

S. No.	Physical problems of women home based workers	I.I
1	Eye strain	2.1
2	Headache	2.0
3	Back pain and shoulder pain	1.9
4	Fatigue	1.8
5	Weakness	1.7
6	Watering of eyes	1.6
7	Urinary tract infection	1.4
8	Delivered child with defect	1.0
9	Premature delivery	1.0
10	Low birth weight of child	1.0
11	Miscarriage	1.0

Table 69 indicates that physical health related problems ranged from 2.1 to 1.0. It means women faced psychological health related problems some extent to less extent. The problem of eye strain, headache, back pain and shoulder pain, fatigue, weakness and watering of eyes etc, were faced by home based women workers to some extent whereas other listed physical health related problems were faced by home based women workers to less extent.

Kumari (2014) reported from her study that working women face physical stress, general weakness, fatigue because of excessive work load work pressure, and family pressure. There is adverse effect of work on the health of women workers, this is due to long hours of work, lifting weights, overburden, poor working conditions, lack of light, ventilation, water space etc.

Women universally face regular physical problems like menstruation, pregnancy, childbirth, lactation, child rearing and menopause and their various complications. Women face health problems more than their men for various reasons biological, environmental, and work

related problems (Gupta, 2013; Sharma, 2006; Singh, 2005). A survey conducted in Gujarat revealed that lungs disease had affected 70 percent of women and 60 percent of the men. Pneumonia and T.B. affected 20 percent and 22 percent, respectively of the women, compared to 18 percent and 13 percent of the males. Poor nutritional status, anemia due to poverty and the cultural practices where women eat last and the increased workload due to domestic responsibility, loads to fatigue among women (Gupta, 2013).

Women who cook on low level platforms or on the ground, making chapattis, bakeries, cutting vegetables, women who roll bidis, aggarbati, zardozi and zari workers, chicken lace weavers, gunny bag stichers, garment workers, carpet makers and entire section of women who are involved in strenuous work, bending forward and working in the same posture for hours a day and day after day, suffer from low back pain, upper back pain, and spondylities (Gupta, 2013; Gowda, Sidde and Indira, 1987; Patel, 1980). Even women in packing and assembly jobs suffer from these complaints and may suffer from complete debilitation (Gupta, 2013). Most of the serious health problems of women get aggravated due to the long hours of work, and postural problem worsen their health.

Section – III – Suggestions to Improve the Situation of Women Home Based Workers in Unorganized Sector

4.1.6 Percentage Distribution of Women According to Suggestions obtained from women home based workers. Women were asked to provide their valuable suggestion to improve the situation of their work. The Table 4.1.8.1 presents the data in detail.

Table 70: Frequency and percentage distribution of the women home based workers according to the suggestions given by them

[n=150]

Suggestions to improve the situation of women home based workers	<i>GE</i>		<i>SE</i>		<i>LE</i>	
	<i>f</i>	%	<i>f</i>	%	<i>F</i>	%
Awareness should be spread about the minimum wage act amongst the women working in unorganized sector	125	83	21	14	4	3
The women working in unorganized sector should be aware of various voluntary organizations working for them and should take help of them in any problem	100	67	40	27	10	8
The industries should make the workers aware about policies and act related to the labour	90	60	36	24	24	16

High majority of the women home based workers, eighty-three percent were agreeing to the great extent for spreading awareness about minimum wage act amongst the women working in the unorganized sector. Majority of the women (67%) also agreed to the great extent for generating awareness about voluntary organizations working for women, whereas sixty percent of them agreed to the great extent for spreading awareness amongst the workers by the industries about policies and act related to the labour.

SEWA (2014) recommended creating awareness on their rights, labour laws and linked with non-governmental organizations working on issues of women workers. The home based workers should be provided the opportunities to have direct links with markets so that they can avoid manipulation and exploitation of the middleman and consequently this will enhance their profit margins and earnings. WIEGO (2014) reported that the contractors should be made responsible and accountable for the maintenance of employment records of home based workers. It is the role of the contractors to ensure provision of legal and fundamental human rights, which includes the working conditions, wages, benefits, health and safety of home based women workers.

Hasan and Azman (2014) suggested that the culture of unionization should be introduced as it is extremely lacking in case of the women home based workers. They should be supported by NGOs and labor unions, which can prevail to build sufficient safeguards for this large segment of the population. The specialized skills training programme should be designed for women home-based workers. They should be trained to improve the quality of their work, to make them capable of negotiating better employment terms and conditions with their employers (SEWA, 2014; Hasan & Azman, 2014). Ultimately, home based worker should be able to look for own work orders without the involvement of a middleman and with good marketing skills to explore better markets for their products (Hasan & Azman, 2014).

PART 2 – WOMEN DOMESTIC WORKERS

Section I

4.2 Women Domestic Workers

Domestic worker defined under the ILO Convention 189, is “any person who is engaged in domestic work within an employment relationship”. A domestic worker may work on two basis of part-time or full-time; may be employed by a single employer or by multiple employers; may be residing in the household of the employer or may be living in his or her own residence. There are around 3.9 million domestic workers in India, according to 2011 NSSO data. However, according to trade unions estimate, there are around 10 million domestic workers in India. Nearly 90 percent of domestic workers in India are women or children (especially girls), ranging from ages 12 to 75. Most of these are from vulnerable communities – Adivasis, Dalits or landless OBCs. Nearly all of them are migrant workers. Despite women constitute over two-thirds of the workforce in this unorganized sector, there is no law that specifically deals with Domestic Women Workers. This section presents findings of the WOMEN DOMESTIC WORKERS’s demographic profile, work profile and along with statistical data analysis with inferences.

4.2.1 Demographic Profile

This section provides demographic information of 150 women domestic workers. It discusses age, education, marital status, daily work hours, daily work engagement, and number family members. The Table 71 presents demographic information pertaining to women domestic workers.

Table 71: Demographic Characteristics of Women Domestic Workers

[n = 150]

S. No	Variables	Category	<i>F</i>	%
1	Age	Middle young (31 to 45 years)	63	42
		Old age (46 years and above)	44	29.3
		Young (15 to 30 years)	43	28.6
2	Education	Primary Education(Up to 10 th)	88	59
		Secondary Education	37	25
		Illiterate	20	13
		Able to read and write	5	3
3	Marital Status	Married	81	54
		Unmarried	46	31
		Widow	17	11
		Divorcee	6	4
4	Daily Work hours	Less working hours (2 to 4 hours)	104	69
		More working hours (5 to 7 hours)	46	31
5	Duration of Work Engagement (in years)	Short Duration of Work Engagement (in years) (Less than 1 year)	7	5
		Medium Duration of Work Engagement (in years) (1 to 5 years)	89	59
		Long Duration of Work Engagement (in years) (6 years and above)	54	36
6	Family Members	<6 members	37	25
		6-10 members	111	74
		>10 or more members	2	1

Table 71 indicates that forty-two percent of women domestic workers, were in the age range of 31 to 45 years of age whereas more than a quarter (29%) women domestic workers were in the age group of 15 to 30 and 46 & above respectively. Women workers' education level was coded on a 4-point scale, ranging from illiterate to secondary schooling. Nearly Fifty-Nine percent of the women domestic workers (58.7%) had completed primary education (10th) while Nearly quarter of the respondents (24.7%) had completed secondary education (up to 12th). Total 13 per

cent women domestic workers were illiterate; and only 3 per cent women domestic workers were able to read and write. The data revealed that more than half of the women domestic workers (54%) were married, whereas 31 percent and 11 per cent women domestic workers were unmarried and widow respectively. Table further indicated that almost 69 per cent of women domestic workers work for about 2 to 4 hours daily while 31 per cent of them work for 5 to 7 hours every day. More than half of the women domestic workers, fifty-nine percent were working from 1 to 5 years whereas 36 percent of them were working for more than six years only five percent of them were working for less than a year.

In Indian context, family has been the dominant institution in the life of an individual and community (Mullatti, 1995). The present study reported seventy-four percent women domestic workers have joint family with 6 to 10 members. Almost quarter (25%) of them had less than six family members in their family while only 1 per cent of them reported more than 10 family members in their family. Previous researches have also reported joint families and working women were also tied up with family responsibilities (Sinha, 2002; Upadhyay, 2007).

Domestic work is one of the largest sectors of work in urban areas (Task Force on Domestic Work 2011; Palriwala and Neetha 2009). The educational profiles of domestic workers in the present study is better compared to previous studies (Palriwala and Neetha 2009; Sethi, 2004; Upadhyay, 2007), although other trends remain largely the same.

Figure 12: Percentage Distribution of the Women Domestic Workers according to their Age

[n=150]

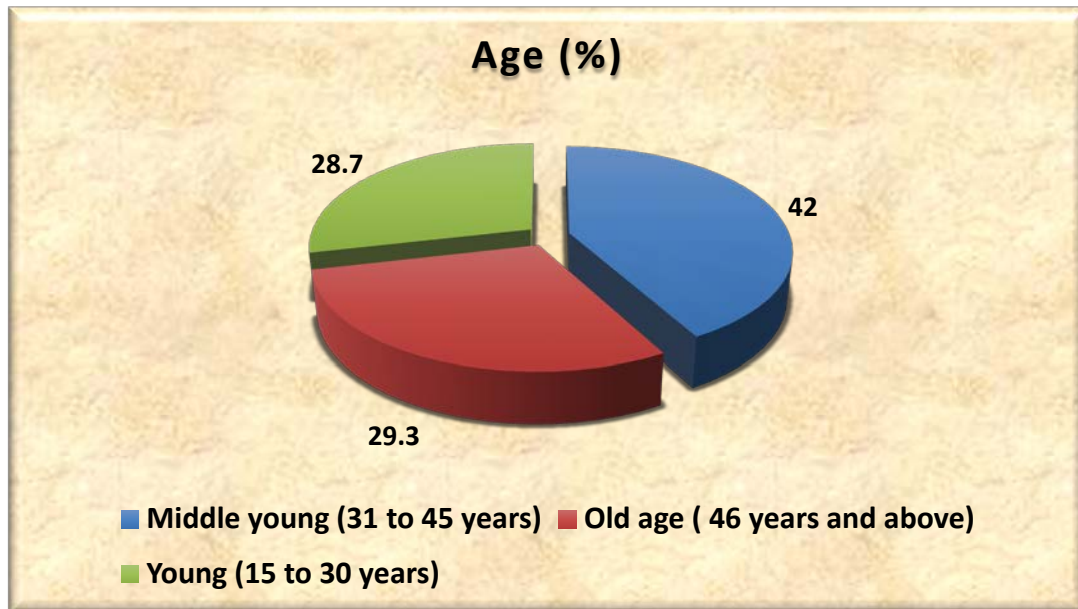


Figure 13: Percentage Distribution of the Women Domestic Workers according to their Educational Qualification

[n=150]

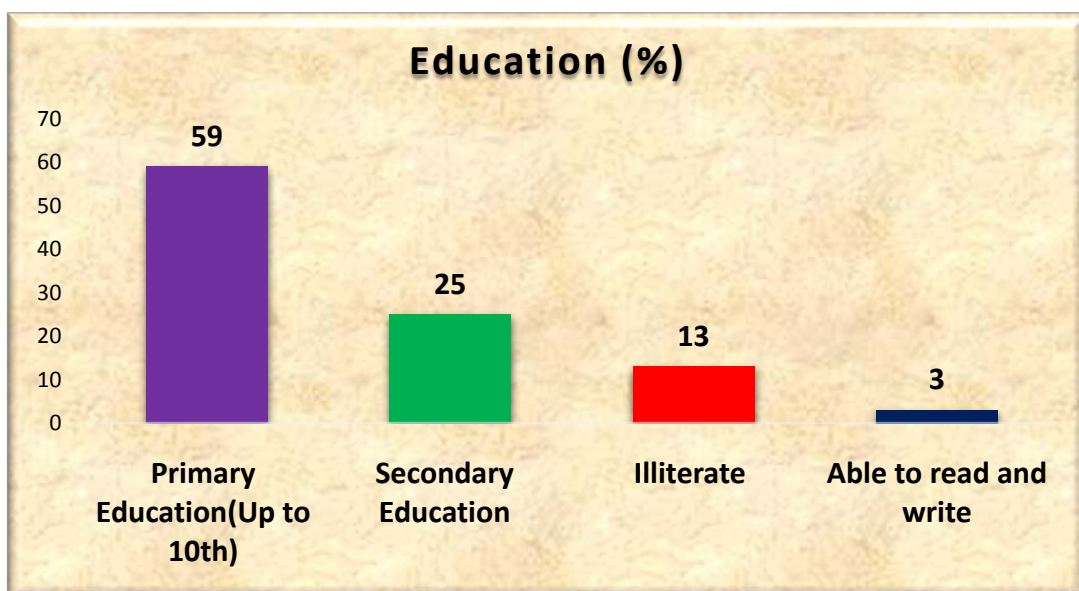


Figure 14: Percentage Distribution of the Women Domestic Workers according to their Marital Status

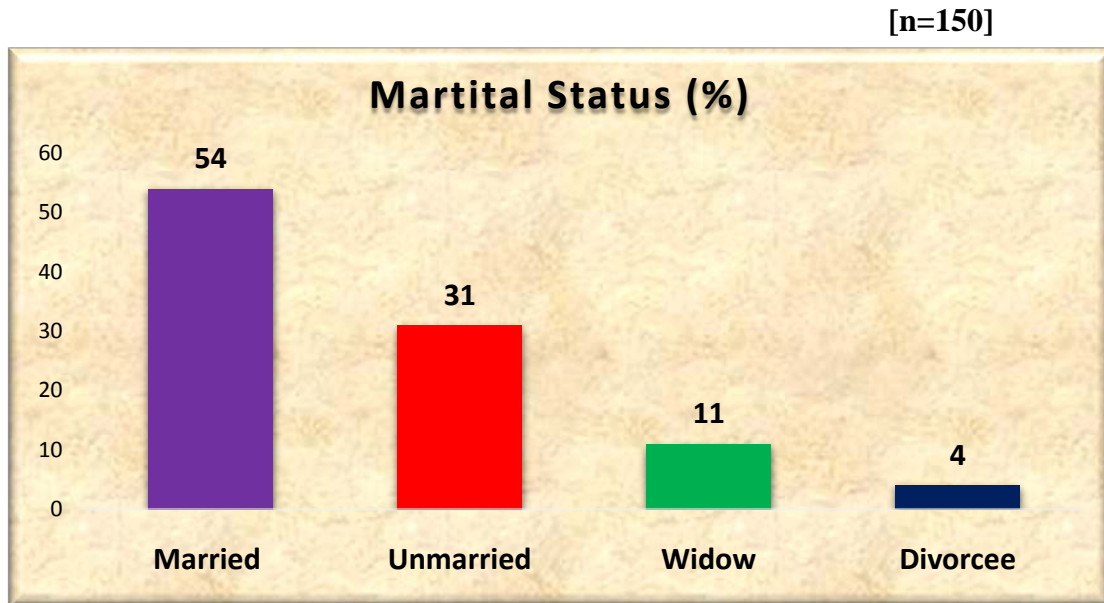


Figure 15: Percentage Distribution of the Women Domestic Workers according to their Daily Work Engagement in Hours

