

CHAPTER-ONE

INTRODUCTION

1.1 Background

According to the International Labor Organization (ILO), there are 53-100 million domestic workers worldwide, 83 per cent of whom are women. They represent 4 to 10 per cent of the labor force in developing countries and about 2 per cent in developed countries (ILO, Domestic Workers Count Too: Implementing Protections for Domestic Workers). Their work is an important contribution to economic and social development. Still, 40 per cent of countries worldwide have no form of regulation of any kind for domestic workers (ILO, 2011, p. 5).

Domestic work is among the oldest and most important occupations for millions of women around the world. It is rooted in the global history of slavery, colonialism and other forms of servitude. In contemporary society care work at home is vital for the economy outside the household to function, and demand for the care work has been on the rise everywhere (Nazir, 2011).

The issue of domestic worker is age old phenomenon mainly associated with the supply of permanent labor to perform domestic work. And at the same time it is also a matter of social prestige. The importance of domestic worker increased further as the Nepalese society has transformed from extended to nuclear family system and increasing trend of women employment outside home; especially in urban areas. It is a common practice and long history in Nepal. 'Das' and 'Dasi' (Slaves), 'Dhai'

(Nanny), 'Kamlari' (Girl child of bonded farm worker, as attached labour) is some of the systems related to domestic work used across the country. Besides these systems, large number of Nepalese is compelled to involve as domestic worker mainly because of poverty. Domestic work for females and outside work for males to earn livelihood is still continued in Nepalese society which is based on the traditional concept of the division of labor. It is generally, the women who are given the responsibility for performing domestic work because they are in one way or other tied to the home and this nature has to do with both the traditional division of labor and their sex (Subedi and Baral, 2008).

Contractual domestic work has provided a means of livelihood for many workers who are in poor economic condition and who have less employment opportunities in other sectors. As a result, there is a significant growth in the number of contractual domestic workers in the major Asian countries including Nepal. People migrate from rural to urban areas in search of livelihood as there is serious and severe lack of opportunities for sheer survival in the rural areas of Nepal. Mostly uneducated women belonging to poor family after migration adopt contractual domestic work, who really works hard to help the family to overcome the financial crisis. It is interesting to note that even though they play an active role in economy, nobody recognizes their contribution and efforts. They always remain behind the curtains; neither the employer nor the government accepts their immense contribution. There are millions of such poor women across the country, living far away from the rhetoric of empowerment and emancipation. Still, they prefer to work under exploitation, because for these women, somehow, life must go on.

Domestic work covers different activities, situations and relationships. Thus it is not easy to categorize. It includes many tasks such as cleaning, laundry, ironing, shopping, cooking, fetching water, caring for sick, elderly and children, looking after pets, sweeping and garden tidying (IRENE & IUF, 2008). Normally, domestic worker is those who work for others within the household chores as full or part time basis without having worker's rights and dignity (GEFONT, 2007). Domestic workers are those who work on a daily basis-coming or going to the employer's house everyday while living at their own home. Upadhyaya (1998) defined domestic worker as the workers who work under the conditions- tasks are ill-defined, vague working hours, no wage fixed etc. Aarni, and Dharel (2009) clearly stated that domestic worker are those who work in the household of people other than their own and is expected to perform domestic chores according to her/his employer's order irrespective of age, caste/ethnicities, gender, etc.

Domestic workers are amongst the worst paid workers. The results revealed that the majority of these workers earned only Rs. 30-40 per day. It is important to note that these abysmally low wages are not due to a lack of productivity on the part of domestic workers, but are rather a function of their low bargaining power. Domestic worker is treated like a marketable commodity. Employers determine who they want to employ, for how long, at what wages and conditions, and at what point the domestic worker should be dismissed, with the domestic employee having negligible bargaining power is an easy victim of exploitation (Dave, 2012).

It is also generally seen as unskilled work, a natural extension of women's work in their homes. Thus many domestic workers endure very poor working condition, many

are unpaid, have no social security coverage, work long hours in difficult and not always in safe condition. Some are vulnerable to trafficking, sexual, physical and psychological abuse, especially when they are migrants (Jyoti, 2008).

The current study defines domestic workers are those who work in other than their own home expecting wage (in kind or cash) and doing household chores in the employers' house according to the order of the employers', either live-in or live-out (full time living at the employers' house or part time not living at the employers' house), with or without formal or verbal contract. This study aimed to focusing on the situation of the domestic workers.

1.2 The Research Problem

The research problem is to explore the situation of the woman domestic worker. In our society women look after almost all activities of the family. She is the backbone of the family welfare. She works very hard for the livelihood of family and lives very poor life in spite of her many contributions in the house. The household work of women is not recognized in national accounting system. They occupy back seat to men. They are accorded inferior status in family hierarchy.

In developing countries men perform fewer household chores than men do who resides in developed regions. Woman in almost every part of the world have total responsibility for maintaining the house including woman who are employed outside the home. More over the husband does not contribute substantially to the family unit regardless of his wife's employment status (Kammeye, 1987) as cited by Wilson, 2010).

This study is exploratory in nature and provides information about the profile, nature of work, working and living conditions of women domestic workers. The women domestic workers who will be surveyed are the part time contractual workers who serve one or more households in a day.

Research Questions

1. How is the socio-demographic situation of women in domestic worker?

How is the demographic profile of the women domestic workers in terms of their caste, age, marital status, education, etc?

2. What is the nature of work, wage and working conditions of the women domestic workers?

What the women domestic worker do, what is their individual job duties? What is working time (hours of work, work schedules, leaves) to remuneration?

1.3 Objective of the Study

The general objective of this research is to find out the status of women domestic workers working in contractual work at domestic sphere. Nepal is a patriarchal country where women are considered as the secondary citizen, women are not treated as equal as men so this discrimination and unequal treatment also exist in work place of domestic sphere thus this study aims to know in which condition with what problems women are working. This aims to highlight the problems and issues of such women domestic workers and also aims to examine the existed policies for such women workers in Nepal.

The objectives of the study are:

To examine the situation of the women domestic worker

To explore the nature of work, working condition, income of women domestic worker

1.4 Significance of the Study

Tens of millions of women and girls around the world are employed as domestic workers in private households. They clean, cook, care for children, look after elderly family members, and perform other essential tasks for their employers. Despite their important role, they are among the most exploited and abused workers in the world.

