

DOMESTIC WORKERS THE INDIAN MODEL



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Domestic Workforce of India



WHO ARE THEY?

The Task of a Domestic Worker includes Cooking & Cleaning & Grocery & Care of Children & Elderly & Shoppers & running errands & taking care of Household Pets particularly in Urban Area.

However despite the benefits served by the Domestic Workers they are not recognised as Worker by Society.



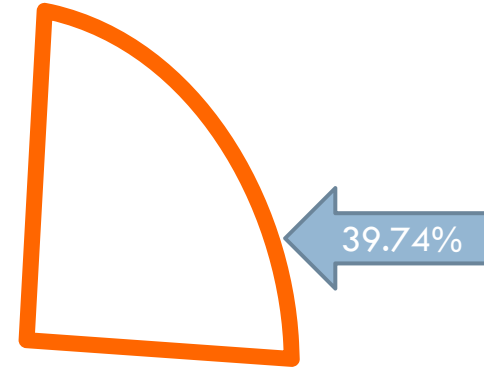
Size of Domestic Workers

CATEGORY (in number)	Persons	Males	Females
Total Population	4,12,8256	1,98,2840	2,14,5416
Total Households	903,970		
Size of Household	4.9		
Worker per Household	4.95		
Total Workforce	96,024		
Unorganized Workers	82.7% of the Total Workforce		



Work Participation Dimension

- Part Time=90%
- Full Time/Live-in=10%
- Cleaning/House hold=72%
- Cooking=28%
- Care of Children/Elderly=12%



National Strategy towards Formalization of Domestic Workers



Legal & Policy Framework



GENERIC LAWS

The Constitution of India-Fundamental Rights & Directive Principles
The Unorganized Workers' Social Security Act, 2008-Three SS Covers
Safety & Working Conditions- Factories, Mines, Dock Safety, BOCW, CL, ISMW, Welfare, Act)

Specific Laws/Schemes

- **UWSS Act, 2008** (RSBY) [Health & Maternity]
- **BOCW Welfare Act-1996** [Safety, Accident, housing, Education, Medical Expense on major ailments]
- **Inter-state Migrant Workmen Act -1979** [Return Fare, Help in case of Injury/accident, Wage, holidays, Medical (OPD) facility, Protective clothing, Accommodation & basic amenities, Rest rooms, canteen, Creche etc.]
- **Contract Labour(Regulation & Abolition) Act-1970** [Wages, Medical (OPD), Basic Amenities] Vicarious liability with Principal employer
- **Cess Funds** – Beedi, LSDM, IOMC, Cine, Mica [Health including tertiary care, Education, Housing]

Generic Schemes

- AABY(Death & Disability + Education)
- IGNOAPS (Old Age pension)
 - NFBS (Death of HOF)
 - JSY (Mothers)
- HWCWS(Handloom Workers)
- HACWS (Handicraft Workers)
- PMCP (Master Craftspersons)
- NSWFE (Fishermen)
- Swavalamban (Saving-linked Pension Scheme)
- Bonded Labour Rehab (One time assistance)
- Atal Pension Yojana
- Pradhan Mantri Suraksha Bima Yojana
- Pradhan Mantri Jeevan Jyoti Bima Yojana

MILESTONES REACHED



**In-Principle
Operationalization of ILO's
Concentration-189 for Domestic
Workers Decent Work
Agenda**

**Adequate
Legal
Protection by
Centre/States**

**National Planning
and Budgetary
Support to State
Plans**

**Strong
institutional
mechanism, both
government and
non-government,
media and
judiciary**

**State and
Local Admn.
at cutting
edge levels**

MILESTONES REACHED



Three (3) basic Social Security covers:

