

AN ANALYSIS OF PLIGHT OF DOMESTIC WORKERS OF INDIA

*All week she's cleaned
someone else's house, stared down her own face
in the shine of copper—bottomed pots, polished
wood, toilets she'd pull the lid too—that look saying
Let's make a change, girl.
But Sunday mornings are hers—church clothes starched
and hanging, a record spinning on the console, the whole house
dancing. She raises the shades, washes the rooms in light,
buckets of water, Octagon soap.
Cleanliness is next to godliness ...
Windows and doors flung wide, curtains two-stepping
forward and back, neck bones bumping in the pot, a choir
of clothes clapping on the line.
Nearer my God to Thee ...
She beats time on the rugs, blows dust from the broom
like dandelion spores, each one a wish for something better.*

~ Natasha Trethewey

WHO ARE DOMESTIC WORKERS?

Domestic workers are individuals who provide various household services within private residences. They perform a wide range of tasks, including cleaning, cooking, childcare, eldercare, laundry, gardening, and other domestic chores. Domestic workers often work in their employers' homes and are typically employed on a live-in or live-out basis. They play a crucial role in supporting families by ensuring the smooth functioning of households and allowing individuals to focus on their professional and personal lives. Despite their vital contributions, domestic workers often face challenges related to low wages, long working hours, limited legal protections, and social recognition. Efforts are being made worldwide to improve domestic workers' rights and working conditions and recognize their valuable contributions to society.

ROLE AND FUNCTIONS OF THE ILO IN PROTECTING THE INTEREST OF DOMESTIC WORKERS¹

The International Labour Organization (ILO) plays a crucial role in addressing social and labour issues worldwide. It focuses on creating coordinated policies and programs to tackle these challenges effectively. Through the adoption of international labour standards in the form of conventions and recommendations, the ILO sets guidelines for member states to follow and monitors their implementation. The organization also provides assistance to its member states in resolving social and labour problems, offering expertise and support. One of the fundamental aspects of the ILO's work is the protection of human rights, including the right to work, freedom of association, collective negotiations, protection against forced labour, and protection against discrimination. Additionally, the ILO conducts extensive research and publishes works to advance understanding and knowledge on social and labour issues, contributing to evidence-based policy-making and informed decision-making worldwide.

The ILO, as a tripartite United Nations agency, is dedicated to promoting social justice and decent work for all. It has a crucial role to play in addressing the challenges faced by Indian

¹ "International Labour Organization," available at: <https://www.drishtias.com/important-institutions/drishti-specials-important-institutions-international-institution/international-labour-organization>

domestic workers. By engaging with the Indian government, workers' organizations, and employers, the ILO can advocate for the recognition and protection of domestic workers' rights. Key areas of focus for the ILO's involvement include:

1. **Legal Reforms**: The ILO can work with the Indian government to develop and implement legislation specifically addressing domestic work, ensuring fair employment contracts, minimum wages, and social protection for domestic workers.
2. **Capacity Building**: The ILO can provide technical assistance and capacity-building programs to strengthen the skills and knowledge of domestic workers. This would enhance their employability and bargaining power, leading to improved working conditions.
3. **Awareness and Advocacy**: The ILO can collaborate with civil society organizations, trade unions, and media to raise awareness about the rights and contributions of domestic workers. By highlighting their stories and advocating for policy changes, the ILO can help challenge societal biases and promote a more inclusive and respectful perception of domestic work.
4. **Social Security Initiatives**: The ILO can support the development of comprehensive social security schemes that encompass domestic workers. This could include provisions for healthcare, retirement benefits, and maternity protection, ensuring their well-being and financial security.

Benefits of ILO's Involvement

The involvement of the ILO in safeguarding the rights of Indian domestic workers would bring several benefits:

1. **Legal Protection**: By advocating for legal reforms, the ILO can help establish clear rights and responsibilities for domestic workers, promoting fair treatment and reducing exploitation.
2. **Improved Working Conditions**: Through capacity building and awareness campaigns, the ILO can empower domestic workers to assert their rights, leading to improved working conditions, fair wages, and safer environments.
3. **Social Inclusion**: Recognition of domestic work as formal employment and inclusion in social security schemes would address the marginalization of domestic workers and contribute to them.