Women often work 14 to 18 hours a day, seven days a week, for wages far below the minimum wage. They may be locked within their workplace and subject to physical and sexual violence. Children and migrant domestic workers are often the most vulnerable. An international treaty – the Domestic Workers Convention – was adopted in June 2011, providing the first global standards to protect domestic workers (Human Right Watch, Domestic workers).

The research here aims to know the situation of women domestic workers who work in contract inside Nepal. There is no exact record of women domestic workers working inside Nepal, and there are very few study carried on it in the past. While observing the past research documents it is seen that most of the studies are very specific to provide information on the status of women domestic workers working outside Nepal, those were only focused on remittance where some others are only highlighted the issues of female migrant workers.

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This study is a part to observe the situation of women domestic workers, hence will be significant to understand the overall situation of women domestic workers in terms of their socio-economic status and problem faced by them all the concerned persons and the recommendation of this study can also be useful for the concerned authority to make better policies and programs to manage, regulate and to ensure the rights of the women domestic workers of Nepal.

1.5 Organization Of the study

This dissertation is organized in to six major chapters. The first chapter deals with the background, statement of the problem, objective of the study and significance of the study. The second chapter is devoted to review of some related literature.

Third chapter provides research methodology, which is used in this research. Nature and sources of data, Research design, population and sample, techniques of data collection, data processing and analyzing, operational definition of key terms are explained here in detail.

Fourth chapter gives description about the socio demographic characteristics of women domestic workers (age, caste/ ethnicity composition, literacy status family size, marital status, migration status and religion).

Fifth chapter deals about the economic characteristics of women domestic workers (wage structure, occupational status, sources of income, household income and expenditure, nature of work, job satisfaction, relation of domestic worker and owner.

Last chapter includes the summary, main finding and conclusion of the study.

CHAPTER TWO

LITERATURE REVIEW

Since review of literature is an important element of dissertation writing, it is necessary to review important books and research work conducted by different institution and author. Review of literature gives us a direction as to what is relevant for the researcher in order to get genuine findings. In this context some relevant research work, book, articles are reviewed.

There is some sort of identified division of labor between male and female in every kind of society. But, Marx stated that every form of society presupposes some rudimentary division of labour. Likewise, Mair (1999) views that the biological division of human into male and female is the basis of the most elementary social stratification everywhere. The division of labor means the fact that women bear and suckle children, and is tied to the domestic sphere for much of their lives. Wolf considers social inequality not as phenomena sui generis but as an accompaniment of the working out of detrimental modes of production (quoted by Pathy, 1987).

With more and more women stepping out of their homes to contribute to family income the demand for domestic helpers is on the rise. These domestic helpers are hired for doing all kinds of households chores like cleaning, washing, cooking, baby sitting and running little errands etc. The basic nature of their work could be described as physically exhausting, tedious, monotonous and repetitive (Dave, 2012).

Domestic work remains a highly feminized sector work. More than 80 percent of all domestic workers are women. Globally one in every 13 female workers is domestic worker (ILO, 2013 cited by Banda).

The majority of the domestic workers are not only female but also migrants. They migrate for waged housework from poorer areas (their home) to more urbanized areas within their countries or abroad (Chew, 2003 as cited by Biadegilegn, 2011).

The status of domestic laborers (housewife and servants) is declining because of its invisibility. Invisible in the service nature of the work and the product of which is consumed very quickly (Aratkoc, 1989:37 as cited by Banda, 2013).

As per UN report 1975 “Two third of the worlds quantitative work is done by women. In return for their work they receive mere 10 percent of all incomes and own only 1 percent of all means of production. This reveals in many ways and at many levels women remain relatively powerless (Saxena, 2002).

Domestic workers suffers from many exploitation; they are paid very less, have no legal terms and conditions of employment, have to do all types of manual works, do not get social security benefits such as gratuity, provident fund and no medical facilities; are physically tortured, abused and sexually harassed (Gaur, 2002) .

Jobs that are traditionally associated with women such as domestic work and care giving have been in high demand in the developed world. In these countries, many women are mostly educated and enjoy the relative privilege of making independent career choices. As a result, many of these women have the opportunity to work as professionals and are increasingly holding traditionally men-dominated jobs. On one

hand, the financial and professional empowerment of these women leads them to be employers themselves, as they now choose to buy household services that would have otherwise hindered their professional development (Parrenas, 2001 as cited by NamiKetana).

Amnesty International (2007) within the formal sector where wages are higher, women are underrepresented; whereas women are over-represented in the informal low-paid jobs like domestic work. There are approximately 2.6 million domestic workers in Indonesia, and the majority of them are women and girls, ranging from 14 to 40 years old. However, some of them can be young (cited by Nazir, 2011).

Domestic worker receive inadequate pay, experience abusive treatment, sexual harassment, discrimination and work in unfair conditions that include performing demeaning tasks, cleaning and handling toilets and sick people without adequate protection, and being dismissed from work without compensation (OXFAM, 2013 p.25).

The migration of women domestic workers is driven by diverse and intersecting factors such as poverty, unemployment and underemployment, and socio-cultural barriers, including sex and gender-based discrimination. Other factors are climate change and environmental degradation, and the personal desire for independence and economic empowerment. However, in their search for a better life, these women reap not only the costs but also the benefits of migration (UN Women, 2013). The study by WISH 2009 has estimated 150 thousand Nepalese are working as domestic workers in different parts of the country especially in urban areas (Gautam and Prasain, 2011).

After the above literature review from different country it is known that majority of the domestic workers are not only female but also migrants. The migration is because of poverty, unemployment underemployment, and socio-cultural barriers. The domestic workers are not normally considered as workers and their working conditions remain unregulated. Their employment situation is considered not to fit the general framework of existing employment laws and Remaining excluded from protection under the national labor codes, these workers have no benefits of work contracts, social security, and security of employment, wage increment, paid leave or medical facilities. Because of the being illiterate they lack bargaining power and are low paid.

Here in this study it is tried to find out the status of women domestic worker engaged in contractual work at domestic sphere of Kirtipur municipality. This study tries to explore the information about the profile, nature of work, working and living conditions of women domestic workers.

CHAPTER THREE

RESEARCH METHODOLOGY

The Basic idea underlying the present study was to explore the Status of women in contractual work at domestic sphere. This chapter describes the various methods applied in order to complete the thesis work. They are reasons for selecting the field area, reason for selecting the topics, research design, nature and sources of data collection, sample size, method of data collection, data analysis procedure and limitation of the study.