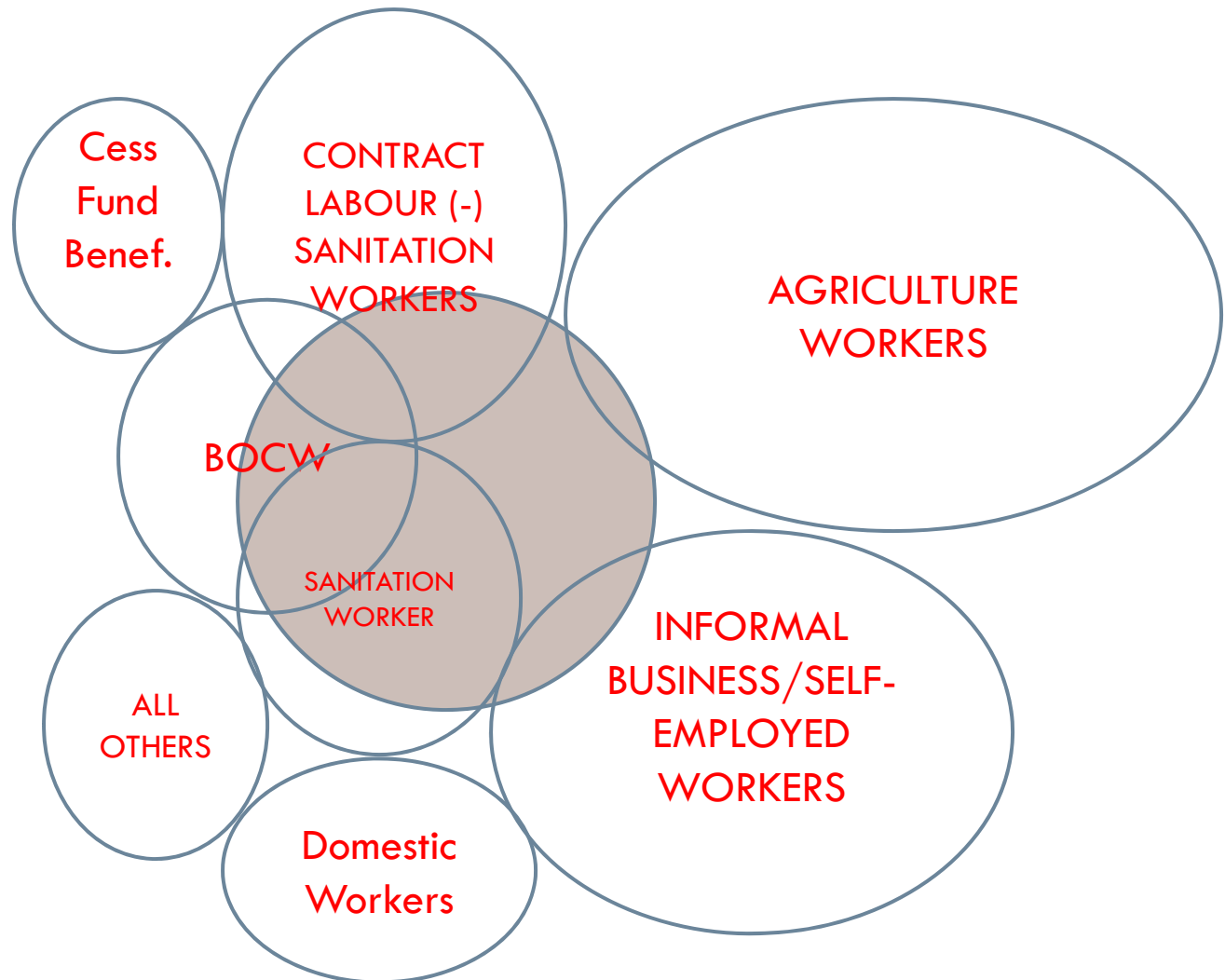
- 1. Life and disability**
 - 2. Health and maternity**
 - 3. Old age protection**
- + Education/Skill Upgradation**

TARGETS & FOCUS AREAS



*Some workers from conventional unorganised sector do get SS benefits - such workers cease to be UOW.

** White circles/space are the focus areas



Revamping Strategy: Legal Platform



□ Amendment of Laws to cover Domestic Workers:

□ **EPFO Act**

- Provide Life, Disability, Pension cover & Provident Fund

□ **ESIC Act: New contributory scheme for Domestic Workers** for Primary, Secondary & Tertiary Health-Care

□ **Welfare Fund** for providing (i) Life & Disability, (ii) Health & Maternity (iii) Old Age Pension (iv) Education (Elementary & Secondary) & Formal Skill training

□ **Minimum Wage Act=**

- Equal Wage and Social Security benefits of Contract Worker if engaged for works of perennial nature