DOMESTIC WORKERS CONVENTION (2011)²

The Domestic Workers Convention, adopted in 2011, is an international labour standard established by the International Labour Organization (ILO) to protect the rights and improve the working conditions of domestic workers worldwide. The convention marks a significant milestone in recognizing domestic work as legitimate work and seeks to address the historical exclusion and exploitation faced by domestic workers.

The convention encompasses various provisions aimed at safeguarding the rights of domestic workers. It emphasizes the importance of fair and decent working conditions, equal treatment, and protection against abuse, harassment, and violence. It also recognizes the right to collective bargaining and freedom of association for domestic workers.

Furthermore, the convention calls for the establishment of effective mechanisms for monitoring and enforcing labour standards, including regulation of working hours, rest periods, and minimum wage requirements. It stresses the need for social security coverage, access to healthcare, and education and training opportunities for domestic workers.

By adopting this convention, governments, employers, and workers' organizations commit to ensuring the implementation of these rights and improving the lives of domestic workers. The Domestic Workers Convention 2011 has played a crucial role in raising awareness about the challenges faced by domestic workers and promoting legal frameworks and policies that protect their rights and dignity. Its implementation is a crucial step toward achieving social justice and equality for one of the most vulnerable segments of the global workforce.

INDIAN DOMESTIC WORKERS

The Indian domestic workforce plays a pivotal role in the nation's economy, providing essential services to households across the country. However, despite their significant contributions, domestic workers in India face numerous challenges and lack adequate protection. Recognizing the need to address these issues, the International Labour Organization (ILO) has a vital role to play in promoting the rights and well-being of Indian

² International Labour Organization, "C189 - Domestic Workers Convention, 2011," ILO, available at: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C189

domestic workers. This article explores the status quo, challenges faced, and the potential impact of ILO's involvement in safeguarding the rights of this vulnerable workforce.

The Current Scenario

India is home to a large domestic workforce, estimated to be around 40 million people. Domestic work encompasses a wide range of responsibilities, including cleaning, cooking, caregiving, and other household chores. However, despite their integral role in the functioning of households, domestic workers often remain invisible and are excluded from labour laws and social protection measures.

Challenges Faced by Indian Domestic Workers

1. **Informal Employment**: The majority of domestic workers in India are engaged in informal employment arrangements, making it difficult for them to access basic labour rights and protections. They often lack job security, fair wages, and benefits like paid leave and healthcare.
2. **Exploitative Conditions**: Many domestic workers face exploitative conditions, including excessive working hours, inadequate rest breaks, and physical and verbal abuse. The absence of legal frameworks specifically addressing domestic work further exacerbates these issues.
3. **Lack of Social Security**: Domestic workers are generally excluded from social security schemes, such as health insurance, pension plans, and maternity benefits. This leaves them vulnerable to economic shocks and limits their ability to save for the future.

RESPONSE OF INDIAN GOVERNMENT TO INTERNATIONAL CONVENTIONS ON DOMESTIC WORKERS

The Indian government has taken steps to respond to international conventions on domestic workers and address the rights and welfare of this vulnerable workforce. In 2013, India ratified the Domestic Workers Convention, 2011 (ILO Convention No. 189), demonstrating its commitment to protecting domestic workers' rights.

To align with the convention, the Indian government has initiated various measures. The Ministry of Labour and Employment has formulated the *National Policy on Domestic Workers*, focusing on recognizing domestic work as formal employment and promoting social security measures for domestic workers. The policy includes provisions for minimum wages, regulated working hours, leave entitlements, and protection against abuse.

Additionally, the government has implemented schemes like the *Pradhan Mantri Shram Yogi Maan-Dhan (PMSYM)*³ pension scheme, which extends social security benefits to unorganized sector workers, including domestic workers. This initiative aims to provide them with financial stability during their old age.

Furthermore, the Indian government has emphasized the need for awareness campaigns to educate domestic workers about their rights and responsibilities. It has encouraged the formation of unions and associations to enable domestic workers to collectively negotiate for better working conditions and advocate for their rights.

While progress has been made, challenges remain in implementing these policies effectively, especially given the vast informal nature of domestic work in India. Nonetheless, the Indian government's response to international conventions on domestic workers demonstrates a commitment to improving the lives of this marginalized workforce and promoting their rights and well-being.