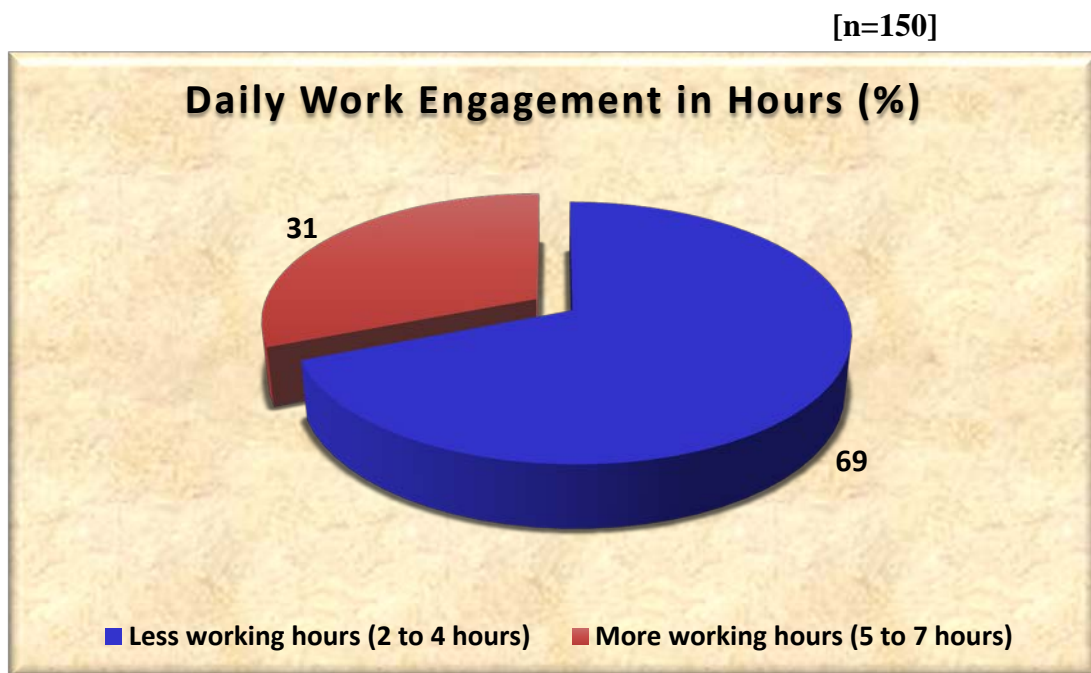


Figure 16: Percentage Distribution of the Women Domestic Workers according to their Daily Work Engagement in Years

[n=150]

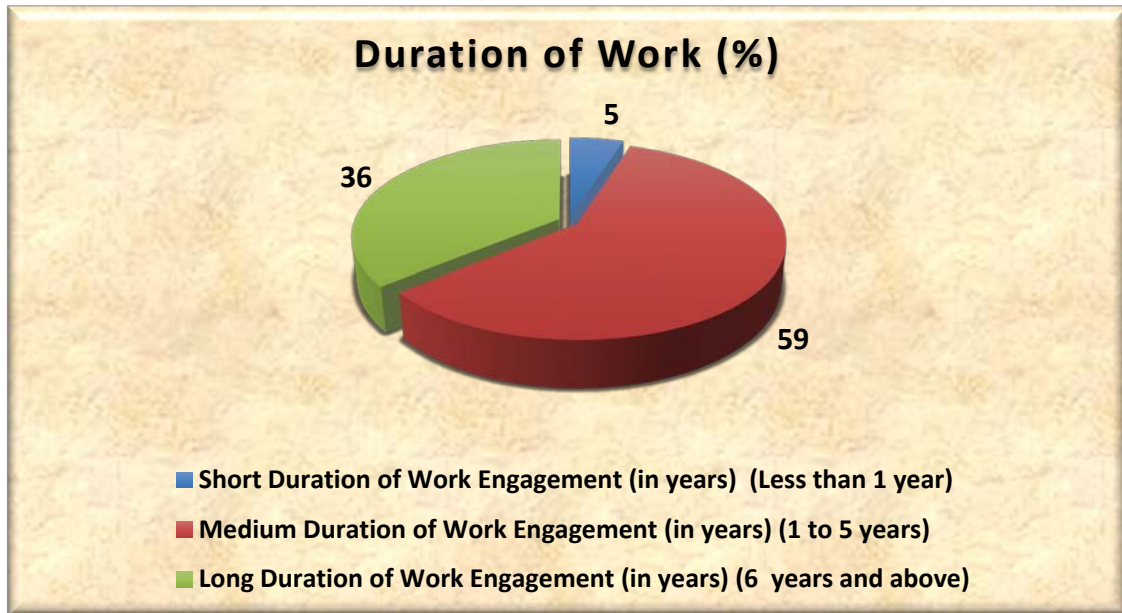
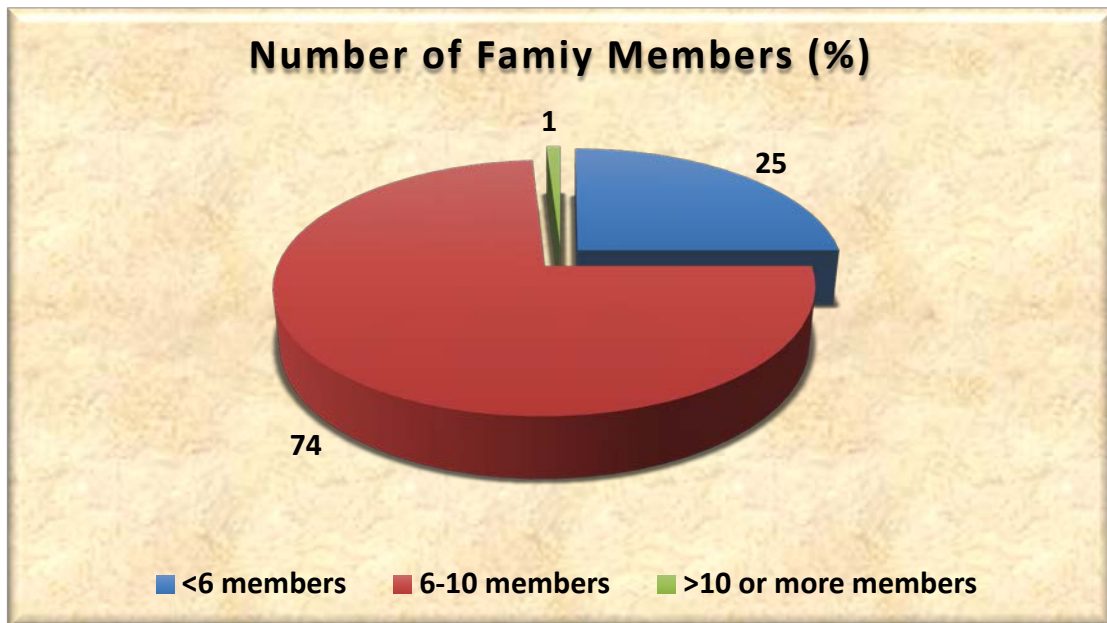


Figure 17: Percentage Distribution of the Women Domestic Workers according to their Number of Family Members in their Family

[n=150]



4.2.2 Work Profile of Women domestic workers

Work profile includes type of work, number of houses women work, nature of work, duration of work, daily work engagement, co-workers at workplace, working days in a month, monthly wages, mode of payment, facility of loan without interest from employer, availed loan without from the employer, amount of loan availed, means of returning loan, receipt of old clothes and vessels from the employers, other sources of income, their household work, help from family members in their work, saving habits, source of savings, bank account, type of bank account, joint account holder, number of paid leave availed, permission to use toilet, reasons for doing present work, reasons for choosing particular work, previous work engagement, reasons for leaving previous work, attitude toward their work from a social perspective, belief regarding improvement in standard of living after joining the work, belief amongst women domestic workers about leading prosperous life due to the work and suggestions to improve the situation of women's workers in unorganized sector.

4.2.2.1 Type of Domestic Workers. The Table 72 presents frequency and percentage distribution of Women domestic workers according to their type of work.

Table 72: Frequency and percentage distribution of Women domestic workers according to their type of work

[n = 150]

S.No	Type of worker	<i>f</i>	%
1	Live out workers	138	92
2	Live-in workers	12	8

The Table 72 indicates that high majority of the women domestic workers were live out workers only eight percent of them were live in workers.

Live-out workers are generally locals or migrants and work with multiple employers to earn their livelihood (Weigo, 2010). They mostly live with their families in slums. They either work all day for one employer or for multiple employers for few hours in a day. Usually they are not dependent on their employers for their basic needs and are distinguished with a greater degree of independence than the live-in domestic workers. Live-in workers work full time for a

single employer and also stay on the premises of the employer or in a accommodation provided by the employer, which is usually close or next to the house of the employer (Weigo, 2010). Therefore, they are more dependent on their employers for their basic needs. Mostly live-in workers are migrated from other places in search of jobs.

4.2.2.2Number of houses domestic workers work. The Table 73 presents frequency and percentage distribution of women domestic workers in relation to number of houses women work.

Table 73:Frequency and Percentage Distribution of Women domestic workers in Relation to the Number of Houses Women Work

[n = 150]

S.No	No. houses of work	<i>f</i>	%
1	One house	26	17
2	2 houses	70	47
3	More than 2 houses	54	36

The Table 73 indicates that nearly forty-seven percent of the women domestic workers were working in two houses whereas 36 percent of them were working in more than two houses. Little more than 17 percent of the women domestic workers were working in one house.

Most domestic workers worked with two or more employers, sparing approximately 2 to 4 hours a day for 2 homes and approximately 5 to 7 hours for more than two employers. Those who are working with multiple employers might be spending more work hours.

4.2.2.3Nature of domestic workers' work. The Table 74 presents frequency and percentage distribution of women domestic workers in relation to the nature of their work.

Table 74: Frequency and percentage distribution of Domestic Women Workers in Relation to Nature of Work

[n=150]

S.No	Nature of work of Women domestic workers	<i>f</i>	%
1	Washing vessels	77	51
2	Dusting and cleaning	65	43
3	Cooking	47	31
4	Washing cloths	43	29

The results indicate that fifty-one percent of the women domestic workers were washing vessels whereas forty-three percent of them were engaged in dusting and cleaning work. The table 74 further indicates that 31 percent of the women domestic workers were involved in cooking whereas nearly twenty-nine percent of them were only washing clothes.

The revealed that most domestic women workers' nature of job is compliant with ILO's International Standard Classification of Occupations. The ILO specified in its 1990 report International Standard Classification of Occupations that all the live in and live out domestic workers are responsible for washing clothes and dishes, sweeping, mopping, cleaning toilets and some activity related to cooking. The National Domestic Workers Movement also documented the nature of work for domestic workers included washing utensils, washing clothes, moping and cleaning or sweeping, and cooking. However, in India, women domestic workers are also engaged in some other work included babysitting, taking care of elderly or sick persons which are not specified in the International Standard Classification of Occupations.

4.2.2.4 Co-workers at the workplace. The Table 75 presents frequency and percentage distribution of women domestic workers and co-workers at work place.

Table 75:Frequency and Percentage Distribution of Women domestic workers with Respect to Co-workers at Workplace

S.No	Co-workers	<i>f</i>	%
1	Having co-workers at work place	118	79

2	Not having co-workers at work place	32	21
---	-------------------------------------	----	----

[n = 150]

The Table 75 indicates that majority of the women domestic workers (79%) had co-workers at their work place whereas near to quarter (21%) of them did not have co-workers at their work place.

Most domestic workers were working with co-worker which reduce the vulnerability of the physical or sexual abuse.

4.2.2.5 Working days in a month. The Table 76 presents frequency and percentage distribution of women domestic workers with respect to working days in a month.

Table 76: Frequency and Percentage Distribution of Women domestic workers with Respect to Working Days in a Month

[n = 150]

S.No	Working Days	<i>f</i>	%
1	30 or 31 days	3	2
2	28 days	141	94
3	26 days	6	4

The above Table 76 illustrates that high majority of the women domestic workers were working for 28 days in a month only two percent of them were working for 30 or 31 days per month.

4.2.2.6 Wages received by domestic workers. The Table 77 presents frequency and percentage distribution of women domestic workers with respect to their wages.

Table 77: Frequency and Percentage Distribution of Domestic Women Workers and Their Wages

[n = 150]

S.No	Wages per month	<i>f</i>	%
1	INR 500 to INR 4500	80	53
2	INR 4600 to INR 8500	70	47

The study revealed that almost half of the domestic workers, fifty-three percent, were receiving average INR 500 to 4500 per month. Nearly half of them (47%) reported their wage ranging from INR 4600 to 8500.

There has been slight increment in the monthly wages of the women domestic workers. Wages of women domestic workers in the present study is higher than reported in previous researches. Augustine and Singh (2016) reported that forty-seven percent of female domestic worker's monthly income was around INR 2000 to 3000, forty-five percent of female domestic worker's income was above INR 3000, and 8 percent had an income between INR 1000 to 2000.

According to ILO 2014 Rights for Domestic Workers, the state governments of Andhra Pradesh, Bihar, Jharkhand, Karnataka, Kerala, Odisha, and Rajasthan have introduced minimum wages for domestic workers. Monthly minimum wages in four states are Andhra Pradesh (INR 2600), Bihar (INR 2478), Karnataka (INR 2533), and Rajasthan (INR 2106). In the present study, 47 WOMEN DOMESTIC WORKERS recorded monthly income from INR 4600 to INR 8500. Government of Gujarat has implemented Minimum wages act; however, it doesn't include minimum wages for the domestic workers. The Ministry of Labour and Employment is planning to bring National Policy for Domestic Workers to protect the interests of domestic workers and to guarantee them minimum wages and social security. The policy forecast to provide for a minimum salary of INR 9,000 per month, mandatory paid leave of 15 days in a year and maternity leave benefits to full-time domestic workers. The policy also incorporates social security cover and provisions against sexual harassment as well as bonded labour.