3.1 Rational for Selection of the Study Area

The study was conducted in 1 and 2 ward of Kirtipur Municipality of Kathmandu District. Many of the family who are living here in Tyanglaphat, ChadaniChok, Amritnagar 1 and 2 ward of Kirtipur are permanently or temporarily migrated from other parts of the country and working in government and private firm. There are many families whose economic status is sound and where male and female both work out keep other woman to do domestic work. Among those families many are migrated to fulfill their basic need and lack the qualification for good job are supporting their family by earning as part time domestic worker. So Kirtipur is the right place for the study area. The researcher being as a student, research in the nearby area is more economical too. Kirtipur Municipality was purposively selected because of the familiarity of location, which was very helpful in collecting data conveniently.

3.2. Research Design

The present study basically designed to describe the working condition and mode of living of women at contractual work at domestic sphere. It is based on descriptive research design in order to fulfill the specific objective of the study. Besides this exploratory research design was also applied. The research describe the caste, age, education, occupation, income, and family sizeetc, after all its impact on the mode of living of women domestic worker.

3.3 Nature and Sources of Data

The study was based on both primary as well as secondary sources of information. The primary data were collected through interview schedule. The secondary data were collected through published unpublished research articles, books, research report and thesis etc. The methods of study were both qualitative and quantitative.

3.4. Universe of the Study and Sample

For this research study Kirtipur Municipality of Kathmandu district was selected. There were 19 wards in Kirtipur Municipality. Among 33 wards 1 and 2 wards were selected for research. The universe of the study was not known, as women domestic worker were not organized and it was not found any organization or agency to keep their record. It is not possible for researcher to study the entire population, situation, and event of the universe due to the short period of time and large population of the universe, so sample was drawn. In this study snowball sampling technique was used for data collection which is useful in hidden populations and difficult for researchers to access. The task of searching out to the women domestic worker was difficult

because the most work done by them is generally invisible, done in houses (not considered as workplaces) of private persons (not considered as employers) which is invisible and hard to identify. That is why I had to rely on initial contacts who can lead to other individual with shared work experience. The sample size was 50.

3.5 Technique of Data Collection

This is a sociological study, therefore it is mainly based on the qualitative data, but both qualitative as well as quantitative data were collected through structured questionnaires. The qualitative information was gathered through unstructured questionnaire.

3.5.1. Interview Schedule

The interviewing schedule was considered an appropriate tool to get the requisite information. An interviewing schedule is a set of questions which are asked to the respondents in a face to face situation. For the purpose of data collection, a well designed interviewing schedule was used to study the situation of woman domestic worker. The interview schedule was developed in the light of the objectives of the study. They were related to family size, education, occupation land holding, family income etc. The qualitative information was gathered through unstructured questionnaire in the area of social condition, health practices etc. The questions in interview schedule were mostly structured. The questionnaire was prepared in such a way that it provides both quantitative and qualitative information. The quantitative information was obtained through the structured questionnaire. The interview schedule was prepared in English but question were asked in Nepali according to the situation.

3.6 Data Processing and Editing

The information collected through the questionnaire was quantified by tabulating. Qualitative data were arranged systematically. The data were processed by editing classifying and tabulating in order to minimize the errors.

3.7 Data Analysis and Presentation

In this study descriptive as well as analytical methods were used to analyze the data and information. Necessary diagrams are used whenever appropriate in presentation of text. After analyzing the data and information necessary conclusion and recommendation are made.

3.8 Limitation of The study

The present study was focused on the Situation of Paid Women Domestic workers who are now living only in Kirtipur municipality of Kathmandu district, Nepal. As every social science research is not beyond the limitations there will be some limitations in this research too.

The study was limited in Kirtipur Municipality of Kathmandu District, Nepal thus it could not be generalized at the national level. The study was conducted in the partial fulfillment of the requirements for the Degree of Master of Arts in Sociology. The research was conducted by using snowball sampling so some important respondent might be left out of this research due to lack of their information to contact. Simple statistical tools were used to analyze the data gathered.

3.9 Field Experience

For conducting any social research some difficulties are often faced by each researcher at the time of data collection as social research study the human beings and human behaviors. Human beings are master of their will they may or may not respond in a desired manner. There were many difficulties in data collection. The universe of the study was not known, as women domestic worker were not organized. At first the researchers have visited the household of the selected area and asked about the presence or absence of the domestic workers. When the researcher found domestic worker in the visited household, they were interviewed but when the employer told there was no domestic worker researcher had to ask other household. In many situations it was very difficult to get accurate responses from the respondents. The main difficulty experienced was the respondents (domestic workers) were very busy in their work and they had no time for the researcher and they did not know the purpose and objectives of social research. Therefore, much of time was consumed in explaining the objectives of the study to the respondents. Mostly the domestic workers were illiterate and they also did not want to tell exact age and income. Majority of the domestic workers were not satisfied with their income. The researcher found that the migrant domestic workers faced many difficulties due to burden of work, and due to their self respect. But the researcher tried her best to get accurate data.

CHAPTERFOUR

SOCIAL BACKGROUND OF WOMEN DOMESTIC WORKER

4.1 Age Group of Women Domestic Workers

Age is the whole duration of a being, whether animal, vegetables or other kind's lifetime. That part of duration of a being or a thing this is between its beginning and any given time. Here in this study age is defined as the number of years completed since the birth of the respondent.

Table4.1:Percentage distributions of the respondents according to their age group

Age Group	Frequency	Total Percentage
14-19 year	3	6
20-25 year	4	8
26-36 year	26	52
37-48 year	6	12
49-54 year	1	2
55-72 year	4	8

Source: Field Survey 2016

Above graph reveals that young to old age women involved in this field. Some respondents were of very young age for work against the labor law. Majority of the respondents (52%) engaged in domestic work were in the age group of 26-36 years

old. In general most of the women get married and bear children at this age. After marriage family expenditure increases; with little children they can't do full time work so they engage in part time domestic work.

4.2 Caste of the Women Domestic Workers

Caste is a form of social stratification characterized by endogamy. It is hereditary transmission of a lifestyle which often includes an occupation, status in a hierarchy, and customary social interaction and exclusion. It acts as the most powerful determinant of individual behavior and social order. Caste accords the individual a fixed status in the society. In caste system birth determines the social status of an individual.