NON-FORMULATION OF NATIONAL POLICY ON DOMESTIC WORKERS⁴

The Indian government and the Ministry of Labour have been criticized for their failure to form and implement a comprehensive national policy on domestic workers. This Policy was drafted back in 2019 and is still in the drafting process with no update on it till 2023. This oversight has significant repercussions for the millions of domestic workers in the country who are often subjected to exploitation, abuse, and unfair working conditions. Here are some

³ Ministry of Labour and Employment, Government of India, Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) <https://labour.gov.in/pmsym>

⁴ “National Policy On Domestic Workers” available at: <https://pib.gov.in/Pressreleaseshare.aspx?PRID=1564261#:~:text=The%20Unorganized%20Workers'%20Social%20Security,maternity%20benefits%20%26%20old%20age%20protection>

specific areas where the government's inaction and the Ministry's shortcomings can be criticized:

1. **Lack of legal protection**: Domestic workers in India operate without adequate legal protection, making them vulnerable to various forms of exploitation. The absence of a national policy leaves them without a clear framework to address their rights, working conditions, and grievances. This lack of legal protection perpetuates a cycle of exploitation and leaves domestic workers without the necessary recourse to seek justice.
2. **Absence of minimum wage standards**: One of the critical issues facing domestic workers is the absence of uniform minimum wage standards across the country. Without a national policy, there is no clear guidance or enforcement mechanism for determining fair wages for domestic workers. This situation leads to widespread underpayment and wage disparities, further exacerbating the economic vulnerability of this workforce.
3. **Limited access to social security benefits**: Domestic workers often lack access to social security benefits such as healthcare, retirement benefits, and maternity leave. The absence of a national policy means that domestic workers are left at the mercy of their employers, with little to no recourse to demand these basic rights. This results in an unjust and precarious working environment for domestic workers.
4. **Inadequate regulation of working hours and conditions**: Domestic workers frequently face long working hours, lack of rest days, and unsafe working conditions. The absence of a comprehensive national policy means there are no standardized regulations to address these issues. As a result, domestic workers are forced to work excessively without proper breaks or compensation, leading to physical and mental strain.
5. **Insufficient grievance redressal mechanisms**: The absence of a national policy on domestic workers contributes to the lack of effective mechanisms for addressing grievances. Domestic workers face challenges in reporting instances of abuse, exploitation, or non-payment of wages, as there is no centralized authority or system to provide them with support. This lack of accountability perpetuates a culture of impunity and denies justice to those affected.

Overall, the Indian government and the Ministry of Labour have failed to prioritize the rights and well-being of domestic workers by not formulating and implementing a national policy.

It is crucial for the government to recognize the plight of this marginalized workforce and take immediate steps to rectify this situation. Establishing comprehensive legislation that protects the rights of domestic workers and provides them with the necessary safeguards is essential to ensure a fair and just working environment for this vulnerable group.

LAWS FORMULATED BY THE MINISTRY OF LABOUR AND EMPLOYMENT OF GOVT. OF INDIA

After the International Labour Organization (ILO) Convention of 2011, which addressed domestic workers' rights and established certain standards, several changes were made to the laws regarding domestic workers in India. While the Convention itself does not automatically apply to domestic workers in any country, it serves as a framework for countries to develop their own legislation and policies to protect domestic workers' rights.

Here is an overview of the laws in India concerning domestic workers after the ILO Convention of 2011:

1. **The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**⁵: This act covers domestic workers under its definition of the workplace. It requires employers to provide a safe and harassment-free work environment and establishes guidelines for addressing complaints of sexual harassment.
2. **The Unorganized Workers' Social Security Act, 2008**⁶: This act aims to provide social security benefits to unorganized workers, including domestic workers. It establishes a framework for the welfare of domestic workers, including provisions for health insurance, maternity benefits, and old-age pension.