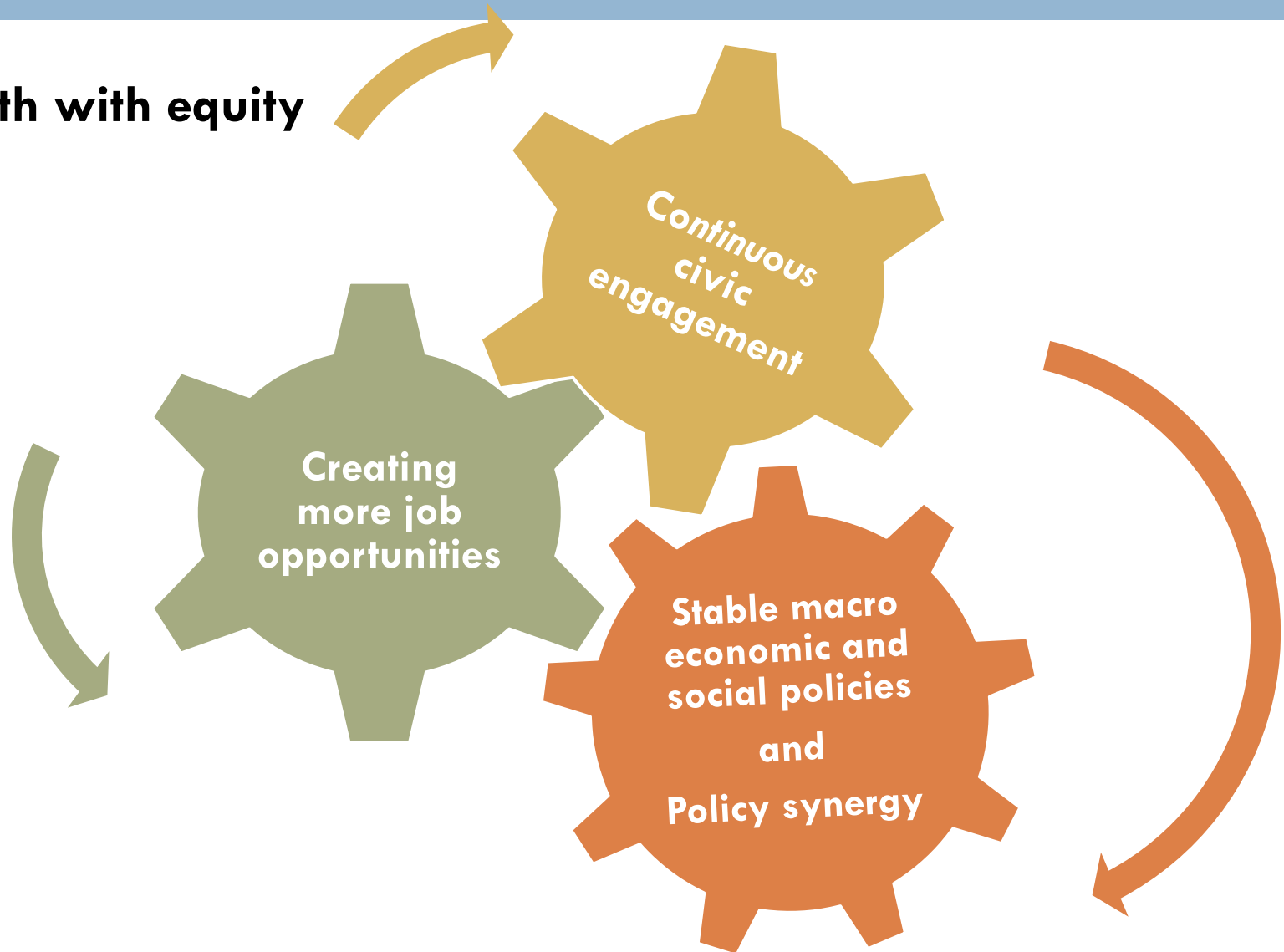
Revamping Strategy: Policy Platform

- **Registration of 1million Unionised Workers**
- **Issue multi-app inter-operable Smart Card** with Inter state/District portability-Ride all Social Security benefits .
- **Make all transactions through Smart Card>Create grievance redressal mechanism and Workers' Helpline**
- **Provide Universal Minimum Social Security** to all the Registered Workers.
- **Use the UOW Database for Manpower Planning**
- **National and State Policy for Domestic Workers**