Table 4.2: Percentage distributions of the respondents according to their caste

Caste	Frequency	Total Percentage
Brhamin	5	10
Chhetri	13	26
Gurung	1	2
Madhesi	2	4
Magar	7	14
Majhi	2	4
Newar	2	4
Rai	4	8
Tamang	14	28

Source: Field Survey 2016

The above figure reveals that women from diverse caste community involved in domestic work. Majority of the participants are from Tamang community (28%) and Chhetri community (26%). Tamang are mostly habituating in the surrounding districts (Kavre, Sindhupalchok, Dhading, Makawanpur, Sindhuli, and Nuwakot) of Kathmandu. And Kathmandu is nearest and largest city to migrate to seek opportunity. And Chhetri is largest caste/ethnic group in national population. So it is the reason that Tamang and Chhetri have highest number that involved in domestic work.

4.3 Marital Status of Women Domestic workers

Marriage is the legally or formally recognized union of two people as partners in a personal relationship (historically and in some jurisdictions specifically a union between a man and a woman).

Marital status is any of several distinct options that describe a person's relationship with a significant other. Married, single, divorced, and widowed are examples of marital status. The status of married applies to the people who were wed in a manner legally recognized by their jurisdiction. Unmarried status applies to the people who have never married or whose relationship with a significant other is not legally recognized. Divorced status applies to them who have legally dissolved one's marriage with significant other. And the status of widow applies to the woman who has lost her spouse by death and has not married again.

Table 4.3:Percentage distributions of the respondents according to their Marital Status

Marital status	Frequency	Percentage
Married	40	80
Divorced	1	2
Unmarried	4	8
Widow	5	10

Source: Field Survey 2016

Above graph shows that majority of the respondents (80%)were married. As women domestic workers belong to poor family economic need becomes the primary reason for involvement in domestic work.After marriage children born and family expenditure increases and with small children they cannot do full time work and involve themselves in part time domestic work.

4.4 Religious status of Women Domestic workers

Religion is the set of beliefs, feelings, dogmas and practices that define the relations between human being and sacred or divinity. It is a set of beliefs concerning the cause, nature and purpose of universe, especially when considered as the creation of super human agencies, usually involving devotional and ritual observances, and often containing a moral code of governing conduct of human affairs. There are many religions in the world like Hindu, Buddhism, Muslim, Christian etc.

Table 4.4:Percentage distributions of the respondents according to their Religious Status

Religious Status of WDW	Frequency	Percentage
Hindu	35	70
Buddhist	8	16
Christian	5	14
Total	50	100

Source: Field Survey 2016

According to National census report 2012 80.8% citizen were Hindu, 9% Buddhist and 1.4% Christian. Above graph shows majority of the respondents 70% percent were Hindu, 16% Buddhist and 14% were Christian. After the study of above data it can be said that follower of Hindu religion are decreasing and follower of Buddhist and Christian are increasing. The domestic workers who are now Christian in past they were Hindu. After migrating in this place and establishment of church in their community they came in contact with Christian follower and were influenced towards Christianity. It may be because of the caste purity, fatalism; rigid caste hierarchy of Hindu religion people are changing their religion. Christianity is seen increasing.

4.5 Educational status of Women Domestic workers

Educational status means educational attainment or level of education of individuals. In the present study education has been recognized as the total number of years of schooling completed by the respondents in educational institution. Education of respondents was taken as one of the indicator of families, socio-economic factors.

Table 4.5:Percentage distributions of the respondents according to their Educational Status

Educational Status	Frequency	Total Percentage
SLC - 10 +2	2	4
Illiterate	31	62
Literate by NIFE	4	8
Middle (6-8 grade)	6	12
Primary (1-5 grade)	7	14
Total	50	100

Source: Field Survey 2016

According to Nepal Census report literacy rate of Nepal is 65.9%. Among them female literacy rate is 57.4%. But here the result is opposite in the case of domestic worker. Majority of the respondent's (62%) percent of the respondents were Illiterate. Because of poverty they were deprived from education. Only 38% percent are literate. Respondents who got SLC-10+2 levels were 4%; they were involved in this work to continue their study.

4.6 Reason behind Migration of the Women Domestic workers

Human migration is the movement by people from one place to another with the intentions of settling, permanently or temporarily in the new location within the country or outside the country. People migrate for a number of reasons like to find better climate to live, for a better quality of life or moving closer to a family member,

for better education and finding better job, to escape civil war or political prosecution and etc.

Table 4.6: Percentage distributions of the respondents according to their Reason behind migration

Reason Behind Migration	Frequency	Percentage
Lack of Employment	31	62
Education	2	4
Marriage	12	24
Poverty	5	10
Total	50	100

Source: Field Survey 2016

Above graph reveals that majority of the respondent's (62%) migrated due to lack of employment in their home village. 4% migrated to continue the study as housemaid because their family could not afford for their study. 24% respondents migrated after marriage as their husbands were already migrated for work. 10 percent respondents migrated because of poverty as there was no means to support for 2 meals for every day.

4.7 Reason behind joining D.W of Women Domestic workers

There lie many reasons behind people choosing some specific job or work. The reason can be money, security, fear, prestige, availability or etc. Here in this study it is tried to find out reason why the respondents chose the domestic work as job.

Table 4.7:Percentage distributions of the respondents according to their Reason behind Joining Domestic Work

Reason of Joining DW	Frequency	Percentage
Easy to get	7	14
Expected to earn more	27	54
Insufficient fooding and lodging	13	26
No opportunity to go School	3	6
Total	50	100

Source: Field Survey 2016

Above graph shows that majority of the respondent's (54%) reason behind joining Domestic Work was expected to earn more. As most of the domestic worker were from poor family and only husband's/father's income was not sufficient to support the family. They too wanted to earn. They were uneducated so they could not get high paid and official job, domestic work was easy to get. Some respondent were joined DW due to insufficient lodging and fooding at home, some due to not getting opportunity to go school.

4.8 Family Size of Women Domestic workers

The family is a relatively permanent group of people related by ancestry, marriage or adoptions, who live together, form an economic unit, and take care of their young

once. Family is the group of intimate people emotionally related either by blood, marriage, responsible for the reproduction and rearing of children.