4.2.2.7 Mode of monthly wages received by domestic workers. The Table 78 Frequency and percentage distribution of women domestic workers with respect to their mode of receipt of monthly wages.

Table 78: Frequency and Percentage Distribution of Women domestic workers with Respect to Their Mode of Receipt of Monthly Wages

[n = 150]

S.No	Mode of receipt of monthly wages	<i>f</i>	%
1	Cash	143	95
2	Cash as well as Kind	7	5

Mostly the wages were provided in cash, ninety-five per cent domestic women workers reported receipt of monthly wages in cash. Very few participants (5%) were receiving wages in terms of cash and kind. During informal conversation with women domestic workers, they stated that employers give them new or old clothes, or bonus ranging from INR 100 to 300/-.

This finding is in line with previous studies which reported that wages are primarily paid in cash (Augustine and Singh, 2016; Murugaiah, 2002; Samshath and Vijayabhaskar, 2002; Saxena, 2004; Sethi, 2004). Upadhyay (2007) reported that 68 percent of the hired workers received their wages in cash while rest received their wages partly in cash and kind.

4.2.2.8 Facility of loans without interest. Employers often provide loan without interests to their women domestic workers during financial needs. The Table 79 Frequency and percentage distribution of women domestic workers with respect to availability of loans without interest.

Table 79:Frequency and Percentage Distribution of Women domestic workers in Relation to the Facility of Availing Loans from the Employer Without Interest.

[n = 150]

S.No	Facility of availing loans without interest	<i>f</i>	%
1	Facility of availing loan without interest from the employer	135	89
2	No facility of availing loan without interest from the employer	15	11

Total eighty-nine percent of women domestic workers reported the provision of availing loan without interest from the employer whereas only 11 per cent stated that their employers had no provision of availing loan without interest.

4.2.2.9 Availing loans without interest. Women domestic workers borrow money from the employers during the financial crisis. Such money is often offered informally without any documentation. Such money is paid either by deducting from the monthly wage or return in cash within 6 to 12 months. The Table 80 Frequency and percentage distribution of women domestic workers with respect to availed loans without interest from the employer.

Table 80: Frequency and Percentage Distribution of Women domestic workers in Relation to Availed Loans from the Employer Without Interest
[n = 150]

S.No	Availing loans without interest	<i>f</i>	%
1	Availed loan without interest	75	50
2	Not availed loan without interest	75	50

The Table 80 reveals that half of the women domestic workers (50%) had availed loan without interest from their employer whereas fifty percent of them did not avail loan from their employer.

Employers lend money to women domestic workers with an agreement to either recover the money from monthly wage or return the money within specified months. Usually, employers don't charge interest to such transactions.

4.2.2.10 Women domestic workers availing loan without interest from number of employers. The Table 81 Frequency and percentage distribution of women domestic workers with respect to women domestic workers who availed loans without interest from number of employer.

Table 81: Frequency and Percentage Distribution of Women domestic workers Availing Loans from Number of Employers

[n = 75]

S.No	No. of employers	<i>f</i>	%
1	1 employer	28	37
2	2 employers	24	32
3	More than 2 employers	23	31

The Table 81 indicates that thirty-seven percent of the women domestic workers had taken loan from one employer whereas almost equal percent of them (32%, 31% respectively) had avail loan from two or more than two employers.

The results revealed that women domestic workers who work with multiple employers were able to take loan from multiple employers. Those working with one employer may find difficulties in receiving financial support during the need. Therefore, women domestic workers were choosing to work with multiple employers.

4.2.2.11Amount of loan availed from the employers. The Table 82 Frequency and percentage distribution of women domestic workers with respect to amount of the loan availed from the employer.

Table 82:Frequency and Percentage Distribution of Women domestic workers According to Amount of Loan Availed from Employer Without Interest

[n = 75]

S.No	Amount of loan availed	<i>f</i>	%
1	Rs. 1000 – Rs. 15000	42	56
2	Rs. 16000 – Rs. 30000	33	44

Table 82 indicates that more than half, fifty-six percent, of the women domestic workers availed the loan amount of INR 1000 to INR 15000 whereas 44 percent of them availed loan amount of INR 16000 to INR 30000.

It is encouraging that employers provide financial assistance during the time of financial crisis at women domestic workers' end. The study revealed that 44 percent of women domestic workers availed loan from INR 16000 to 30000.

4.2.2.12 Means of returning the loan availed from the employers. The Table 83 Frequency and percentage distribution of women domestic workers with respect to amount of the loan availed from the employer.

Table 83:Frequency and percentage distribution of Women domestic workers according to Means of Returning the Amount of Loan Availed from Employer

[n= 75]

S.No	Means of returning the Amount of loan	<i>f</i>	%
1	Extra work and deduction from wages	41	54
2	Deducted from wages	30	40
3	Paying cash and Deduction from wages	2	3
4	Doing extra work and paying cash	2	3

Table 83 indicates that fifty-four percent of the women domestic workers returned their loan amount by doing extra work and deduction from wages whereas forty percent of them returned loan amount by deduction from wages. Very few percent of them returned loan amount by paying cash.

Repayment terms are often exploitative. More than half women domestic workers in the present study stated to work extra hours to recover the loan. Also, this is the time when most employers may make sexual advancements or take benefit of vulnerable situation. However, women domestic workers of the study did not reveal any form of abuse with respect to the loan.

4.2.2.13 Paid leave availed from the employers. The Table 84 Frequency and percentage distribution of women domestic workers with respect to paid leave obtained by them from the employer.

Table 84:Frequency and percentage distribution of Women domestic workers in terms of Paid Leaves Obtained from the Employers

[n= 150]

S.No	Paid leaves obtained by Women Domestic Workers	<i>f</i>	%
1	Obtained paid leaves	148	98.6
2	Not obtained paid leaves	2	1.4

The results indicate that almost all of the women domestic workers, (98.6%) had obtained paid leaves, very few of them (1.4%) did not obtain paid leaves.

This is encouraging findings that employer offered paid leaves to most women domestic workers. Employers seemed to be considerate may be because most dealings with women domestic workers are done by women who understand the need and aware of women's responsibility at home.

4.2.2.14 Number of paid leaves obtained from the employers. Women domestic workers received paid leaves by the employers. The Table 85 presents number of days' paid leave received by women domestic workers.

Table 85:Frequency and Percentage Distribution of Women domestic workers in Terms of Number of Paid Leaves Obtained from Employers

[n =148]

S.No	No. of Paid leaves obtained by Women Domestic Workers	<i>f</i>	%
1	1 day	20	14
2	2 days	106	72
3	3 days	19	13
4	Whenever needed	3	2

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workers obtained two days paid leave whereas almost equal percent of them obtained one day and three days paid leave. Only 2 percent of them obtained leave whenever they needed.

There is a lack of fixed days for holidays, and sick leaves for women domestic workers. Getting paid leave is often result of difficult negotiations with employer. Most women domestic workers were not provided more than 2 days' leave, only 13 percent women domestic workers provided 3 days leave. Deducting money from the salary is quite common practice for more leaves. Women domestic workers are exploited for not granting leave as per their requirement, which might create stress amongst workers. The findings also imply that most of the time granting leave is subjective, determined by employer-employee relationship. Also, as per the proposed National Policy for Domestic Workers, minimum 15 days paid leaves to be granted, which most employers fail to fulfill.

4.2.2.15 Permission to use employer's toilet. The Table 86 presents frequency and percentage distribution of women domestic workers with respect to permission to use employer's toilet.

Table 86: Frequency and Percentage Distribution of Women domestic workers in Terms of Permission to Use Employer's Toilet

[n = 150]

S.No	Permission to use employers' toilet.	<i>f</i>	%
1	Permitted to use employer's toilet	148	99
2	Not permitted to use employer's toilet.	2	1

The study reveals that almost all of the women domestic workers, (99%) were permitted to use employer's toilet, only one percent of them were not permitted to use employer's toilet.

In this study, employers have been kind enough to allow women domestic workers to use their toilets, which indicate less restrictive environment at the workplace.

4.2.2.16 Reasons for working. The study also attempted to understand push factors that compelled women to work. In this study, women domestic workers were asked to provide reasons for working. As an occupation, domestic work includes diverse work profile and it is interesting to know which work profile attracts most women domestic workers. The Table 87

presents frequency and percentage distribution of women domestic workers with respect to reasons for working.

Table 87:Frequency and Percentage Distribution of Women domestic workers according to Reasons of Working

[n=150]

S.No	Women domestic workers' reasons for working	GE		SE		LE		NA	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1	Monetary need	139	93	8	5	2	1	–	–
2	For additional income	123	82	10	7	17	11	–	–
3	Don't like to sit ideal	76	51	56	37	18	12	–	–
4	Inadequate family income	61	41	56	37	33	22	–	–
5	Having lots of free time	48	32	82	53	20	13	–	–
6	No support from family	20	13	21	14	109	73		–
7	Not getting economical support from husband	13	9	26	17	19	13	92	61
8	Widowhood	13	9	2	1	1	0.7	134	89
9	Because of separation	11	7	1	1	–	–	138	92
10	Unemployment of family members	9	6	28	19	113	75	–	–
11	No support from husband	6	4	3	2	–	–	141	94

The Table 87 indicates that high majority of the women domestic workers reported monetary need (93%) and additional income (82%) to the great extent as a reason of working whereas more than fifty percent of them reported additional income and don't like to sit ideal at home to some extent as a reasons of working. The table further indicates that unemployment of other family members and no support from family members to less extent as reasons of working.

It describes the poor condition of the women domestic workers as majority of them have entered in unorganized sector because of their monetary needs due to unemployment of other

family members. The another major reason for accepting to be domestic workers is to earn additional income in the family, which indicates insufficient family income. Women have to work for fulfilling their basic needs as their family income was insufficient.

4.2.2.17 Reasons for choosing particular work. The Table 88 presents frequency and percentage distribution of women domestic workers with respect to reasons for choosing particular work.

Table 88:Frequency and Percentage Distribution of Women domestic workers According to Reasons for Choosing Particular Work

[n=150]

S.No	Reasons for choosing particular work	GE		SE		LE	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1	Having skill in the present work	136	91	11	7	3	2
2	No other option for earning	127	85	18	12	5	3
3	Relatives/friends working in the same field	90	60	57	38	3	2
4	Interest in work	64	43	78	52	8	5

The Table 88 indicates that high majority of the women domestic workers, ninety-one percent, choose domestic work because of having skill in particular work and eighty-five percent stated that they had no other option for earning other than entering in the domestic work at great extent. More than half of them (60%) also choose work because their relatives/friends were working the same. Half of the women domestic workers (52%) expressed interest in work as a reason for choosing particular at somewhat extent.

When material deprivation dictates poor women to contribute to the household survival, it is the unorganized sector that comes to their rescue. In India, the great majority of women work force is working and their number is increasing at faster rate across various occupations and operations in both organized and unorganized sectors. Further, there is a demand of domestic

workers. (Palriwala and Neetha, 2009) pointed out that industrialization and changes in socio-economic life of the people made people depend on domestic servants. Therefore, the movement of the poor from rural to urban areas has been steadily increasing and they have been employing themselves in domestic service. These factors might have contributed women domestic workers to associate reasons for choosing domestic work with the skills that they possess for the work, demand of the work made it easy to find job compared to other livelihood options and unavailability of other options for work. Further, they prefer to work in the field where their relatives or friends work, which provides them support. This indicates lack of awareness about livelihood options and Government's social security schemes.

4.2.2.18 Work engagement prior to present work. The Table 89 presents frequency and percentage distribution of women domestic workers with respect to work engagement prior to present work.

Table 89: Frequency and Percentage Distribution of Women domestic workers in Terms of Work Engagement Prior to Present Work

[n=150]

S.No	Worked elsewhere before present work engagement	<i>F</i>	%
1	Worked elsewhere before present work engagement	76	51
2	Not worked before present work engagement	74	49

The Table 89 reveals that nearly fifty-one percent of the women domestic workers worked elsewhere before present work engagement whereas forty-nine percent of them did not worked elsewhere prior to present work engagement.

Little more than half of the women domestic workers had previous work experience, which describes that women have been changing the work. The reason behind this was dissatisfaction with earlier work or employer.

4.2.2.19 Reasons for leaving previous work. women domestic workers change the work. In this study, women domestic workers were asked to provide reasons for leaving previous work. The Table 90 presents frequency and percentage distribution of women domestic workers with respect to reasons for leaving previous work.

Table 90: Frequency and Percentage Distribution of Women domestic workers in Terms of Reasons of Leaving Earlier Work

[n=150]

S.No	Reasons of leaving previous work	GE		SE		LE	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1	Due to inadequate wages	56	74	13	17	7	9
2	Harassment of Employer or the superior	56	74	13	17	7	9
3	Work place was far from residence	26	34	3	4	47	62
4	Family problems	10	13	5	7	61	80
5	Delayed in payment	8	11	6	8	61	80

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s that majority of the women domestic workers, seventy-four percent, left previous work because of inadequate wages and harassment of employer or superior to the great extent. About 80 percent of them stated reasons for leaving previous work due to family problems and delayed in payment respectively at least extent.

Inadequate wage and harassment by the employer were the primary reasons for leaving previous work. It indicates women domestic workers are unaware about their rights and lack of legal mechanism to lodge complaint. Probably women domestic workers were not aware of lawyers, non-governmental organizations working on the issues of workers in the unorganized sector.

4.2.2.20 Belief regarding improvement in standard of living. The study attempted to capture women domestic workers beliefs regarding improvement in their standard of living after engaging in the domestic work. The Table 91 presents frequency and percentage distribution of

women domestic workers in terms of their belief regarding improvement in standard of living after joining the work.

Table 91: Frequency and Percentage Distribution of Women domestic workers in Terms of Their Belief Regarding Improvement in Standard of Living After Joining the Work

[n = 150]

S.No	Status of standard of living after joining work	<i>f</i>	%
1	Improved standard of living after joining work	26	17
2	Not improved standard of living after joining work	124	83

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e 91 indicates that high majority of women domestic workers, eighty-three percent stated that there was no improvement in standard of living after joining the work, whereas seventeen percent of them agreed that there was an improvement in their standard of living after joining the work.

These results indicate that the domestic work has not improved their lives, which is quite alarming. Indirectly it implies problems faced by women domestic workers, discrimination and poor work conditions.