⁵ National Commission for Women (NCW), Sexual Harassment at Workplace: Prevention, Prohibition, and Redressal Act, 2013 <http://ncw.nic.in/basic-page/sexual-harassment-work-place-prevention-prohibition-and-redressal-act-2013>

⁶ Legal Service India, The Unorganized Workers' Social Security Act, 2008 <https://www.legalserviceindia.com/legal/article-4011-the-unorganized-workers-social-security-act-2008.html>

3. **Minimum Wages Act, 1948**⁷: Domestic workers are covered under this act, which sets a minimum wage for different categories of workers in different regions. The wages vary depending on factors such as the type of work, skill level, and location.
4. **Maternity Benefit Act, 1961**⁸: Domestic workers are entitled to maternity benefits as per this act. It guarantees paid leave and other benefits to female domestic workers during pregnancy and childbirth.
5. **Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979**⁹: This act covers inter-state migrant domestic workers and ensures they receive certain rights and protections. It regulates their employment conditions, wages, and provides for facilities like housing and medical care.
6. **The Bonded Labour System (Abolition) Act, 1976**¹⁰: Domestic workers who are subjected to bonded labour or forced labour can seek protection under this act. It criminalizes bonded labour and provides for the rehabilitation of bonded labourers.
7. **State-Specific Laws**: Several states in India have enacted specific laws or policies to protect domestic workers. For example, *Maharashtra and Kerala* have introduced the Domestic Workers Welfare Boards to address the concerns and provide benefits to domestic workers.

It's important to note that while these laws exist, implementation and enforcement can vary, and there are still significant challenges in protecting the rights of domestic workers in India. Efforts are ongoing to improve the conditions and provide further legal protections to this vulnerable workforce.

Implementation of these Laws in India

But the above-mentioned laws aren't implemented all over the country. The state and existing laws and legal concepts in India are unable to, or refuse to, deal with the specific nature of

⁷ iPleaders Blog, Minimum Wages Act, 1948 <https://blog.ipleaders.in/minimum-wages-act-1948-2/>

⁸ iPleaders Blog, The Maternity Benefit Act <https://blog.ipleaders.in/the-maternity-benefit-act/>

⁹ Unacademy, Migrant Workmen Act, 1979 <https://unacademy.com/content/upsc/study-material/polity/migrant-workmen-act-1979/>

¹⁰ Government of Delhi. Department of Labour, Government of NCT of Delhi. "Bonded Labour System (Abolition) Rules, 1976." Delhi Labour Portal. Available at: <https://labour.delhi.gov.in/labour/bonded-labour-system-abolition-rules-1976>.

domestic workers, their workplaces, and their employment relations. The non-recognition of the home as a workplace is identified as a critical factor connected to the invisibility and devaluation of care and unpaid domestic work as well as much of women's work in India. The gender, caste, and other social demographics of domestic workers reinforce this invisibility and devaluation, the low wages, and the lack of legal protections. The intricacies of their work relations make simple generalizations impossible, further challenging the formulation of legislation. These are, in turn, embedded in a political economy in which informal, low-paid work, especially for women, is encouraged and expanded, along with unregulated institutions such as placement agencies. The unique features of domestic work also hinder collective action that can play a role in ensuring effective legislative change. While outlining existing laws that can be modified so as to regulate domestic work, this article argues that legal recognition and protection to paid domestic workers will enable and require a fundamental shift in the recognition, valuation, and practices of care, in gendered divisions of work and in economic and social policy in India.

Domestic Workers Welfare Board Maharashtra¹¹

The Maharashtra Domestic Workers Welfare Board is an institution established by the state government of Maharashtra, India, with the aim of safeguarding and promoting the rights and welfare of domestic workers in the state. The board operates under the provisions of the Maharashtra Domestic Workers Welfare Act, which was enacted to provide legal protection and support to domestic workers.

The board is responsible for implementing various policies and programs directed at addressing the social and labour issues faced by domestic workers. It formulates and implements schemes to ensure the welfare, health, and safety of domestic workers, as well as to improve their working conditions and access to essential services. These initiatives may include provisions for social security benefits, skill development programs, access to healthcare services, and financial assistance.

Moreover, the Maharashtra Domestic Workers Welfare Board plays a crucial role in the enforcement of labour standards and the prevention of exploitation of domestic workers. It

¹¹ Maharashtra Labour Welfare Board, Domestic Workers Board (<https://mahakamgar.maharashtra.gov.in/dcl-domestic-workers-board.htm>)

monitors compliance with relevant labour laws and regulations, conducts inspections, and takes necessary actions against employers who violate the rights of domestic workers. The board also facilitates the resolution of disputes and grievances between domestic workers and their employers through a grievance redressal mechanism.

Additionally, the board undertakes awareness campaigns, training programs, and capacity-building initiatives to educate domestic workers about their rights and empower them to assert their rights effectively. It also collaborates with other governmental and non-governmental organizations to advocate for the rights and dignity of domestic workers and promote social inclusion and equality.