Table4.8: Percentage distributions of the respondents according to their Family Size

Family Size	Frequency	Total Percentage
1	2	4
2	8	16
3	9	18
4	18	36
5	9	18
6	4	8

Source: Field Survey 2016

Above graph shows that Majority of the respondent's family size was 4. Which depicts the slogan '2 children: bless of god' widely asserted. Due to monetary inflation and less growth in income it is hard to afford the necessity of children so people are doing family planning and bearing fewer children. This shows the traditional norm bearing more children as bless of god is being weak.

4.9 Types of Migration of the Women Domestic workers

Migration depend on the flow and number of people often involved, the reasons for their movement, the time they spend in migration, and the nature of that migration etc. Here in this study it is tried to find out the frequency of migration that women domestic worker had on the basis of number of people involved.

Table 4.9: Percentage distributions of the respondents according to their types of migration

Types of migration	Frequency	Percentage
Single	9	19
Family	39	81
Total	48	100

Source: Field Survey 2016

Above graph shows that majority of the respondents i.e. 81% were migrated with family. As husband of the domestic worker migrated for work they too wished to earn some and live together in family. Those who migrated single were unmarried and to continue their study as housemaid they were migrated.

4.10 Place of Origin of Women Domestic workers

Place of origin refers to the place where something or someone comes from. In other word it means homeland or birthplace. Here in this study it is tried to find out the birth place or homeland of women domestic worker from where they migrated in search of better future.

Table 10: Percentage distributions of the respondents according to their Place of Origin

Name of District	Frequency	Total Percentage
Bajura	1	2
Banepa	2	4

Chitawan	5	10
Dhading	11	22
Gorkha	1	2
Jhapa	1	2
Kathmandu	2	4
Makawanpur	9	18
Nuwakot	2	4
Okhaldhunga	1	2
Rasuwa	4	8
Salyan	1	2
Sindhuli	6	12
Siraha	1	2
Sunsari	1	2
Tanahu	1	2
Kathmandu	1	2

Source: Field Survey 2016

In connection with the origin of the domestic workers surveyed (50) from the nine selected urban centers, it is found that they came from 16 different districts of the country. Kathmandu is the capital city of the country, so people migrate from different parts of country migrate for work and opportunity that above table shows. But majority of the respondents were from Dhading, Makawanpur and Sindhuli; neighboring district of Kathmandu. It can be said that people prefer near city for internal migration.

CHAPTER FIVE

WORKING CONDITION AND MODE OF LIVING OF WOMEN DOMESTIC WORKER

5.1 Nature of work of Women Domestic worker

Nature of work means the specific types of work that the specific job performance requires. In another word it is the job description, the type of things one will be doing there if hired. Here in this study it is tried to find out types of works that domestic workers have to do in the employer's house.

Table 5.1: Percentage distributions of the respondents according to their nature of work

Nature of Work	Frequency	Total Percentage
Cleaning house	1	2
Cleaning house, cloth washing	6	12
Cloth washing	1	2
Cloth washing dish washing cleaning house	23	46
Cloth washing, dish washing	6	12
Cooking	2	4
Cooking cloth washing dish washing cleaning house	8	16

Cooking , help kitchen work, take care of child and old	2	4
Dish washing	1	2
Total	50	100

Source: Field Survey 2016

Above table shows that there were various works insidedomestic work. Among these work some respondents work only one work, some work two, some work three and some work more than three. Data shows that majority of the respondents (46%) do cloth washing, dish washing, and cleaning house. It can be said that majority of the employer recruit domestic worker for cloth washing, dish washing, and cleaning house.Domestic workers do the types of work according to the interest and need of employer. More work costs more money so the employer decides for how many types of work keep to domestic worker.

5.2 Types of Contractof Women Domestic workers

A contract is written or expressed agreement between two or more parties to perform a service,provide a product or commit to an act and each have specific terms and conditions. Here in this study it is found outthat100%of the respondents work on verbal contract. There is no written job description and TOR, which means any time they can be fired from work according to employer's will.As the government of Nepal

5.3 Terms and Conditions of workof Women Domestic workers

The terms and condition refers to the condition that an employer and employee agree upon for a job that includes an employee’s job responsibilities, work days, working hours, breaks, leave facilities etc. Here in this study it is tried to find out the terms and condition of work of the respondents with their employers.

Table5.2: Percentage distributions of the respondents according to their work time

Terms and Conditions of work	Frequency	Percentage
Full timer (live in)	4	8
Part timer	46	92
Total	50	100

Source: Field Survey 2016

Above table shows that majority of the respondents (92%) were part timer and 8% full timer. Those who were part timer would work either in morning or afternoon or evening for some hour. Those who were full timer would work morning to night according to the requirement of work. Those who were pursuing their study as live in domestic worker used to go school or college in morning and would do household chore after returning according to the requirements of employer.

Table 5.3: Leave facility of the Women Domestic workers

Leave facility	Frequency	Percentage
As per need	13	26
Annually	2	4
Big festival Time	35	70
Total	50	100

Source: Field Survey 2016

Above table shows that majority of the respondents (70%) get leave in big festival time that is during Dashain, Tihar and Teej. Some were getting leave as per their need. Some respondents who were living in employer's house were getting leave annually. As domestic work is informal sector job there is no holiday in weekend and festival time like the job of formal sector. They had to go for work every day and have to do their own household chores too. Those who worked in more than one or two house had no time or had very little time for rest.

5.4 Monthly Wage of Women Domestic workers

A wage is monetary compensation paid by an employer to an employee in exchange for work done. Payment may be calculated as a fixed amount for each task completed or at an hourly or daily, or based on monthly rate. Here in this study it is tried to find out the wage of the respondents that they earn in a month from domestic work.

Table 5.4: Percentage distributions of the respondents according to their monthly wage

Monthly wage of domestic worker	Frequency	Total Percentage
Rs.11000-15000	4	8
Rs.1500-2000	7	14
Rs.2100-4000	17	34
Rs.4100-5500	7	14
Rs.5600-7000	7	14
Rs.7100-9000	5	10
Rs.9100-10000	3	6
Total	50	100

Source: Field Survey 2016

Above table shows that majority of the respondent's monthly income was Rs.2100-4000. The earning was according to the number of house they worked. Those who worked less work and in fewer houses earn less and who worked more work and in more houses earned more money. It was found that some respondent were working in 4-5 house in a day. Here nature of work determines the wage of the domestic work as it is does not require any educational qualification and age limit. If they domore work

they get more wages. And doing more work is determined by employers' interest. Income varies according to their bargaining power with their employer and employer's understanding towards domestic work.