In a patriarchal society such as India's cooking, washing and cleaning have always been considered the work of women. Since domestic work has been linked to the lower castes, most domestic workers are poorly paid or under paid. Since domestic work is non-uniform, employers can hire, fire and treat them as they please. As a result, domestic women workers are characterized by dual responsibilities, need to work at workplace as well as fulfill home responsibilities (Padma, 2002). JAGORI, a non-governmental organization, undertook a study in Jaipur which demonstrated the informal nature of domestic work and the vulnerabilities of the domestic workers. The study has drawn attention to lack of norms for wages, paid leaves and working conditions. In fact, even the term domestic worker was rarely used by the employers – they were often referred to as ‘maids’ or ‘servants’ thereby not giving them any status as workers. There were several cases where workers were treated very well but it was entirely at the

discretion of the employers (Mehrotra 2008). Mehrotra (2008) further stated that without formal job contract, an informal relationship with the ability to negotiate is dependent upon the good will of the employer. Such work conditions don't allow women domestic workers to feel secure and income is not sufficient to improve their standard of living.

4.2.2.21 Belief regarding leading prosperous life due to the work. The Table 92 presents frequency and percentage distribution of belief about leading prosperous life due to the work.

Table 92: Frequency and Percentage distribution of belief amongst Women domestic workers regarding leading prosperous life due to the work

[n = 150]

S.No	Prosperous Life Due to Working	<i>f</i>	%
1	Lead prosperous life due to working	18	12
2	Not lead prosperous life due to working	132	88

The Table 92 indicates that high majority of the women domestic workers, eighty-eight percent, believed that they were not leading prosperous life due to present work whereas twelve percent of them agreed that they could lead prosperous life due to present work.

Similar to previous data, women domestic workers didn't perceive contribution of domestic work in leading prosperous life. The positive relationship between women's education and overall development outcomes including quality of life is well established. An educated woman will make her children better educated who, in turn, will be more likely to receive school education themselves. The family will likely be healthier, with a lower prospect of infant mortality and better maternal nutrition, including while pregnant and nursing (Gillard and Blanchett, 2014). Gillard and Blanchett (2014) further stated that an educated woman's household is more likely to prosper as a result of a higher overall income. Just few extra year of secondary education can help to increase a woman's income as much as 25% a year. Educated women's participation in the labour market, helps to boost economic productivity, leading to greater wealth for her community as well.

Table 93: Frequency and Percentage Distribution of Women Domestic Workers According to their Attitude Towards their Work from Social Perspective

[n = 150]

Attitude of Women Domestic Workers	<i>f</i>	%
Positive Attitude	65	43.3
Negative Attitude	85	56.7

Table 93 indicated that more than fifty percent (56.7%) of the women domestic workers perceived negative attitude towards their work whereas little more than forty three percent (43.3%) of the women domestic workers perceived positive attitude towards their work from social perspective. This can be because of domestic work is generally considered as servant which gives feeling of inferiority. Such feelings can lead women's negative attitude towards their work.

Figure 18: Percentage Distribution of the Women Domestic Workers according to their Type of Workers

[n=150]

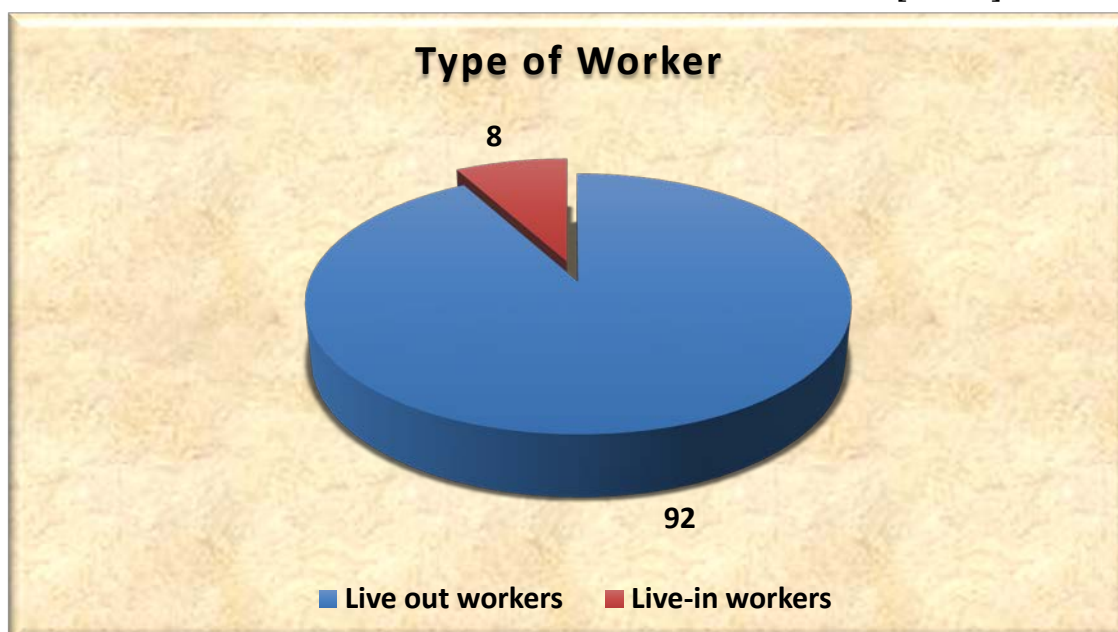


Figure 19: Percentage Distribution of the Women Domestic Workers according to their Wages Per Month

[n=150]

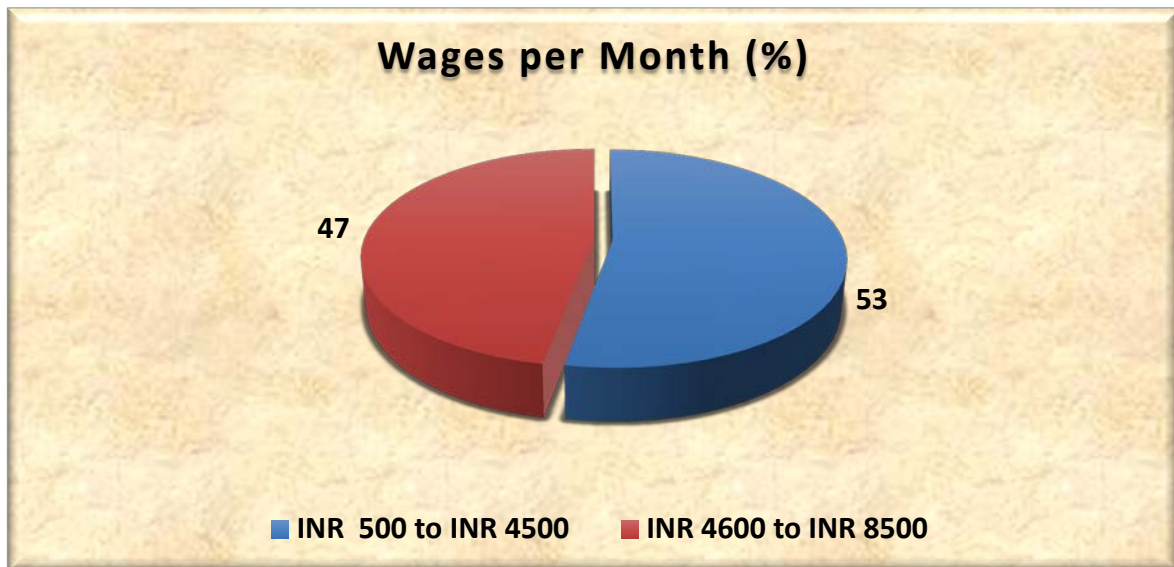


Figure 20: Percentage Distribution of the Women Domestic Workers according to their Mode of Receipt of Monthly Wages

[n=150]

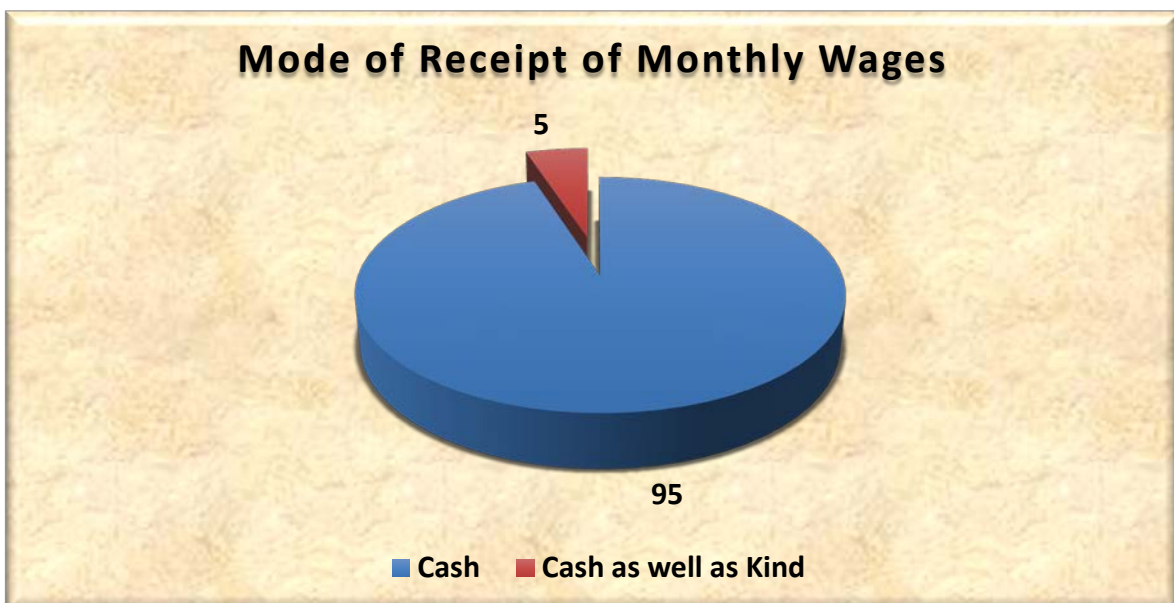


Figure 21: Percentage Distribution of the Women Domestic Workers according to their Paid Leaves they Acquired

[n=150]

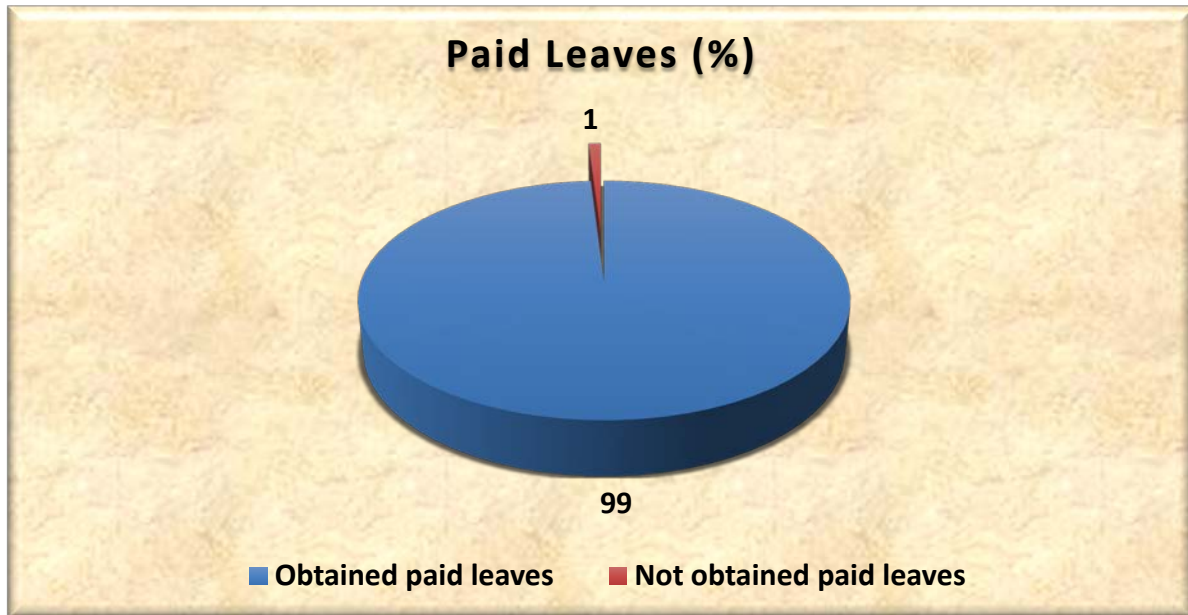


Figure 22: Percentage Distribution of the Women Domestic Workers according to their Number of Days of Paid Leaves they Acquired

[n=150]

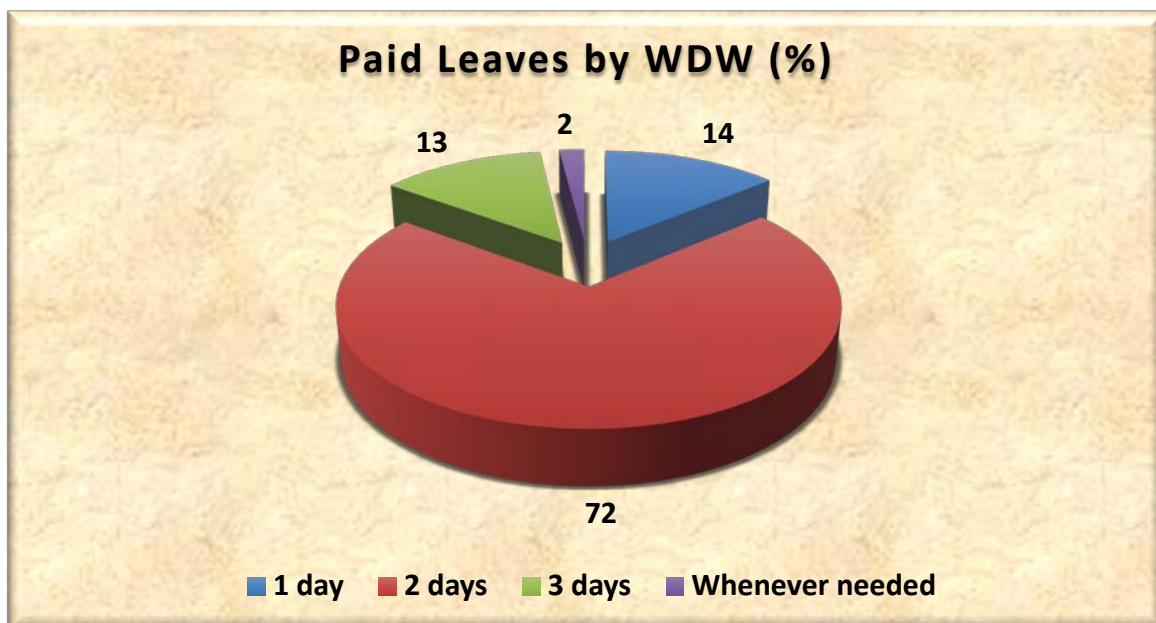
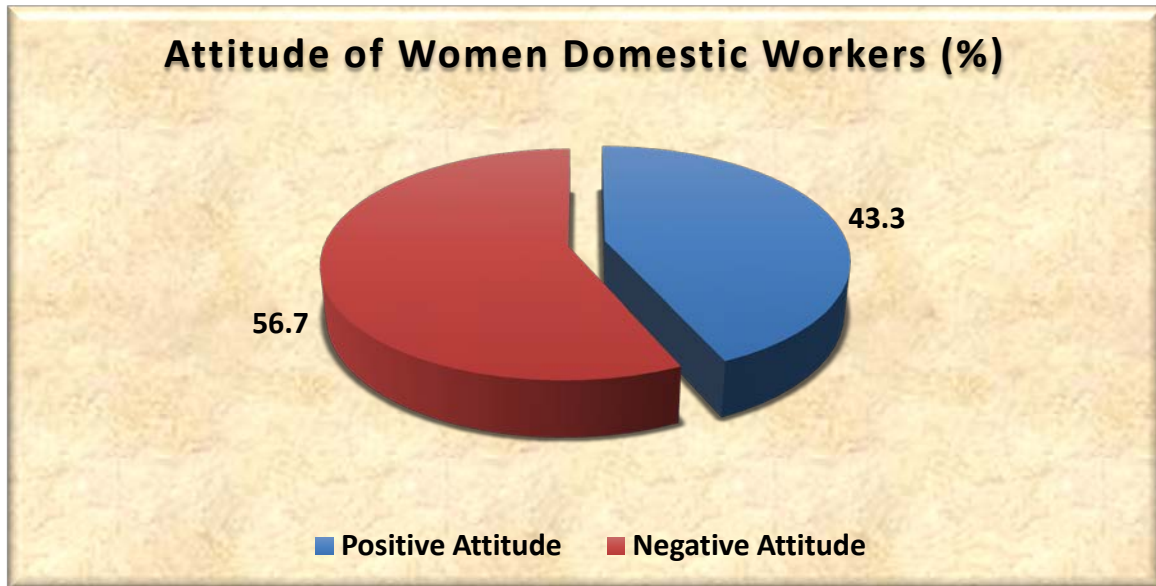