Overall, the Maharashtra Domestic Workers Welfare Board serves as a vital institution in Maharashtra, ensuring the protection, welfare, and empowerment of domestic workers and promoting a fair and just working environment for them.

Domestic Workers Welfare Board Kerala¹²

The Domestic Workers Welfare Board in Kerala, India, is an institution established by the state government to address the concerns and improve the welfare of domestic workers in the state. The board operates under the provisions of the Kerala Domestic Workers Welfare Act, which aims to provide legal protection and support to domestic workers.

The primary objective of the Domestic Workers Welfare Board is to ensure the well-being and rights of domestic workers in Kerala. It formulates and implements policies and programs that focus on improving the working conditions, wages, and social security benefits for domestic workers. These initiatives aim to provide a safe and dignified work environment, fair remuneration, and access to essential services for domestic workers.

The board also plays a crucial role in promoting awareness about the rights and entitlements of domestic workers. It conducts education and training programs to empower domestic workers, helping them understand their rights and obligations. Additionally, the board facilitates skill development programs to enhance the employability and professional growth of domestic workers.

¹² International Domestic Workers Federation (IDWF), Domestic Workers and Social Protection in Kerala State
<https://idwfed.org/domestic-workers-and-social-protection-in-kerala-state/>

Furthermore, the Domestic Workers Welfare Board in Kerala acts as a platform for addressing disputes and grievances between domestic workers and their employers. It provides a mechanism for resolving conflicts through mediation and conciliation, ensuring fair treatment and justice for domestic workers.

Collaboration with other governmental and non-governmental organizations is another significant aspect of the Domestic Workers Welfare Board's work. It works in partnership with various stakeholders to advocate for the rights of domestic workers, create awareness among the public, and promote policy reforms that protect and empower domestic workers.

In summary, the Domestic Workers Welfare Board in Kerala plays a vital role in protecting rights, improving working conditions, and enhancing the overall welfare of domestic workers. Through policy formulation, awareness campaigns, and collaborative efforts, the board strives to create a more equitable and inclusive environment for domestic workers in Kerala.

ORGANIZATIONS OTHER THAN ILO WORKING FOR DOMESTIC WORKERS WORLDWIDE

Several other organizations also work for the rights and welfare of domestic workers around the world. Here are some prominent ones:

1. **Human Rights Defence International (HRDI)**¹³: HRDI is an organization dedicated to promoting and protecting human rights in India. While HRDI's work encompasses a wide range of issues, it also addresses the rights and well-being of domestic workers in the country.

Here are some key aspects of HRDI's work for domestic workers in India:

- **Advocacy and Awareness**: HRDI raises awareness about domestic workers' rights through campaigns, workshops, and outreach, promoting fair treatment and challenging exploitation. HRDI is pursuing the central government and state government to ensure the protection of minimum wages, provident funds, Employee state Insurance and Gratuity for domestic workers.
- **Legal Support**: HRDI provides legal aid to domestic workers facing rights violations, ensuring access to justice and navigating legal complexities.

¹³ HRDI (Human Rights Defense International). (n.d.). Rights of Domestic Workers. Retrieved from

<https://www.hrdi.in/category/rights-of-workers/domestic-workers/>

- Research and Documentation: HRDI conducts studies, collects data, and documents domestic workers' conditions, informing evidence-based advocacy and policy recommendations.
2. **International Domestic Workers Federation (IDWF)**¹⁴: The IDWF is a global federation representing domestic workers' rights and interests. It aims to improve domestic workers' working and living conditions and advocates for their rights at the international level.
 3. **National Domestic Workers Alliance (NDWA)**¹⁵: The NDWA is a U.S.-based organization that advocates for the rights and dignity of domestic workers. It works towards improving labour standards, organizing domestic workers, and raising awareness about the contributions and challenges faced by this workforce.
 4. **CARE International**¹⁶: CARE International is a humanitarian organization that works globally to fight poverty and promote social justice. It supports programs and initiatives that aim to empower domestic workers and improve their living conditions.
 5. **Migrant Forum in Asia (MFA)**¹⁷: The MFA is a regional network of organizations and individuals working on issues related to labour migration, including domestic workers. It advocates for the rights and welfare of migrant domestic workers in Asia through research, capacity building, and policy advocacy.
 6. **Global Alliance Against Traffic in Women (GAATW)**¹⁸: While primarily focused on combating human trafficking, GAATW also works on issues affecting migrant domestic workers. It advocates for the rights of migrant workers, including domestic workers, and raises awareness about the vulnerabilities they face.