5.5 Chief bread winner of the family of Women Domestic workers

Bread winner of the family means the primary income earner in a household, the income generally cover most household expenses and financially support their dependents. Here in this study it is tried to find out the chief bread winner of the household of the respondents.

Table 5.5: Percentage distributions of the respondents according to the chief bread winner of the family

Chief Bread Winner of the Family	Frequency	Percentage
Husband	22	44
Self	15	30
Both	12	24
Other	1	2
Total	50	100

Source: Field Survey 2016

Above table depicts that majority of the respondent's (44%) husband were the chief bread winner of the family. Those who earn less they have to rely on their husband's income for living. The respondents who were either divorced, widow or whose

husbands did not earn was the chief earner of the family. Those who were earning good and whose husbands too earned both were the chief earner of the family.

5.6 Occupation of Husband/Father of the Women Domestic workers

Occupation refers to person's usual or principal work or business, especially as means of earning a living. In other word it is any activity in which a person is engaged. In this study it is tried to find out the occupation that the husband/father of the respondents are engaged.

Table 5.6: Percentage distributions of the respondents according to the Occupation of Husband/Father of the Women Domestic Worker

Occupation of father/husband of domestic worker	Frequency	Total percentage
Agriculture	4	8
Artisan	3	6
Conductor	1	2
Driver	8	16
Foreign employment	3	6
Government service	4	8
Labor work	12	24
Mistri	2	4
No monetary work	2	4
Security Guard	2	4

Ticket Collector	1	2
Total	50	100

Source: Field Survey 2016

Above table shows the husband/father of domestic worker engaged in different occupations. Most of them were engaged in less paying work which does not need any educational qualification and skill. As they were from poor family and lacked the educational qualification they had to work manual and less paying work. Data shows that majority of respondents husband's occupation was labor work and driving.

5.7 Total number of house that Women Domestic workers are working

As majority of the respondents are part time workers they have time to work in more than one house and here in this study it is tried to find out the total number of house that they working.

Table 5.7: Percentage distributions of the respondents according to the total number of house they were working

Total number of house working	Frequency	Percentage
1 House	25	50
2 House	15	30
3 House	8	16
4 House	2	4
Total	50	100

Source: Field Survey 2016

Above graph shows that 50% of the total respondents were working in one house, 30% of the respondents were working in 2 houses, 16% respondents were working in 3 houses, and 4% respondents were working in 4 houses. Data shows that majority of the respondents were working in one house.

5.8 Work before joining domestic work of WDW

Here in this study it is tried to find out what kind work that respondents used to work before joining domestic work.

Table 5.8:Percentage distribution of respondents according to their work before joining domestic work

Work Before joining DW	Frequency	Total Percentage
Agriculture Worker	7	14
Housemaid	1	2
Laborer	17	34
No incoming work	20	40
Petty business	2	4
Self employed	3	6
Total	50	100

Source: Field Survey 2016

Above graph shows that majority of the respondents 40% were not involved in incoming work before joining domestic work. Domestic work was the first incoming work for them. 34% respondents were laborer in construction work; they left it for domestic work because domestic work need less energy and time than labor

workthough it has less income. Some were agriculture worker; some were self employed, some were housemaid and some involved in petty business. Work experience other than domestic work does not make any difference in income and nature of work and working condition of domestic work as it is different than other work in nature of work and working place.

5.9 Year of Completion as Domestic Worker

Here in this study it is tried to find out the total year that respondents has completed as domestic worker.

Table5.9: Percentage distributions of the respondents according to the year of completion as domestic worker

Year of completion as D W	Frequency	Total Percentage
1-5 year	27	54
6-10 year	16	32
11- 15 year	4	8
25-40 year	3	6
Total	50	100

Source: Field Survey 2016

Above table shows that majority of the respondents (54%) were in this field since 1-5 year as domestic worker, 32% respondents were working since 6-10 year. 8% were since 11-15 year and 6% were since 25-40 year. The table reveals that when working year increase continuity decrease in domestic work. That means domestic worker do not want to work for long period in this field.

5.10 If paid enough for work to Women Domestic workers

Here in this study it is tried to find out the opinion or thought of the women domestic worker whether they are paid enough or not.

Table 5.10: Percentage distributions of the respondents according to their view if they were paid enough

If paid enough for work	Frequency	Percentage
Yes	31	62
No	19	39
Total	50	100

Source: Field Survey 2016

Above graph depicts majority of the respondents (62%) thought that they were paid enough for work. They thought that as they are uneducated and had no work skill they can't get higher paying job and domestic work is not higher paying job. 38% respondent thought they were not paid enough as the work deserves to pay.

5.11 Help from employer in difficulty to the Women Domestic workers

Here in this study it is tried to find out situation of getting help in the time of difficulty by respondents from the employer.

Table 5.11: Percentage distributions of the respondents according to the employer's help in difficulty

Help from employer in difficulty	Frequency	Percentage
Sometimes	25	50
Always	9	18
Never asked	16	32
Total	50	100

Source: Field Survey 2016

Above graph shows that majority of the respondents 50% got help some times in difficulty. The help is advance payment of the wage and necessity leave that respondents ask to employer in difficulty. Some respondents never asked for help with employer.

5.12 Having Saving Account of the Women Domestic workers

Here in this study it is tried to find out how many of respondents have saving account how many have not.

Table 5.12: Percentage distributions of the respondents according having saving account

Having saving account	Frequency	Percentage
Yes	22	44
No	28	56
Total	50	100

Source: Field Survey 2016

Above graph shows that majority of the respondents (56%) do not have saving account. As they earn very less and is hard to fulfill daily needs how to open saving account. Those who had saving account only some had in their own name and very few respondents had balance in it.

5.13 Sufficiency of income for family expenditure to Women Domestic workers

Here in this study it is tried to find out whether the income of the respondents that they earn as domestic worker is sufficient for their family expenditure or not.

Table 5.13: Percentage distributions of the respondents according to their sufficiency of income for family expenditure

Sufficiency of wage for family expenditure	Frequency	Percentage
Help to some extent	45	90
Yes	2	4
No	3	3
Total	50	100

Source: Field Survey 2016

Above graph shows that 4 majority of the respondents 90% income is help to some extent for family expenditure. As majority of the respondents were part time worker work few hour in 1 or two houses so they earn little which is just little help for family expenditure. They had to rely on their husband or other family member for the family expenditure. Some respondents who work for more than two houses earn sufficient wage for their living.