Figure 23: Percentage Distribution of the Women Domestic Workers according to their Attitude Towards Work From Social Perspective

[n=150]



Section – II - Problems of Women Domestic Workers

The section presents work related problems and personal problems of Domestic Women Workers. According to the 2011 report of The Task Force On Domestic Workers, the number of domestic workers have increased 222% since 1999-2000. Overall, National Sample Survey's 61st round, 2004-05 revealed the number of domestic workers range from 4.75 million (to 6.4 million in Census 2001 (NSS, 2004-05). As per Lahiri (2017), women constitute nearly two-thirds of the workforce in this unorganized sector. Considering large participating of women in unorganized sector, they face exploitation and various abuses by their employers. The chain of exploitation between poverty and gender has been intertwined in the realm of work, besides being at the employer's family for all kinds of household chores, low caste women often face exploitation and various kinds of abuses by the employers, which often are unreported. Agarwal (1994) also noted that in traditional agrarian relations, caste and economic oppression is closely linked to gender oppression. Such exploitation has been a silent aspect of their work. Raising a voice aggregated to loss of their means of living, which they could not afford. In a similar vein, employers often sexually exploit women domestic workers. Complaining against certainly could lead to loss of jobs or counteraccusation of theft.

4.2.3 Overall Extent of the Problems of Women Domestic Workers

Table 94: Extent of Work Related Problems of Women Domestic Workers in Relation to Selected Variables

[n = 150]

Variables	N	Work Related Problems of Women Domestic Workers		
		Less	Moderate	More
Age				
Young	43	23.3%	17.3%	17.3%
Middle Young	63	9.3%	14.7%	10.0%
Old	44	1.3%	4.7%	2.0%
Educational Qualification				
Illiterate	20	2.0%	6.7%	2.0%
Read and Write	5	5.3%	6.7%	3.3%
Primary Education	88	14.0%	20.7%	15.3%
Secondary Education	37	12.7%	2.7%	8.7%
Marital Status				
Married	81	16.7%	22.0%	14.0%
Unmarried	46	14.0%	9.3%	12.0%
Widow	17	1.3%	4.0%	2.0%
Divorcee	6	2.0%	1.3%	1.3%
Duration of Work in Years				
Short Duration of Work in Years (less than 1 Year)	7	16.7%	21.3%	13.3%
Moderate Duration of Work in Years (1 to 5 years)	89	16.0%	14.0%	13.3%
Long Duration of Work in Years (6 years and above)	54	1.3%	1.3%	2.7%
Duration of Work in Hour				
Short Duration of Work in Hours (2 to 4 hours)	104	22.7%	26.0%	20.0%
Long Duration of Work in hours (5 to 7 hours)	46	11.3%	10.7%	9.3%

As per the data, seventeen percent and ten percent young and middle young aged women domestic workers reported work related problems at more extent. Therefore, it can be said that young and middle young women domestic workers face more work related problems. Education

is important factor that influence the extent of work related problems faced by women domestic workers. Those women who had completed primary (14%) and secondary (12.7%) education face less work related problems whereas 20.7 percent women with primary education and 2.7 percent women with secondary education cited work related problems at moderate extent. Surprisingly, illiterate (2%) and those women domestic workers who were able to read and write(3.3%) reported work related problems at more extent. However, only 2 percent of illiterate and 5.3 percent of women who were able to read and write reported work related problem at less extent. Therefore, it can be said that educated women domestic workers face work related problems at less extent compared to women who were illiterate and were able to read and write.

Marital status of women also influence work related problems faced by women domestic workers. Married (22 percent, 14 percent respectively) and unmarried women domestic workers (9.3 percent, 12 percent respectively) cited work related problems at moderate and more extent. Widow, and divorcee women domestic workers reported same scores for each category of work related problems. Widow (1.3 percent, 2 percent) and divorcee 4 percent, 1.3 percent) reported work related problems at less extent while 2 percent and 1.3 percent widow and divorcee respectively reported work related problems at moderate extent. It can be concluded that married and unmarried women domestic workers face more work related problems compared to widow and divorcees.

It is well reported that women are more vulnerable to exploitation at workplace for various reasons. Women who had less than 1 year of experience(13.3%) and 1 to 5 years of experience(13.3%) reported work related problems at more extent compared to those who had long duration of work experience (2.7%). Similarly, women domestic workers with less than a year (21.7%) and 1 to 5 years of experience (14%) cited work related problems at moderate extent. Therefore, it can be said that women domestic workers with long work experience face less work related problems compared to women with less and moderate work experience.

Duration of work also relevant to work related problems they face. More than a quarter (26 percent) and around 20 percent of women with short duration of work hours reported work related problems at moderate and more extent respectively. Women domestic workers with long

duration of work hours reported work related problems at moderate (10.7%) and less (9.3%) extent. It can be said that women domestic workers with short duration work face more work related problems compared to those women with long duration of work experience. Perhaps those who work for shorter duration had less support from the family and more family responsibilities compared to those who work for long duration. They might have better coping strategies to deal with work related problems or might be immune with work related problems.

Table 95: Extent of Personal Problems of Women Domestic Workers in Relation to Selected Variables

[n = 150]

Variables	N	Personal Problems of Women Domestic Workers		
		Less	Moderate	More
Age				
Young	43	19.3%	18.7%	20.0%
Middle Young	63	14.0%	11.3%	8.7%
Old	44	.7%	3.3%	4.0%
Educational Qualification				
Illiterate	20	4.0%	2.0%	4.7%
Read and Write	5	5.3%	5.3%	4.7%
Primary Education	88	13.3%	18.0%	18.7%
Secondary Education	37	11.3%	8.0%	4.7%
Marital Status				
Married	81	17.3%	18.0%	17.3%
Unmarried	46	13.3%	11.3%	10.7%
Widow	17	.7%	2.0%	4.7%
Divorcee	6	2.7%	2.0%	0.00%
Duration of Work in Years				
Short Duration of Work in Years (less than 1 Year)	7	21.3%	16.0%	14.0%
Moderate Duration of Work in Years (1 to 5 years)	89	12.0%	16.7%	14.7%
Long Duration of Work in Years (6 years and above)	54	.7%	.7%	4.0%
Duration of Work in Hour				
Short Duration of Work in Hours (2 to 4 hours)	104	24.7%	22.7%	21.3%
Long Duration of Work in hours (5 to 7 hours)	46	9.3%	10.7%	11.3%

Twenty percent and eighteen percent young women domestic workers reported personal problems at more and moderate extent. Middle young women domestic workers (11.3%) have reported personal problems at moderate extent. Only 4 percent of old aged women domestic workers reported personal problems at more extent. Young and middle young aged women domestic workers face more personal problems compared to old aged women domestic workers.

Those women who had completed primary (13.3%) and secondary (11.3%) education cited personal problems at less extent whereas 18 percent women with primary education and 8 percent women with secondary education cited personal problems at moderate extent. Similarly, illiterate (4%) and those women domestic workers who were able to read and write (5.3%) reported personal problems at less extent. It can be said that educated women domestic workers face personal problems at less extent.

Marital status of women also influences personal problems faced by women domestic workers. Married (18 percent, 17 percent respectively) and unmarried women domestic workers (11.3 percent, 10.7 percent respectively) cited personal problems at moderate and more extent respectively. Widow, and divorcee women domestic workers reported somewhat less scores across each category of the personal problems, for instance, .7 percent, 2 percent and 4.7 percent of widow reported at less, moderate and more extent. None of the divorcee reported personal problems at more extent. Only 2.7 percent and 2 percent expressed personal problems at less and moderate extent. The results show that married and unmarried women domestic workers face personal problems more compared to widow and divorcees.

Work experience may influence personal problems. Women who had less than 1 year of experience (14%) and 1 to 5 years of experience (14.7%) reported personal problems at more extent compared to those who had long duration of work experience (4%). Comparatively women domestic workers with less than a year (16%) and 1 to 5 years of experience (16.7%) cited personal problems at moderate extent. Therefore, it can be said that women domestic workers with long duration of work experience face less personal problems compared to women with less and moderate work experience.

Duration of work also relevant to personal problems they face. Twenty-two percent and twenty percent of women with short duration of work hours reported personal problems at moderate and more extent respectively. Women domestic workers with long duration of work hours reported work related problems at moderate (10.7%) and less (9.3%) extent. Perhaps those

who work for shorter duration had less support from the family and more family responsibilities compared to those who work for long duration.

Table 96: Extent of Overall Problems of Women Domestic Workers in Relation to Selected Variables

[n = 150]

Variables	N	Overall Problems of Women Domestic Workers		
		Less	Moderate	More
Age				
Young	43	21.3%	20.7%	16.0%
Middle Young	63	12.0%	12.7%	9.3%
Old	44	1.3%	4.0%	2.7%
Educational Qualification				
Illiterate	20	2.7%	4.7%	3.3%
Read and Write	5	6.0%	4.0%	5.3%
Primary Education	88	14.0%	21.3%	14.7%
Secondary Education	37	12.0%	7.3%	4.7%
Marital Status				
Married	81	18.7%	17.3%	16.7%
Unmarried	46	14.0%	14.0%	7.3%
Widow	17	.7%	2.7%	4.0%
Divorcee	6	1.3%	3.3%	0.00%
Duration of Work in Years				
Short Duration of Work in Years (less than 1 Year)	7	22.0%	16.7%	12.7%
Moderate Duration of Work in Years (1 to 5 years)	89	12.7%	18.7%	12.0%
Long Duration of Work in Years (6 years and above)	54	0.00%	2.0%	3.3%
Duration of Work in Hour				
Short Duration of Work in Hours (2 to 4 hours)	104	24.7%	24.0%	20.0%
Long Duration of Work in hours (5 to 7 hours)	46	10.0%	13.3%	8.0%

As per the data, sixteen percent young and nine percent middle young aged women domestic workers reported overall problems at more extent. Also, 20.7 percent and 12.7 percent young and middle young women respectively cited overall problems at moderate extent. Only 2.7 percent of old aged women reported overall problems at more extent whereas around 4 percent of them reported overall problems at moderate extent. Therefore, it can be said that

young and middle young women domestic workers face more overall problems compared to old aged women.

Education is important factor that influence the extent of problems faced by women domestic workers. Those women who had completed primary (14%) and secondary (12%) education reported overall problems at less extent whereas 21.3 percent women with primary education and 7.3 percent women with secondary education cited work related problems at moderate extent. Surprisingly, illiterate (3.3%) and those women domestic workers who were able to read and write (5.3%) reported work related problems at more extent. However, only 2.7 percent of illiterate and 6 percent of women who were able to read and write reported work related problem at less extent. Therefore, it can be said that educated women domestic workers face overall problems at moderate and more extent compared to women who were illiterate and were able to read and write.

Marital status of women influence overall problems faced by women domestic workers. Married (17.3 percent, 16.7 percent respectively) and unmarried women domestic workers (14 percent, 7.3 percent respectively) cited overall problems at moderate and more extent. Widow, and divorcee women domestic workers reported low scores across categories of overall problems. Widow (.7 percent) and divorcee (1.3 percent) reported overall problems at less extent while 2.7 percent widow and 1.3 percent divorcee reported overall problems at moderate extent. Interestingly, none of the divorcee reported problems at more extent. It can be concluded that married and unmarried women domestic workers face more work related problems compared to widow and divorcees.

It is well reported that women are more vulnerable to exploitation at workplace for various reasons. Women who had less than 1 year of experience (12.7%) and 1 to 5 years of experience (12%) reported overall problems at more extent compared to those who had long duration of work experience (3.3%). Similarly, women domestic workers with less than a year (16.7%) and 1 to 5 years of experience (18.7%) cited overall problems at moderate extent. Therefore, it can be said that women domestic workers with long work experience face overall problems at less extent compared to women with less and moderate work experience.

Duration of work also relevant to work related problems they face. Twenty-four percent and around 20 percent of women with short duration of work hours reported overall problems at moderate and more extent respectively. Women domestic workers with long duration of work hours reported overall problems at moderate (13.3%) and less (10%) extent. It can be said that women domestic workers with short duration work face overall problems more compared to those women with long duration of work experience. Women with long duration of work experience face overall problems at moderate extent. Perhaps those who work for shorter duration had less support from the family and more family responsibilities compared to those who work for long duration. They might have better coping strategies to deal with work related problems or might be immune with work related problems.