Revamping Strategy: Prevent Downslide of Domestic Workers



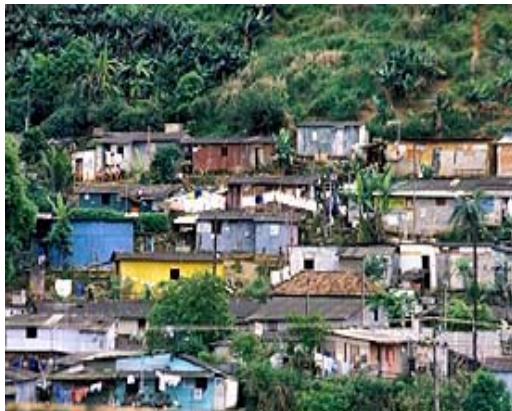
Growth with equity



Revamping Strategy: Skilling the Unskilled



- ❑ Life utility skill training to be part of school curriculum
- ❑ Certification of pre-acquired skills
- ❑ Vocational training prior to induction at work
- ❑ Professional skills training by Including employment components in poverty reduction



Revamping Strategy: Mainstreaming Domestic Workers



Assuring better conditions of work by:

Formalise
Employment
Relationship by
Employment
Contract

Assuring health
and safety at
Work Place by
Inspection

Eliminating
child labour by
Inspection

Zero tolerance
to corruption
and
harassment

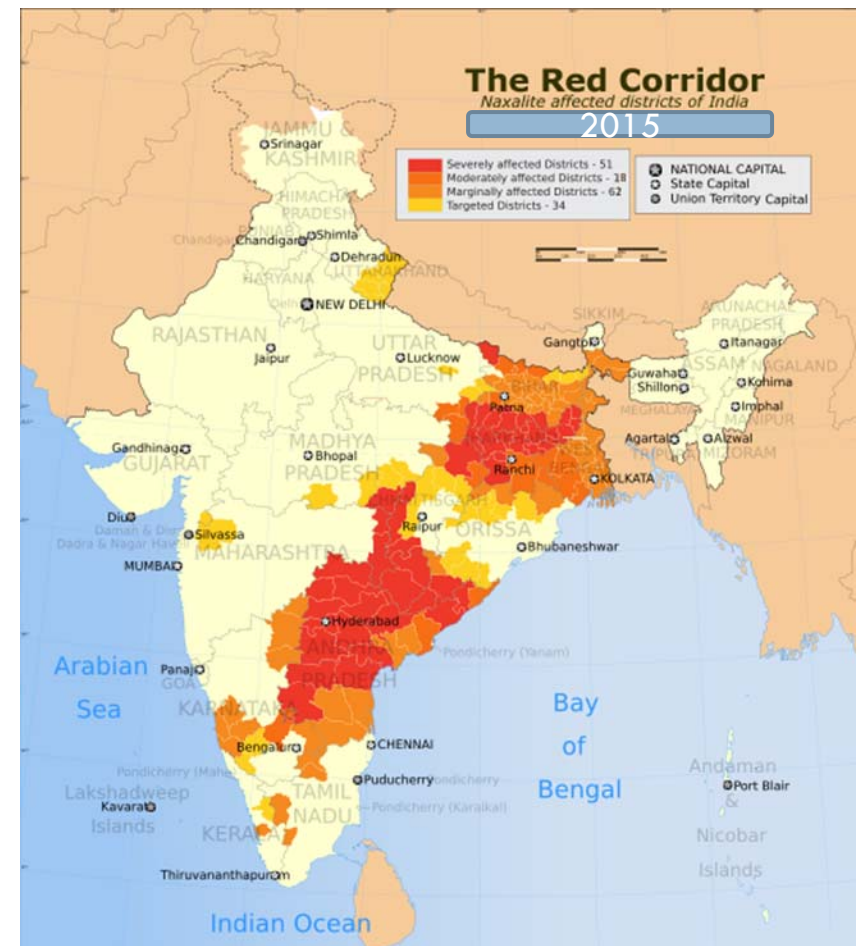
Work In Progress



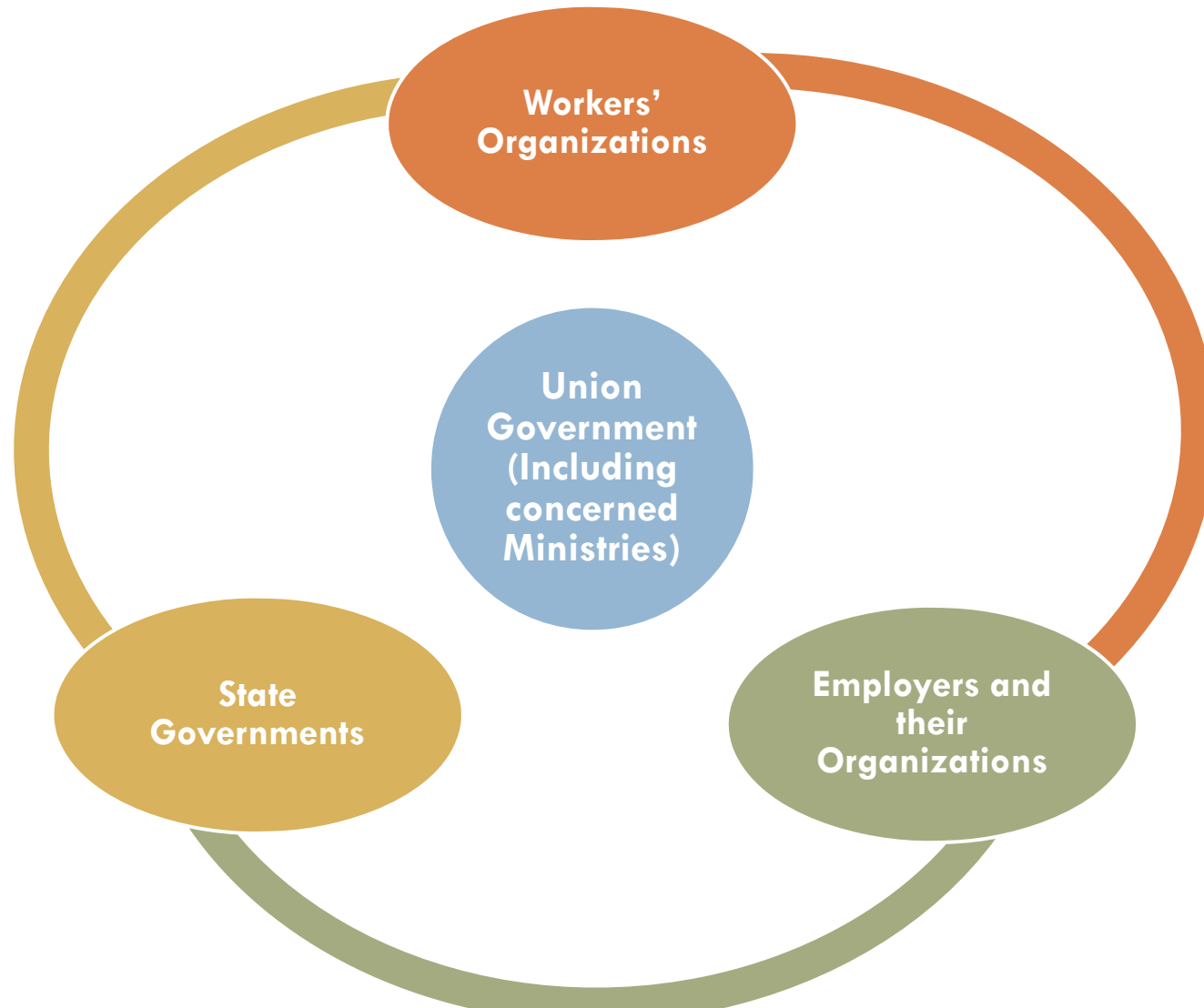
- **360 degree approach** - Revisit Welfare Model-Dole to Capacity Building to make Domestic Workers right more meaningful
- **Universal Social Security coverage to All People** including Migrant Domestic workers
- **Scientific Manpower Planning-** Appropriate Education and Skill Development Policy - Create knowledge society .
- **Structural Transformation of Society and Social Values**



LABOUR MIGRATION & SOCIAL UNREST



WAY FORWARD: Engaging Stakeholders for National Consensus



MILES TO GO....



- ❑ **Social security and decent work - a difficult goal-set where the economy is driven by primordial obligations created not by law, but by faith. There is a need for Social Transformation.**

**INDIA IS STEADILY SURGING AHEAD TOWARDS
A UNIVERSAL SOCIAL SECURITY REGIME**