5.14 Satisfaction on work of the Women Domestic workers

Here in this study it is tried to find out whether the respondents are satisfied of their work or not.

Table 5.14: Percentage distributions of the respondents according to their satisfaction on work

Satisfaction with work	Frequency	Percentage
Yes	38	76
No	12	24
Total	50	100

Source: Field Survey 2016

Above graph shows that majority of the respondents 76% were satisfied with their work. They were earning some though it was not enough for living. Some respondents were not satisfied because they thought they were paid less than they deserve.

5.15 Reason for satisfaction of the Women Domestic workers

Here in this study it is tried to find out reason behind the satisfaction of respondent on their job.

Table 5.15: Percentage distributions of the respondents according to their reason for Satisfaction

Reason behind	Frequency	Percentage
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satisfaction		
Better condition than at home	6	13
Good behavior of the employer	4	9
No work left to do	33	72
Paid according to work	3	6
Total	46	100

Source: Field Survey 2016

Above charts depicts that the majority of the respondents(72%) reason behind satisfaction was the no work left to do. They thought that as being uneducated and having no work skill they cannot get good salary job so have to do what work is available to them and satisfy on that.

5.16 Reason for changing the employer by the Women Domestic workers

People change job. When someone is not satisfied with the job that he/she is doing seek another job. The reason differ person to for changing job. Sometimes it is for career enhancement, better salary then before, having unlikeable boss etc. Here in this study it is tried to find out the reason due to which respondents change the employer.

Table 5.16: Percentage distributions of the respondents according to the reason behind changing employer

Reason of changing employer	Frequency	Percentage
------------------------------------	------------------	-------------------

Verbal abuse	4	10
Overload	14	34
Better salary than before	23	56
Total	41	100

Source: Field Survey 2016

Above graph shows that majority of the respondents (56%) changed their employer due to the better salary than before. As there is no written contract and security of work, the domestic worker go where they get better salary. No increase in salary for a long time, overload of work and verbal abuse leads them to change the employer.

5.17 Situation after Migration of the Women Domestic workers

People migrate from one place to another. In course of time their life situation too changes. Sometimes the situation changes better than before

Here in this study it is tried to find out the situation that respondents had after migration from their village to the Kathmandu city.

Table 5.17: Percentage distributions of the respondents according to their situation after migration

Situation after migration	Frequency	Percentage
Bad	1	2
Normal	20	40
Good	29	58

Total	50	100
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Source: Field Survey 2016

Above graph shows that majority of the respondents 58% had good situation after migration that means their economic situation was better than before. 40% respondent's situation is normal after migration that means neither good nor bad.

5.18 Returning Home of the Women Domestic workers

Here in this study it is tried to find out the willingness of the respondent for returning home.

Table 5.18: Percentage distributions of the respondents according to their will on returning home

Will to return home	Frequency	Percentage
Yes	8	12
No	44	88
Total	50	100

Source: Field Survey 2016

Above graph shows that majority of the respondents (88%) do not want to return home. As there is opportunity of work, income and education for children in city than in village so they are more satisfied here and they have not thought about returning home till the date of study.

CHAPTER SIX

SUMMARY

Movement of people from one place to another in the world for the purpose of taking up permanent or semi permanent residence is migration. One of the most significant migration patterns has been rural to urban migration the movement of people from the countryside to cities in search of opportunities.

A domestic worker is someone who works within the employer's household. Domestic workers perform a variety of household services for an individual or a family, from providing care for children and elderly dependents to cleaning and household maintenance, known as housekeeping. Responsibilities may also include cooking, doing laundry and ironing, food shopping and other household errands. Some domestic workers live within the household where they work.

Women migrant workers who are illiterate engage as a domestic worker and that is completely the informal sector. Government has not developed a scheme to provide skills that is essential to work in informal sector. As the domestic worker is recruited on verbal contract there is no guarantee of job. If the employer doesn't like their work they dismiss them from work.

The aim of the present study was to find out the status of Women Domestic Workers. The study was conducted in Kirtipur municipality of Kathmandu district. The sample of 50 respondents was selected conveniently. The respondents were woman domestic workers. A comprehensive interview schedule was prepared in the light of research objectives. The data were analyzed by using statistical technique.

The Study reveals that Majority of the respondents that involved in domestic work are of young age between 26-36 years old. In caste composition of domestic worker majority of respondents were from Tamang community and then chhetri community. Most of the DWs were from Hindu Community. Majority of the DWs were married, having single family migrated from neighboring district of Kathmandu (Dhading, Makawanpur, Sindhuli, Rasuwa district). All Those domestic workers did not have

the job security because they were working on verbal contract and could be fired anytime by the employer.

Majority of the domestic worker were working in one house, some were working in 2-4 houses in a day. Those who were able to work in 3 to 4 house and who were working in housing had good income than who were working in one or two house.

Poverty and lack of employment opportunity in the village are the major factors that forced majority of the participants to migrate from their village in search of living. According to them, they are involved in this job to save their life from hunger and starvation. At the same time they also have to contribute their family income. Another major factor that deprived them from study is the poor economic condition of their family.

Because of low education they only got low wage work and with less income they can afford the rent of only one room and the whole family has to adjust in that single room.

Education and previous job experience as elsewhere seem to be insignificant to the domestic worker either for obtaining jobs or bettering their working conditions.

Majority of the domestic worker did not have saving account those who had very few had the balance in it because how much they earn all spends in daily living. The study reveals that the domestic workers were satisfied with their work because there was no work left to do as they were illiterate and had no skill. They had good situation here domestic workers one of the most vulnerable categories of workers, it is not a surprise then before in their village so they do not want to return home.

Being that half to almost two-thirds of interviewees would prefer to do another job: domestic work is perceived to be only for those who have no other option. Indeed,

having no other choice was indicated as one the reason pushing people with low education to work as domestic worker.

Conclusion

This study was designed to find out the status of women domestic workers working in contractual work at domestic sphere. Age, marital status and education were used as independent variables.

It was found positive relation between marital status and the migrant domestic workers.

It was found negative relation between high caste and high income work. The study could not validate the notion that the Brahmin and Chhetri are considered elite class and enjoying much. In practice, these castes were also working as domestic workers and keeping them as well. Being poor family, majority of them were involved in this occupation. Thus wage and benefits in exchange of their work is their major concern to support the family. The study result shows that 54% are working to earn more to support their family.