4.2.4 Differences in Overall and Aspect Wise Problems of Women Domestic Workers in Relation to Selected Variables

One-way ANOVA and t-test was conducted to compare the effect of age, education, duration of work engagement and daily engagement on work related problems faced by women domestic workers. An analysis of variance showed no significant difference between age [$F(2, 147) = .214$; $p = .808$], marital status [$F(2, 147) = .514$; $p = .674$], duration of work engagement [$F(2, 147) = 2.793$; $p = 0.64$] and work related problems faced by women domestic workers. The t test was computed for education and daily work engagement which revealed significant difference between daily work engagement and work related problems ($t = -2.718$, $p = .007$).

4.2.4.1 Differences in Work Related Problems of Women Domestic Workers in Relation to Selected Variables

Table 97: Analysis of Variance (ANOVA) Indicating Work Related Problems Faced by Women Domestic Workers in Relation to Their Age

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
AGE	Between Groups	2	11.494	5.747	.214	.808
	Within Groups	147	3952.346	26.887		NS

****S = significant at 0.05 level**

The results indicate that there were no significant differences in work related problems faced by women domestic workers and their age [$F(2, 147) = .214$; $p = .808$]. It indicates that age has no relationship with overall problems faced by women domestic workers. Thus the null hypothesis stating that there will be no significant differences between work related problems faced by women and their age, was retained.

Age is important factors that provide an understanding of the person's vulnerability and capability to work. Further age also indicates employability status. Raju (2016) mentioned in their research that forty-nine percent women in the *age-group* 15–59 in urban *India* were working. Slightly less than 50 percent of the urban self-employed women were unpaid (family workers). Nearly 90 percent of domestic workers were women or girls in the age group of 15 to 75 (ILO, 2011), which signify large number of women are into work. Age provides an idea of the nature of problems and challenges faced by working women. Problems may be different at different age level. For example, young women may face more emotional and social problems while women at the old age may face health problems, problems related to performing specific tasks, working for long hours etc. However, this study found that age has no relationship with problems that they face. All women domestic workers face problems irrespective of age. Further, 91 percent of women domestic workers, irrespective of age, stated that having skills for the work is primary reason for engaging in the domestic work.

Table 98: Analysis of Variance (ANOVA) indicating Work Related Problems Faced by Women Domestic Workers in relation to their Educational Qualification

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
Educational Qualification	Between Groups	3	117.963	39.321	1.493	.219
	Within Groups	146	3845.877	26.342		

NS = Not Significant at 0.05 level

The Table 98 indicates that there were no significant differences in work related problems faced by women domestic workers and their education [M= (39.321, 26.342), F =1.493, p=.339]. It means the null hypothesis stating that there will be no significant differences between work related problems faced by Women domestic workers and their education, was retained. This study revealed that education has no relationship with problems faced by women domestic workers.

Education is a tool for empowerment. Education creates awareness about their rights and sensitize about steps to be taken in case of violation of rights take place. Previous researches have documented that most domestic women workers were illiterate which increases the possibilities of various kinds of abuse particularly with women workers (Agarwal, 2012; Hazarika, Ghosh, Chattopadhyay and Kumar, 2009; Kothari, 1991; Sodhi, Rawal, & Ramanujam, 2010; Upadhyay, 2007). The majority of home-based and domestic workers are illiterate (NDWM, 2014; UN, 2010; Weigo 2010) In India, the stigma linked to domestic work is heightened by the caste system, since tasks such as cleaning and sweeping are associated with the people belonging to the 'so-called' low castes (Gupta, 2011; NDWM, 2014). Domestic workers are habitually referred to as 'servants' and 'maids' which has resulted in their insecurity and inferiority (Gupta, 2011; Lahiri, 2017, NDWM, 2014). This has further added to the undignified status awarded to the services provided by them. Considering all above factors, education was considered as key factor related to the problems faced by domestic women workers. However, the present study did not find any significant relationship between education and work related problems faced by women domestic workers.

Table 99:Analysis of Variance (ANOVA) indicating Work Related Problems Faced by Women Domestic Workers in relation to their Marital Status

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
MARITAL STATUS	Between Groups	3	41.397	13.799	.514	.674
	Within Groups	146	3922.443	26.866		NS

NS = Not Significant at 0.05 level

The Table 99 indicates that there were no significant differences in work related problems faced by women domestic workers and their marital status [$F(2, 147) = .514$; $p = .674$]. It means the null hypothesis, “there will be no significant differences between work related problems faced by women domestic workers and their marital status,” was retained.

Women’s marital status has important role in receiving work contract, ability to manage work load, and vulnerability to abuse and other challenges. Married women face dual burden of managing home as well as work to earn livelihood. Various conditions force married women to take up work, either home-based or domestic. Usually, married working women have children, family responsibilities in addition to work responsibilities. Considering the nature of informal sector, it is not a contract between two parties but an informal relationship with the ability to negotiate being dependent upon the good will of the employer (Mehrotra, 2008). Therefore, marital status of women has influence on their work and work-life balance and included as one of the variable to understand its effect in relation to problems faced by home-based and domestic women workers.

Table 100:Analysis of Variance (ANOVA) indicating Work Related Problems Faced by Women Domestic Workers in relation to their Duration of Work Engagement in Years

[n=150]

Variable	Source of	DF	Sum of	Mean	F.	Sig.
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	Variance		Squares	Square	Value	
DURATION OF WORK ENGAGEMENT (IN YEARS)	Between Groups	2	145.114	72.557	2.793	.064
	Within Groups	147	3818.726	25.978		NS

NS = Not Significant at 0.05 level

The Table 100 reveals that there were no significant differences in work related problems faced by women domestic workers and their duration of work engagement (in years) [$F(2,147) = 2.793$; $p = 0.64$]. Thus the null hypothesis, “there will be no significant differences between work related problems faced by women domestic workers and their marital status,” was retained.

Previous study reported that duration of work influence lives of women workers. Patrick (2001) finds that women often do not get work opportunities and hence remain in the same job which increases vulnerability to various abuses. Further, duration of work influence extends to which they experience problems and their ability to identify problems and coping with them. Sengupta (2010) observed that the tasks performed by women are usually those that require them to be in one position for long periods of time, which can adversely affect their reproductive health. According to Chatterjee (2009), the reasons for vulnerability of the unorganized women workers are reregulation in work, long hours of work, little or no bargaining power. Rajalakshmi (2005) observed through a study that women work as hard as men, perhaps even more, considering the burden of household duties and rearing children. Two-thirds of the women say that the average duration of maternity leave is 90 days, but without remuneration. Present study confirmed that duration of work is not adversely affect work related problems faced by women domestic workers.

Table 101: t-Ratio Showing the Difference in the Work Related Problems of Women Domestic Workers in Relation to Daily Work Engagement

[n=150]

Variable	Source of Variance	Mean	S.D.	N	t. Value	Sig.
DAILY WORK ENGAGEMENT (IN HOURS)	Less working hours	56.13	5.253	104	-2.718	.007**
	More working hours	58.57	4.554	46		

****S = significant at 0.01 level**

The Table 101 reveals that there were significant differences in work related problems faced by women domestic workers and their daily work engagement (in hours) [M= (56.13, 58.57), SD= (5.253, 4.554), t=-2.718; p=.007]. The mean score of women working for more hours remains higher than that of counterpart. This indicates that the women, who were working for more hours, were facing more no. or work related problems whereas the women who were working for less hours a day were facing less no. of work related problems. It means the null hypotheses stating that there were no significant differences between work related problems faced by women and their daily work engagement (in hours), was rejected.

The study found significant impact of daily work engagement on work related problems faced by women domestic workers. According to Tripti Laheri (2017) Indian women do about 35 hours of housekeeping chores a week. Indian women do about 15 times more housework than Indian men, as per the 2014 Organization for Economic Cooperation and Development report. The vast majority of home-based and live-in domestic workers work a minimum of 9 to 15 hours a day, seven days a week. Part-time workers often work for nearly 8-10 hours every day. The working hours of home-based and domestic workers can go from 8 to over 18 hours a day. Wages, leave facilities, medical benefits, and rest time are at the employer's mercy (ILO, 2009). Moreover, they are often victims of suspicion. In case of missing of anything in the house, they are the first to be indicted for threats, physical violence, police interrogation, and even dismissal. Further, most of the work that women engage are of higher risk and requires hard work compared to men (Monisha and Rani, 2016). Rekha Pande (2008) pointed out that the long hours, and daily work conditions affect women's health adversely. In spite of their ill-health, they are left with no option to take rest but to continue working. Usha (2008) observed that many women are exploited by the employers. Raising voice against such exploitation may

resulting in losing their jobs. They feel that any of their colleagues or their friends and family members will not support them in such a critical situation. Therefore, most women domestic workers don't complain. In the present study few women domestic workers reported the change of previous job due to the exploitative behaviour of the employer.

Table 102:t-Ratio Showing the Difference in the Work Related Problems of Women Domestic Workers in Relation to Attitude of Women Domestic Workers Towards their Work from Social Perspective

[n=150]

Variable	Source of Variance	Mean	S.D.	N	t-Value	Sig.
Attitude of Women Domestic Workers towards their Work	Positive attitude	54.45	5.799	65	-5.533	.002**
	Negative attitude	58.74	3.671	85		

****S = significant at 0.01 level**

The table 102 revealed significant difference between work related problems faced by women domestic workers and attitude towards their work ($t=-5.533$; $p=.002$). The mean score of negative attitude of women towards their work was higher than the counterpart, it means women having negative attitude towards their work were facing work related problems to great extent. Thus the null hypothesis stating that “there will be no significant differences between the work related problems of women domestic workers and attitude of women domestic workers towards their work” was rejected. Thus the hypothesis, “there will be no significant difference in the overall work related problems faced by women domestic workers in relation to attitude of women towards their work from social perspective,” stands rejected.

Attitude is defined as a psychological construct, a mental and emotional entity that inheres in, or characterizes a person (Richard, 2016). The study revealed that irrespective of age, education and marital status, women domestic workers work for long duration to earn more and provide economic support to the family. Many researches have pointed out that the majority of women workers are less educated and belong to marginalized section of the society. Educated women may voice their rights compared to less educated women. Therefore, their beliefs and attitude toward work may vary. The research conducted by Mishra R. and Panigrahi., (1996) demonstrates that younger people have more positive attitudes towards women working outside their homes than do older people. However, present study found that attitude towards work is not influenced by age, education and marital status. Perhaps past work experience has contributed to

create positive experience at work. It is interesting to know factors that contribute to maintain positive attitude despite experiencing challenges at the workplace.

4.2.4.2 Differences between Personal Problems of Women Domestic Workers and Selected Variables

One-way ANOVA and t-test was conducted to compare the effect of age, education, duration of work engagement and daily engagement on personal problems faced by women domestic workers. An analysis of variance showed significant difference between age [$F(2, 147) = 37.777$; $p=.000$], marital status [$F(2, 147) = .514$; $p=.674$], duration of work engagement [$F(2, 147) = 2.793$; $p=0.64$] and work related problems faced by women domestic workers. The t test was computed for education and daily work engagement which revealed significant difference between daily work engagement and work related problems ($t=-2.718$, $p=.007$).

Table 103: Analysis of Variance (ANOVA) Indicating Personal Problems Faced by Women Domestic Workers in Relation to Their Age

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
AGE	Between Groups	2	2472.410	1236.205	37.777	.000 **
	Within Groups	147	4810.423	32.724		

****S = significant at 0.01 level**

The Table 103 indicates that there were significant differences in personal problems faced by women domestic workers and their age [$F(2, 147) = 37.777$; $p=.000$]. Thus the null hypothesis stating that there will be no significant differences between personal problems faced by women domestic workers and their age, was rejected. The data was further analyzed using Tukey test to know with which age group has significant influence on the personal problems. Table 104 presents findings of Tukey test.

Table 104:Mean Comparison of Personal Problems Faced by Women domestic workers and Their Age

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Age	Categorical	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Young	Middle Young	-7.240 [*]	1.132	.000	-9.92	-4.56
	Old Age	-10.339 [*]	1.227	.000	-13.24	-7.43
Middle Young	Young	7.240 [*]	1.132	.000	4.56	9.92
	Old Age	-3.098 [*]	1.124	.018	-5.76	-.44
Old Age	Young	10.339 [*]	1.227	.000	7.43	13.24
	Middle Young	3.098 [*]	1.124	.018	.44	5.76

*The mean difference is significant at the 0.01 level.

The Table 104 shows significant difference was noted between young ($M=7.240$, -10.339; $p=.000$), middle young ($M=7.240$; $p=.000$) and old age ($M=10.339$, $p=.000$). Domestic women workers belong to wide age range. ILO (2009) presented that nearly 90 percent of domestic workers in India are women or children (especially girls), ranging from ages 12 to 75. Therefore, it is important to categorize problems faced by women domestic workers in terms of age. The results indicate that young and middle aged women more likely to face personal problems. It validates the fact that young women face more problems at workplace compared to older ones. Perhaps women develop tolerance with experience or developed coping strategies to cope with personal problems.

Table 105:Analysis of Variance (ANOVA) Indicating Personal Problems Faced by Women Domestic Workers in Relation to Their Educational Qualification

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
EDUCATIONAL QUALIFICATION	Between Groups	3	991.072	330.357	7.666	.000**
	Within Groups	146	6291.761	43.094		

****S = significant at 0.01 level**

The Table 105, indicates that there were significant differences in personal problems faced by women domestic workers and their education [$F(3,146)=7.666$, $p=.000$]. Thus the null hypothesis stating that there will be no significant differences between personal problems faced by women and their education was rejected. The data was further analyzed using Tukey test to know with which education level has significant influence on the personal problems.

Table 106:Mean Comparison of Personal Problems Faced by Women Domestic Workers and Their Educational Qualification

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Educational Qualification	Categories	Mean Difference	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Illiterate	Read and Write	4.600	3.282	.500	-5.80	15.00
	Primary Education	5.014	1.626	.013	-.14	10.17
	Secondary Education	8.670*	1.822	.000	2.90	14.44
Read and Write	Illiterate	-4.600	3.282	.500	-15.00	5.80
	Primary Education	.414	3.018	.999	-9.15	9.97
	Secondary Education	4.070	3.128	.564	-5.84	13.98
Primary Education	Illiterate	-5.014	1.626	.013	-10.17	.14
	Read and Write	-.414	3.018	.999	-9.97	9.15
	Secondary Education	3.657	1.286	.026	-.42	7.73
Secondary Education	Illiterate	-8.670*	1.822	.000	-14.44	-2.90
	Read and Write	-4.070	3.128	.564	-13.98	5.84
	Primary Education	-3.657	1.286	.026	-7.73	.42

* The mean difference is significant at the 0.01 level.

The mean comparison indicated that primary (p=.013) and secondary education (p-.000) have significant impact on personal problems faced by women domestic workers.