¹⁴ International Domestic Workers Federation, available at: <https://idwfed.org/>

¹⁵ National Domestic Workers Alliance, available at: <https://www.domesticworkers.org/>

¹⁶ "Search results for 'domestic workers'," CARE International, available at: <https://www.care-international.org/search?keys=domestic+workers>

¹⁷ "Search results for 'domestic workers'," Migrant Forum in Asia, available at: <https://mfasia.org/?s=domestic+workers>

¹⁸ Global Alliance Against Traffic in Women, available at: <https://gaatw.org/>

These organizations, along with others at national and local levels, play a crucial role in advocating for the rights of domestic workers, improving their working conditions, and addressing the challenges they encounter.

FAMOUS WORKS ON DOMESTIC WORKERS

There are several novels that explore the experiences and stories of domestic workers. Here are a few notable ones:

1. **"The Help" by Kathryn Stockett¹⁹**: Set in 1960s Mississippi, the novel tells the story of African American maids working in white households during the civil rights era. It delves into the complex relationships between the domestic workers and the families they serve.
2. **"The Kitchen God's Wife" by Amy Tan²⁰**: This novel explores the lives of Chinese immigrant women in San Francisco and their experiences as domestic workers. It delves into themes of cultural identity, family relationships, and the challenges faced by these women in a new country.
3. **"The Maid" by Kimberly Cutter²¹**: Set in the early 20th century, this novel follows the life of a young Irish immigrant who becomes a maid for a wealthy family in New York City. It offers a glimpse into the world of domestic service and the struggles faced by the protagonist as she navigates her position.
4. **"The Housemaid's Daughter" by Barbara Mutch²²**: This novel takes place in South Africa during the Apartheid era and tells the story of a young mixed-race girl who works as a maid in a wealthy white household. It explores the racial tensions of the time and the challenges faced by the protagonist in a divided society.

¹⁹ "Book Summary: The Help," CliffsNotes, available at: <https://www.cliffsnotes.com/literature/h/the-help/book-summary>

²⁰ "Summary: Kitchen Gods," SparkNotes, available at: <https://www.sparknotes.com/lit/kitchengods/summary/>

²¹ "The Maid," Book Browse, available at: https://www.bookbrowse.com/reviews/index.cfm/book_number/2636/the-maid

²² "The Housemaid's Daughter," Curled Up With a Good Book, available at: https://www.curledup.com/housemaids_daughter_alt.htm

These novels offer varied perspectives on the lives of domestic workers, highlighting their struggles, aspirations, and relationships within the context of their work environments.

Conclusion

The Indian government and the Ministry of Labour's failure to develop and enforce a national policy on domestic workers is deeply concerning. This neglect has left millions of domestic workers in precarious and exploitative conditions, devoid of legal protections, fair wages, and social security benefits. The absence of a comprehensive framework perpetuates a cycle of abuse and denies domestic workers their basic rights. It is imperative for the government to prioritize the formulation and implementation of a national policy that safeguards the rights and well-being of domestic workers, addressing issues such as fair wages, working conditions, and grievance redressal mechanisms. Only through proactive measures can the government rectify the systemic injustices faced by domestic workers and create a more equitable and just environment for this marginalized workforce.

The Ministry of Labour should prioritize the formulation and implementation of a comprehensive policy for domestic workers that guarantees their fundamental rights and protections. This policy should encompass provisions for minimum wages, provident funds, Employee State Insurance, and gratuity, ensuring that domestic workers are afforded the same benefits and security as other formal sector employees. By establishing such a policy, the government can address the prevailing exploitation, abuse, and unfair working conditions faced by domestic workers, promoting their socio-economic well-being and recognizing their vital contributions to society. Additionally, the government should establish effective enforcement mechanisms, awareness campaigns, and grievance redressal systems to ensure the policy's effective implementation and protect domestic workers from any form of mistreatment. Only through these concerted efforts can the Indian government and the Ministry of Labour uplift the status of domestic workers, provide them with dignity, and create a fair and just working environment for this vulnerable workforce.

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