After this study it can be said that because of poverty there is low education and with low education people have to work in low wage work like domestic workers were doing.

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Annexes

An Interview Schedule for Women Domestic Workers

1. Address:

a. Working District

b. Municipality

c. VDC

General Information (socio economic information)

2. Full Name

3. Age:

a. completed years.....

b. doesn't know.....

4. Marital status:

a. single

b. married;

c. widow

d. separated

e. divorced

5. What is your caste?

a. Brahmin

b. Chhetri

c. Janajati

d. Dalit

6. Approximately how much is your wage?

.....

7. What is your father /husband's occupation?

a. Labor work b. Artisan

c. Petty business

d. Governments services

e. Others

8. How are your Father/ husband's monthly income?

.....

9. Home address:

a. district;

b. VDC.....

c. Municipality.....

d. don't know

10. How many members are there in your home?

a. total

b. male.....

c. female.....

d. children.....

11. Types of your family?

a. Nuclear

b. Joint

c. Extended

12. Who is the chief bread winner of the family?

a. Self

b. Husband

c. other

13. Do your family have land ownership?

a. Yes

b. No

14. If yes, describe land area

Bigha.....

Kattha.....

Dhur.....

Ropani

Aana Paisa.....

Donot know

15. Which grade did you complete?

1. Illiterate;

2.Literate by NIFE;

3. Primary (1-5 grade)

4. Middle (6-8 grade);

5. SLC/equivalent;

16. How old were you when you left education?

.....

17. Do you/your household own the following? [Record only items which have been functioning within 6 months]

Radio?Mobile Phone?Television?

a.Yes

b. No

a. Yes

b. No

a. Yes

b.No

18. Do you have saving account?

a. Yes

b. No

19. If yes where is the saving account?

a. Cooperative

b. Bank

20. Is there any saving?

1. Yes

2.No

If yes how is Rs.....?

21. What is your religion?

- a. Hindu
- b. Buddha
- c. Muslim
- d. Christian
- e. Other

Nature of Domestic Work

22. What did you do before being

- a. Self-employed;
- b. Agriculture worker;
- b. Laborer in construction work
- e. Other

23. How many years did you completed as domestic worker?

- a. Month.....
- b. Year.....

24. How many years have you been in this house?

- a. Month.....
- b. Year.....

25. What were the reasons to quit the work in previous house?

- a. Verbal abuse;
- b. Physical abuse;
- c. Over load;
- d. Expected better salary/ facilities
- e. Other

26. Mode of travel to reach work place

- a. Walk
- b. Public transport

27. Please explain the terms and conditions of your work?

- a. Full timers (live-out from the employer's house)
- b. Part-time
- d. Seasonal,

28. Tell the numbers of house you are working?

29. What are the causes to become a domestic worker?

- a. Insufficient flooding and lodging;
- b. Burden of loan;
- c. Abandoned by family;
- d. Domestic violence;
- e. No environment to stay at home;
- f. Lack of interest of schooling;
- g. No opportunity to go school;
- h. expected to earn more;
- i. Attraction of city;
- k. Other (specify)

30. What is the reason behind the migration?

- a. Lack of food
- b. Lack of employment
- d. Lure for more income

31. What is your type of migration?

- a. Single
- b. Family

32. Who helped you to migrate?

- a. Co-villager
- b. Relatives and friends
- c. Other
- d. Own family

33. What is the source of information for job opportunity?

- a. Friends
- b. Peer group
- c. Relatives

34. Who made contact to you to work in this house?

- a. Self;
- b. Relatives;
- c. Neighbors;
- d. Friends;
- e. Middle man/woman;

35. If there is any contract between you/middle person and employer's regarding work you have to do?

- a. Written;
- b. Verbal;

36. Are you working under the same condition (if there is any contract)?

- a. Yes;

37. What are the works to be done here?

- a. Cooking;
- b. helping for kitchen works;
- c. Dish washing;
- d. cleaning house

e. Caring for old and young; g. cloth washing;

h. Household works together with gardening/agricultural works;

i. Others

38. How many hours you have to work in a day?

No.of house.....

39. If you happen to work overtime, are you paid for it?

1. Yes

2. No

40. Do you think that you are paid enough for the work you do?

a. Yes

b.No

41. Is this amount similar to what other women make in your profession?

a.Yes

b. No

42. If not, why might it be different?

.....

.....

.....

.....

43. How is the wage payment modality?

- a. Daily;
- c. Bi-monthly;
- e. At any time;
- d. Monthly;
- f. Others

44. In what forms (cash or kind) do you receive your wage?

- a. Cash;
- c. Both;
- e. Interest of the loan taken;
- b. Kind;
- d. Loan reduction;

45. In addition to wage what other benefits do you receive?

- a. Nothing;
- c. Pocket money in festivals;
- e. Others
- b. Food;
- d. Used goods;

46. How frequent do you get leave?

- a. Weekly;
- c. Annually;
- e. At per need;
- b. Monthly;
- d. Festival time;
- e. No leave

47. How does the employer evaluate your works?

- a. Very good;
- b. Good;
- c. Satisfied;
- d. Not satisfied;
- e. Very unsatisfied

48. How is your situation after migration?

- a. Good
- b. Normal
- c. Bad

Problems that Domestic Workers have to face

52. Do you get help from your employer in difficulties?

- a. Always
- b. Some times
- c. No help

53. Is your wage sufficient to your family expenditure?

- a. To some yes
- b. NO

54. Do you know the workers' right?

- a. Yes;
- b. No

55. If you know, how do you know that?

- a. By trade unionists;
- b. Friends;
- c. Medias;
- d. School;

- a. Mal-treatment by the employer and her/his family members;
- b. Heavy work burden;
- c. No pay according to work done;
- d. No leave facility in time of need
- e. Others

62. Do you want to return your home, if so, what provisions do you need?

- a. I don't want to go back home;
- b. If income generation activity available, I want to go;
- d. If I get skilled training, I want to go back;
- e. If homely environment at home, I want to go;
- f. Others

63. What is your future aspiration?

.....
.....

**"Working Condition and Mode of living of Women engaged in
Contractual Work at Domestic Sphere"**

**(A Study of the Paid Women Domestic Workers in Kirtipur
Municipality)**

A Dissertation

**Submitted to the Central Department of Sociology
in partial fulfillment of the requirements
for the Degree of Master in Sociology**

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