Previous studies reported that the majority of domestic workers are less educated or illiterate (NDWM, 2014; UN, 2014; Weigo, 2010). They belong to marginalized community, which increases the possibilities of various kinds of abuse particularly with women workers (Agarwal, 2012; Hazarika, Ghosh, Chattopadhyay, Majumdar and Kumar, 2009; Kothari, 1991; Sodhi, Rawal, & Ramanujam, 2010; Upadhyay, 2007. Education, therefore, play important role in influencing personal problems faced by women domestic workers.

Table 107: Analysis of Variance (ANOVA) Indicating Personal Problems Faced by Women Domestic Workers in Relation to Their Marital Status

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
MARITAL STATUS	Between Groups	3	2672.488	890.829	28.211	.000**
	Within Groups	146	4610.345	31.578		

****S = significant at 0.01 level**

The Table 107 indicates that there were significant differences in personal problems faced by women domestic workers and their Marital status [$F(3,146) = 28.211, p = .000$]. Thus the null hypothesis stating that “there were no significant differences between personal problems faced by women and their marital status”, was rejected. In order to know with which group the personal problems differed significantly the data were further analyzed.

Table 108: Mean Comparison of Personal Problems Faced by Women domestic workers and Their Marital Status

[n=150]

Multiple Comparisons

Tukey Test for Highly Significant Difference						
Marital Status	Categorical	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Married	Unmarried	8.717 [*]	1.037	.000	6.02	11.41
	Widow	-.547	1.499	.983	-4.44	3.35
	Divorced	-3.704	2.378	.406	-9.88	2.48
Unmarried	Married	-8.717 [*]	1.037	.000	-11.41	-6.02
	Widow	-9.263 [*]	1.595	.000	-13.41	-5.12
	Divorced	-12.420 [*]	2.439	.000	-18.76	-6.08
Widow	Married	.547	1.499	.983	-3.35	4.44
	Unmarried	9.263 [*]	1.595	.000	5.12	13.41
	Divorced	-3.157	2.668	.639	-10.09	3.78
Divorced	Married	3.704	2.378	.406	-2.48	9.88
	Unmarried	12.420 [*]	2.439	.000	6.08	18.76
	Widow	3.157	2.668	.639	-3.78	10.09

* The mean difference is significant at the 0.0 level.

The Table 108 shows significant difference was noted between married and unmarried women ($M=8.717$, $p=.000$), unmarried and widow ($M=-9.263$; $p=.000$), and unmarried and divorced women ($M=9.263$; $p=.000$). Results indicate that married women, widow and divorced women face more personal problems. In Indian patriarchy system, these women are further marginalized. In India, the stigma linked to domestic work is heightened by the caste, and status of marriage (Gupta, 2009; NDWM, 2014). These women are most vulnerable to exploitation.

Table 109: Analysis of Variance (ANOVA) Indicating Personal Problems Faced by Women Domestic Workers in Relation to Their Duration of Work Engagement in Years

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
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DURATION OF WORK ENGAGEMENT (IN YEARS)	Between Groups	4	2133.371	533.343	15.018	.000**
	Within Groups	145	5149.462	35.514		

****S = significant at 0.01 level**

The Table 109 indicates that there were significant differences in personal problems faced by women domestic workers and their duration of work engagement (in years) [F (4, 145) =15.018; p=.000]. Thus, the null hypothesis stating that there will be no significant differences between personal problems faced by women and their duration of work engagement (in years), was rejected. In order to know with which group the personal problems differed significantly the data were further analyzed.

Table 110: Mean Comparison of Personal Problems Faced by Women domestic workers and Their Duration of Work Engagement

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Duration of Work in Years	Categorical	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Short duration of work in years (1 to 5 years)	Moderate work experience (6 to 10 years)	-7.193*	1.102	.000	-9.80	-4.58
	More work experience (11 years and above)	-8.814*	1.912	.000	-13.34	-4.29
Moderate duration of work in Years (6 to 10 years)	Less work experience (1 to 5 years)	7.193*	1.102	.000	4.58	9.80
	More work experience (11 years and above)	-1.622	2.030	.704	-6.43	3.18
Long duration of work in years (11 years and above)	Less work experience (1 to 5 years)	8.814*	1.912	.000	4.29	13.34
	Moderate work experience (6 to 10 years)	1.622	2.030	.704	-3.18	6.43

* The mean difference is significant at the 0.01 level.

The Table 110 shows significant difference was noted between less work experience ($M=-8.814$, $p=.000$), and moderate ($M=-7.193$, $p=.000$). The mean score of less work experience women is high, therefore, it can be said that women domestic workers with less experience may face more personal problems. they may be familiarizing with the work and not aware of coping strategies to deal with personal problems.

Duration work (in years) is directly influence psychological and health conditions of women domestic workers. Sengupta (2010) observed that the tasks performed by women were usually those which required them to be in one position for long periods of time, which can adversely affect their reproductive health. Chatterjee (2009) also pointed out work experience and little or no bargaining power amongst others increases vulnerability to exploitation.

Table 111: t-Ratio Indicating Personal Problems Faced by Women Home Based Workers in Relation to Their Daily Work Engagement (in hours)

[n=150]

Variable	Source of Variance	Mean	S.D.	N	t. Value	Sig.
DAILY WORK ENGAGEMENT (IN HOURS)	Less working hours	48.88	6.307	104	-3.531	.001**
	More working hours	53.09	7.630	46		

****S = significant at 0.01 level**

The table 111 indicates that there were significant differences in personal problems faced by women domestic workers and their daily work engagement (in hours) [$t=-3.531$; $p=.001$]. Thus the null hypothesis stating that there will be no significant differences between personal problems faced by women and their daily work engagement (in hours), was rejected. In order to know with which group the personal problems differed significantly the data were further analyzed. Mean of more working hours is higher (53.09) indicate that long working hours contribute to personal problems faced by women domestic workers.

The phenomena of long working hours of domestic women workers is well-documented. Tasks performed by domestic women workers are those that require physical exertion, and walking from one home to another as they can't afford hiring a vehicle (gupta,2009). Long work hours can adversely affect their reproductive health (Sengupta, 2010).

Table 112: t-Ratio Indicating Personal Problems Faced by Women Home Based Workers in Relation to the Attitude of Women Towards their Work from Social Perspective

[n=150]

Variable	Source of Variance	Mean	S.D.	N	t. Value	Sig.
Attitude of Women Domestic Workers towards their Work	Positive attitude of women domestic workers	47.02	5.234	65	7.630	.006*
	Negative attitude of women domestic workers	52.58	7.230	85		

****S = significant at 0.01 level**

The study revealed significant difference between personal problems faced by women domestic workers and attitude towards overall problems ($t=7.630$; $p=.006$). The mean score of Negative attitude is higher than positive attitude of women, it means women domestic workers who had negative attitude towards their work from social perspective were facing personal problems to the great extent. Thus the hypothesis, “there will be no significant difference in the overall personal problems faced by women domestic workers in relation to attitude of women towards their work from social perspective,” stands rejected.

These results indicate the need for the training of women domestic workers. An ILO study in India pointed to the importance of domestic workers to link with skills in order to bargain for better wages in return for better skills. Considering the complex tasks and responsibilities assumed by many domestic workers, the ILO’s Committee of Experts on the Application of Conventions and Recommendations (CEACR), presented two sets of skills for women domestic workers: Transversal skills and attitudinal skills. Transversal skills are core employability skills and reflect a person’s ability to learn, communicate well, engage in constructive and healthy teamwork dynamics and demonstrate creativity and problem-solving aptitudes (Rustagi, Mehta,

and Tayal, 2016). Attitudinal skills are a subset of transversal skills. They describe a worker's attitude towards work, such as initiative, confidence, willingness, perseverance, determination etc. (Rustagi, Mehta, and Tayal, 2016; ILO, 2016). Transversal skills are rarely certified or formally recognized in domestic workers' professionalization programmes. ILO (2016) pointed out that most existing skills training programmes in India only capture the technical/vocational dimension of domestic work, such as learning how to operate household appliances. However, at present, transversal skills (communication, organizational capacity, predisposition towards work) are more in demand by employers than vocational skills. This indicates that domestic work is a largely relational function.

4.2.4.3 Overall Differences in the Problems Faced by Women Domestic Workers and Selected Variables

The section presents analysis of variance and t-test between age, education, marital status, work engagement, daily work, attitude towards work, personal and overall problems of women domestic workers. Significant differences were noted in attitude toward work ($t=4.728; p=.000$), personal problems & attitude toward work ($t=10.610; p=.000$), overall problems & attitude toward work ($t=7.567; p=.000$). No significant difference was found with age, education, marital status, duration of work engagement.

Table 113: Analysis of Variance (ANOVA) Indicating Overall Problems Faced by Women Domestic Workers in Relation to Their Age

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
AGE	Between Groups	2	4367365.280	2183682.640	1.170	.313 NS
	Within Groups	133	248163385.191	1865890.114		

NS = Not Significant at 0.05 level

The Table 113 indicates that there were no significant differences in overall problems faced by women domestic workers and their Age ($F(2, 133) = 1.170$; $p = .313$). Thus, the null hypothesis stating that there will be no significant differences between overall problems faced by women and their Age, was accepted.

Table 114: Analysis of Variance (ANOVA) Indicating Overall Problems Faced by Women Domestic Workers in Relation to Their Educational Qualification

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
EDUCATIONAL QUALIFICATION	Between Groups	3	1128.530	376.177	2.728	.046*
	Within Groups	146	20136.063	137.918		

*S = significant at 0.05 level

The Table 114 indicates that there were significant differences in overall problems faced by women domestic workers and their Education [$F(3,146) = 2.728$; $p = .046$]. Thus the null hypothesis stating that “there will be no significant differences between overall problems faced by women and their education” was rejected. The role of education is discussed in earlier section.

Table 115: Mean Comparison of Overall Problems of Women Domestic workers and Their Educational Qualification

[n=150]

Multiple Comparisons						
Tukey Test for Highly Significant Difference						
Educational Qualification of Women	Categorical	Mean Difference	Std. Error	Sig.	99% Confidence Interval	
					Lower Bound	Upper Bound
Illiterate	Read and Write	7.150	5.872	.617	-11.45	25.75

	Primary Education	2.711	2.909	.788	-6.50	11.93
	Secondary Education	8.085	3.259	.067	-2.24	18.41
Read and Write	Illiterate	-7.150	5.872	.617	-25.75	11.45
	Primary Education	-4.439	5.399	.844	-21.54	12.67
	Secondary Education	.935	5.596	.998	-16.79	18.66
Primary Education	Illiterate	-2.711	2.909	.788	-11.93	6.50
	Read and Write	4.439	5.399	.844	-12.67	21.54
	Secondary Education	5.374	2.301	.095	-1.92	12.66
Secondary Education	Illiterate	-8.085	3.259	.067	-18.41	2.24
	Read and Write	-.935	5.596	.998	-18.66	16.79
	Primary Education	-5.374	2.301	.095	-12.66	1.92

* The mean difference is significant at the 0.05 level.

The above table indicates that the Tukey test did not find variable significant, however, secondary education has highest mean difference. Therefore, secondary education contributes to the overall problems faced by women domestic workers.

Table 116: Analysis of Variance (ANOVA) Indicating Overall Problems Faced by Women Domestic Workers in Relation to Their Marital Status

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
MARITAL STATUS	Between Groups	3	1647426.435	549142.145	.289	.833
	Within Groups	132	250883324.036	1900631.243		NS

NS = Not Significant at 0.05 level

The Table 116 indicates that there were no significant differences in overall problems faced by women domestic workers and their marital status ($F(3,132) = .289$; $p = .833$). Thus the

null hypothesis stating that there will be no significant differences between overall problems faced by women and their marital status, was accepted.

Table 117: Analysis of Variance (ANOVA) Indicating Overall Problems Faced by Women Domestic Workers in Relation to Duration of Work Engagement in Years

[n=150]

Variable	Source of Variance	DF	Sum of Squares	Mean Square	F. Value	Sig.
DURATION OF WORK ENGAGEMENT (IN YEARS)	Between Groups	94	1645.133	276.80	.663	.509 NS
	Within Groups	42	10.765	108.21		

NS = Not Significant at 0.05 level

The Table 117 indicates that there were no significant differences in overall problems faced by women domestic workers and their duration of work engagement (in years) [F (276.80, 108.21) =.663; p.509]. Thus the null hypothesis stating that there will be no significant differences between overall problems faced by women and their duration of work engagement (in years), was accepted.

Table 118: t-Ratio Indicating Overall Problems Faced by Women Domestic Workers in Relation to Daily Work Engagement in Hours

[n=150]

Variable	Source of Variance	Mean	S.D.	N	t. Value	Sig.
DAILY WORK ENGAGEMENT (IN HOURS)	Less working hours	4	1293958.141	104	.169	.954 NS
	More working	131	251236792.329	46		

	hours					
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NS = Not Significant at 0.05 level

The Table 118 indicates that there were no significant differences in overall problems faced by women domestic workers and their daily work engagement (in hours) ($t=.169$; $p=.954$). Thus the null hypothesis stating that there will be no significant differences between overall problems faced by women and their daily work engagement, was accepted.

Table 119: t-Ratio Indicating Overall Problems Faced by Women Domestic Workers in Relation to Attitude of Women towards their Work From Social Perspective [n=150]

Variable	Source of Variance	Mean	SD	N	t. Value	Sig.
Attitude of Women Domestic Workers Towards Their Work	Positive attitude	103.89	10.660	65	.051	.000**
	Negative attitude	114.89	10.654	85		

****S = significant at 0.01 level**

The study revealed significant difference between overall problems faced by women domestic workers and attitude towards overall problems ($t=.051$; $p=.000$). Thus the hypothesis, “there will be no significant difference in the overall problems faced by women domestic workers in relation to attitude of women towards their work from social perspective,” stands rejected.

The mean value of the negative attitude is high therefore, negative attitude has contributed to the overall problems faced by women domestic workers. It means women domestic workers who had negative attitude towards their work from social perspective were facing overall problems to the great extent.

4.2.5 Item Wise Results Regarding Problems of Women Domestic Workers

4.2.5.1 Item Wise Results Regarding Work Related Problems of Women Domestic workers

4.2.5.1.1 Problems related to wages. Women domestic workers expressed their opinions about problems related to wages. The Table 120 presents intensity indices of the problems related to wages.

Table 120: Intensity Indices Showing the Wages Related Problems of the Women Domestic Workers.

