

## **Female Domestic Workers: Exclusion from Decent Work and Dignity A Case Study of Pune City**

**Prashant Bansode and Sunil Bhosale**

*The present study attempts to understand the vulnerability of female domestic workers with reference to exclusion from decent work conditions in Pune city. Also, there is attempt to know the discrimination of female domestic workers, their awareness about provisions of social security, registration at Maharashtra Domestic Workers' Welfare Board for their welfare and unionisation. The study brings out that they are not only vulnerable to security of job but their social security stands violated. Besides, patronising and discriminatory relationship with the employers, they lack awareness about welfare schemes, registration at Board and unionisation which makes them vulnerable in terms of ensuring "decent work" conditions.*

### **I Introduction**

In contemporary times 'domestic work' has become one of the largest sectors of informal work in urban areas and majority of workers are women. Due to informality of 'domestic work' the statistics on it vary. The Employment and Unemployment NSSO 61<sup>st</sup> round, 2004-2005 estimated 4.75 million domestic workers in India and Census, 2001 estimated them at 6.4 million. As suggested by NSSO 61<sup>st</sup> round 4.75 million domestic workers were employed by private households, 3.05 million of them were urban women, making domestic work the largest female occupation in urban India.<sup>1</sup> Some other reports state that the number may be up to 90 million and therefore the above figures may be underreported due to the nature of domestic work. But the fact remains that women constitute a major chunk of domestic workers in urban India.

---

Prashant Bansode, Associate Professor, Gokhale Institute of Politics and Economics, Pune, 411004, Maharashtra, Email: prashantsoc@gmail.com

Sunil Bhosale, Research Associate, Gokhale Institute of Politics and Economics, Pune 411004, Maharashtra, Email: sunilbhosale200146@gmail.com

This paper is the outcome of research titled "Female Domestic Workers and Socio-economic Inclusion" funded by ICSSR and we thank it for it and also Mr. Ramteke and other staff at ICSSR for their cooperation. Without this the research could not have been possible. Also we thank the Officiating Director, Prof. Rajas Parchure of Gokhale Institute of Politics and Economics, Pune for his encouragement and support for conducting the research. We are also grateful to Ms. Kiran Moghe for her guidance and support as expert for the research. Last but not the least, we thank the staff of the Institute especially the accounts section, library and general administration for their support.