[n=150]

S. No.	Problems related to wages	Intensity Indices
1	No extra money paid for extra work	2.8
2	Wage rate is not satisfactory	2.5
3	Not getting wages on due date	2.3
4	Getting less wages than the male co-workers	2.3
5	Pay is cut if unable to work	1.4
6	Pay is cut for small mistake in work	1.1
7	Pay is cut if quality is not maintained	1.1

Table reveals that highest intensity index was found for no extra money for extra work that was 2.8. it means wage related problem of no money for extra work was faced by women domestic workers to the great extent. Table further indicates that problems of wages ranged from great extent to less extent. Problem of unsatisfactory wage rate was faced by women domestic workers to the great extent whereas delay in payment and low wages compare to male domestic workers etc. problems were faced by women domestic workers to some extent.

Present findings validate previous studies which reported unsatisfactory wage, nonpayment of additional wage for extra work, and not receiving wage on time (ILO, 2016; Neetha, 2004; Sethi, 2004; Monisha, & Rani, 2016). Further women domestic workers also reported receiving less wage compared to male counterpart (ILO, 2011; ILO, 2016).

4.2.5.1.2 Problems related to work. Women domestic workers expressed their opinions about problems related to work. Women workers' work conditions further deteriorate when they are exploited by the employer, which largely result of informal status of employment. Since their work takes place at private household, they remain invisible from the formal labour structure. As a consequence, they are unable to exercise and defend their rights. The unorganized nature of domestic work generates multiple way for exploitation, exposing these workers to human rights abuse. The Table 121 presents intensity indices of the problems related to work.

Table 121: Intensity Indices Showing the Work Related Problems of the Women Domestic Workers

[n=150]

S. No.	Work Related Problems	Intensity Indices
1	Not paid for extra work	2.7
2	Extra work when guests come without extra pay for that.	2.6
3	Scolded by the employer if you take leave without informing in case of urgency.	2.3
4	Do not get leave more than three days in a month	2.3
5	Work for longer hours	2.0
6	Work as exactly I am order to do and not attempt alternative manners of doing the same thing.	1.7
7	Arrange a substitute for the work	1.6
8	Not paid for the leave taken without informing in advance.	1.4
9	Pay for any damage of the thing during the work.	1.3
10	In case of very small carelessness or mistake in work penalty is to be paid	1.1
11	Dismissed by the employer if you take leave without informing in case of urgency	1.0
12	Dismissed from the work in case of very small carelessness or mistake	1.0

The Table 121 indicates that work related problems faced by women domestic workers ranged from great extent to less extent. Problem of extra work in routine without extra pay and extra work load that too without extra pay when guests come to the employers' home were faced by women domestic workers to the great extent. Problems such as scolding by the employer for uninformed leave, no more than three days leave in a month, longer hours of work, work as instructed by the employer, and arrange substitute when on leave and so were faced by women

domestic workers to some extent. The Table further indicates that problem of penalty or dismissal in case of carelessness or small mistake were faced by women to less extent.

Women reiterated the fact that they don't receive additional money for extra work. They have to stretch themselves when guests visit employers' home. Many researches have reported exploitation by employers in terms of not granting leave or scolding for taking leave without prior consent (Augustine and Singh, 2016; ILO, 2011; ILO, 2016). Since the domestic workers have no or little bargaining power (ILO, 2015; WIEGO, 2010), they have no opportunities to demand better work conditions (ILO, 2015; Unni, and Rani,1999).

4.2.5.1.3 Problems related to facilities provided by the employer. Women domestic workers expressed their opinions about problems related to facilities provided by the employer. The Table 122 presents intensity indices of the problems related to facilities provided by the employer.

Table 122: Intensity Indices Showing the Problems Related to Facilities Provided to Women domestic workers

[n=150]

S. No.	Facilities provided to the women worker	I.I
1	No medical facility	2.3
2	No toilet facility	2.2
3	No immediate help in the form of money or holidays in case of heavy injury	2.2
4	No facility of creche for keeping small children	2.1
5	Lunch is not provided from the employer at work place	2.0
6	No bonus on festivals like Diwali, Holi etc.	1.9
7	Maternity leave is not provided	1.9
8	No facility of drinking water	1.4

Table 122 reveals that facilities related problems ranged from 2.3 to 1.4. which means women domestic workers had faced facilities related problems from some to less extent. Problems such as no medical facility, no toilet facility, help in form of money or holidays in case of heavy injury and other listed problems faced by women domestic workers to some extent. Women domestic workers faced drinking water facility at workplace to less extent.

Reflecting on indecent working and living conditions of women domestic workers, the results indicate that women domestic workers perceive no medical facility, no toilet facility, help in form of money or holidays in case of heavy injury at some extent. This may be due to their less expectations from the employers.

4.2.5.1.4 Problems related to work environment. Women domestic workers expressed their opinions about problems related to work environment. The Table 123 presents intensity indices of the problems related to work environment.

Table 123: Intensity Indices Showing the Work Environment Related Problems of the Women Domestic Workers

[n=150]

S. No.	Work environment	I. I
1	Extend co-operation with your co-workers	1.7
2	Extend co-operation with employer	1.6
3	Unhappy with the employer's behavior	1.6
4	Face the abusive languages used by employer	1.0
5	Face sexual harassment by co-male worker or employer	1.0
6	Difficulty or dissatisfactory situation with employer or co-worker	1.0

The table

123 indicates that item wise intensity indices for working environment for women domestic workers ranged from 1.7 to 1.0. it indicated that women extended cooperation with their co-workers and employers to some extent whereas problems of facing abusive language, sexual harassment and dissatisfactory situation with employer or co-worker were faced by women to less extent.

4.2.5.2 Item Wise Findings Regarding Personal Problems Faced by Women Domestic Workers.

4.2.5.2.1 Problems related to Social, Family and Recreation life of Women domestic workers. Women domestic workers expressed their opinions about problems related to Social, Family and Recreation life.

Table 124: Intensity Indices Showing Problems Related to Social, Family and Recreation Life of Women Domestic Workers

[n=90]

S. No.	Problems related to social, family and recreational life of women domestic workers	I.I
1	Cannot give enough time to the children	3.0

[n=150]

2	No time to do work of one's own choice	2.6
3	No time to meet friends and relatives	2.1
4	No time to go out for movie or eating out	2.1
5	No time to attend marriage ceremonies and festivals	2
6	Contribution is not being noted down in the family and society	1.9
7	Scolding by family members for coming late from work	1.8
8	Staying away from social life	1.5
9	Harassment by family members due to not doing household work properly or on time	1.1
10	Beating by family member for coming late from work	1.0

[n= 81]

11	Scolding by husband for coming late from work	1.9
12	Beating by husband for coming late from work	1.5

The Table 124 reveals that intensity indices for social, family and recreational life of women domestic workers ranged from 2.6 to 1.0, which means women faced social, family and recreational life related problems great extent to less extent. Results showed that problem of not able to give enough time to children, and no time to do work of one's own choice were faced by women domestic workers to the great extent. It further indicated that problems like no time for movie, eating out, meeting friends and relatives, no time to attend marriage and festivals, neglecting the contribution in family and society because of work, scolding by husband for coming late from work, etc. were face by women domestic workers to some extent whereas staying away from social life, beating and harassment by family members or by husband for coming late from work, etc. were faced by women domestic workers to less extent.

4.2.5.2.2 Physical problems of women domestic workers. Women domestic workers expressed their opinions about physical problems. The table 125 presents intensity indices of physical problems faced by women domestic workers.

Table 125: Intensity Indices of Physical Problems Faced by Women Domestic Workers
[n=150]

S. No.	Physical problems	I.I
1	Back pain and shoulder pain	2.2
2	Fatigue	2.0
3	Headache	1.8
4	Urinary tract infection	1.7
5	Weakness	1.6
6	Eye strain	1.3
7	Watering of eyes	1.1
8	Anemia	1.0

Physical problems		[n=90]
9	Problems during pregnancy	1.0
10	Miscarriage	1.0
11	Premature delivery	1.0
12	Low birth weight of child	1.0
13	Child with defect	1.0

Table 125 reveals that item wise intensity indices of physical problems faced by women domestic workers ranged from 2.2 to 1.0, which means women domestic workers faced physical health related problems some extent to less extent. The Table indicated that physical health related problems such as back pain, shoulder pain, fatigue, headache, urinary tract infection and weakness, etc. were faced by women domestic workers to some extent whereas problems of eye strain, watering from eyes, anemia, problem during pregnancy and miscarriage, etc. were faced by them to less extent.

Women domestic workers face various physical problems as a result of work (Augustine & Singh, 2016; Sankaran, 2006; Sathya, 2016). Most common problems faced by women domestic workers are back pain, should pain, fatigue and headache, which are related to long hours of work and physical exhaustion. None of the women domestic worker has reported any critical health problems.

4.2.5.2.3 Emotional problems faced by women domestic workers. Women domestic workers expressed their concerns about emotional problems. The Table 126 presents intensity indices of the emotional problems.

Table 126: Intensity Indices of Emotional Problems of the Women Domestic Workers
[n=150]

S. No.	Emotional problems because of work	I.I
1	Anger without reason	2
2	Crying without reason	1.7
3	No peace of mind	1.7
4	Tension about work	1.7
5	Depression	1.3
6	De-concentration	1.1
7	Stress	1.1
8	Frustration	1.1

Item wise intensity indices of emotional problem faced by women domestic workers ranged from 2.0 to 1.0. This means women domestic workers faced emotional problems some extent to less extent. The Table indicated that emotional problems of anger without reason, crying without reason, lack of peace of mind, tension about work, etc. were faced by women to some extent whereas depression, de-concentration, stress and frustration, etc. problems were faced by women domestic workers to less extent.

Woman's multiple roles affect not only her own health and well-being but affect the overall health and well-being of the family. The strain they face while domestic work and household chores at home (like child care, cooking, cleaning home and care for elderly) make women more tiresome leaving less time for leisure. Balancing work and family roles has become a key personal and family issue for many societies (Jain, 2005). Such strain experienced by women affect their emotional and mental health.

Emotional health is a state of healthy psychological functioning. It can be thought of as an extension of mental health; it includes an overall experience of wellness in what we think, feel, and do through both the highs and lows of life. American Psychological Association describes emotional health as a positive state of wellbeing which enables an individual to be able to function in society and meet the demands of everyday life. The explanation resembles with WHO's definition of mental health. Mental health is described by World Health Organization as "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community". Good mental health is essential for the wellbeing of individuals, their families, and the community. Mental, physical and social health is interdependent. (WHO, 2005). People living with mental problems may experience poorer health—placing individuals at an increased risk of chronic disease. The status of women is directly connected with their economic position, which in turn depends on opportunities for participation in socio-economic activities. The economic status of women is now accepted as one of the main indicator of society's development (WHO, 2005).

The study has reported emotional problems at less extent, which indicate that emotional problems faced by women domestic workers are manageable. However, domestic women workers need to orient on coping strategies to manage emotional health, particularly stress and strain at the job occupational which can prevent women domestic workers from severe emotional problems.

Section – III – Suggestions to Improve the Situation of Women Domestic Workers in Unorganized Sector

4.2.6 Percentage Distribution of Women According to Suggestions obtained from women domestic workers. Women were asked to provide their valuable suggestion to improve the situation of their work. The Table 127 presents the data in detail.

Table 127:Frequency and Percentage Distribution of The Women Domestic Workers According to The Suggestions Given By Them

[n=150]

S.No	Suggestions to improve the situation of Women domestic workers in unorganized sector	GE		SE		LE	
		<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
1	Creches should be provided at work place	127	85	22	15	1	0.7
2	Make the workers aware about policies and act related to the labour	119	79	30	20	1	0.7
3	Spread awareness about minimum wages	115	80	31	21	4	3
4	Women should be known of NGOs working for them and take help of it	104	69	40	27	6	4

The results revealed that high majority of the women domestic workers, eighty-five percent, suggested the provision of crèches for keeping children at work place to the great extent, about 80 percent of them agreed to increase awareness about minimum wages while 79 percent of them also agreed to the great extent for spreading awareness about policies related to labour. Further, women domestic workers, 69 percent, stated that women domestic workers should know about NGOs working for them.

Summary

Domestic work is one of the largest sectors of work in urban areas (Palriwala and Neetha 2009). Estimates of the number of domestic workers in the country vary from 3.9 to 20 million. According to 2011 NSSO data, there are around 3.9 million domestic workers in India. The

National Domestic Workers Movement (NDWM), one of the older mobilizations of domestic workers in the country, also provides an estimate of the numbers of domestic workers in India. It suggests that there are 20 million domestic workers in the country, although it is unclear how they arrive at this figure. Another source for recent data on domestic work is the Employment and Unemployment Survey 2009-2010 by the Labour Bureau, which indicates that domestic workers constitute 2.7 percent of total employed persons in India, amounting to more than 10 million domestic workers (Eluri and Singh 2013). Considering the large number of domestic workers in India, it is apt to be regulated to address issues of domestic women workers.

Challenges

Domestic work is not recognised as work by the state (ILO, 2016). Domestic work doesn't fall under the ambit of law, therefore, this sector remains unregulated. India has only two laws that, in a rotary way, interpret domestic helps as workers. The Unorganised Workers' Social Security Act, 2008, (UWSSA) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. While a social welfare scheme, aims to protect working women in general. Neither of these recognizes domestic work as rights-bearing workers.

Seven states have included domestic workers as labourers under the Minimum Wages Act, which sets out terms of payment, hours of work and leave (UN, 2010). But this law is inadequate. The law does not require domestic workers and employers to enter into contract. Some states, such as Kerala and Tamil Nadu, do have welfare boards for domestic workers that attempt to do this, but there are challenges in implementing it at the grassroots level. There are numerous for-profit domestic workers' agencies mushroomed. These placement agencies are suspected to put children to work. This mandate the national law to govern domestic employment.

India is a witness to the ILO's 189th convention, which is known as the Convention on Domestic Workers; but has not ratified it yet. The convention directs that domestic workers be given daily and weekly rest hours, their payment must meet the minimum wage requirement, and that they should be allowed to choose the place where they live and spend their leave (ILO,

2015). But these provisions are not binding on those countries that have not ratified the convention, India is not obliged to enforce these recommendations. However, there is a hope. Recently Domestic Workers Welfare and Social Security Act, 2010' Bill and The Domestic Workers Regulation of Work and Social Security Bill, 2016 have passed. Further, Government of India has drafted the National Policy for Domestic Workers, which is addressing many concerns of the domestic workers. Draft National Policy for domestic workers promotes awareness of domestic work as a "legitimate labour market activity" and also directs amending existing labour laws to ensure all the labour rights enjoyed by the domestic workers as other workers do.

Mobilizing and organizing domestic workers is a huge challenge as the work place is inaccessible and multiple. As a result, the demand for the better wages or working conditions through an organized union has been weak.