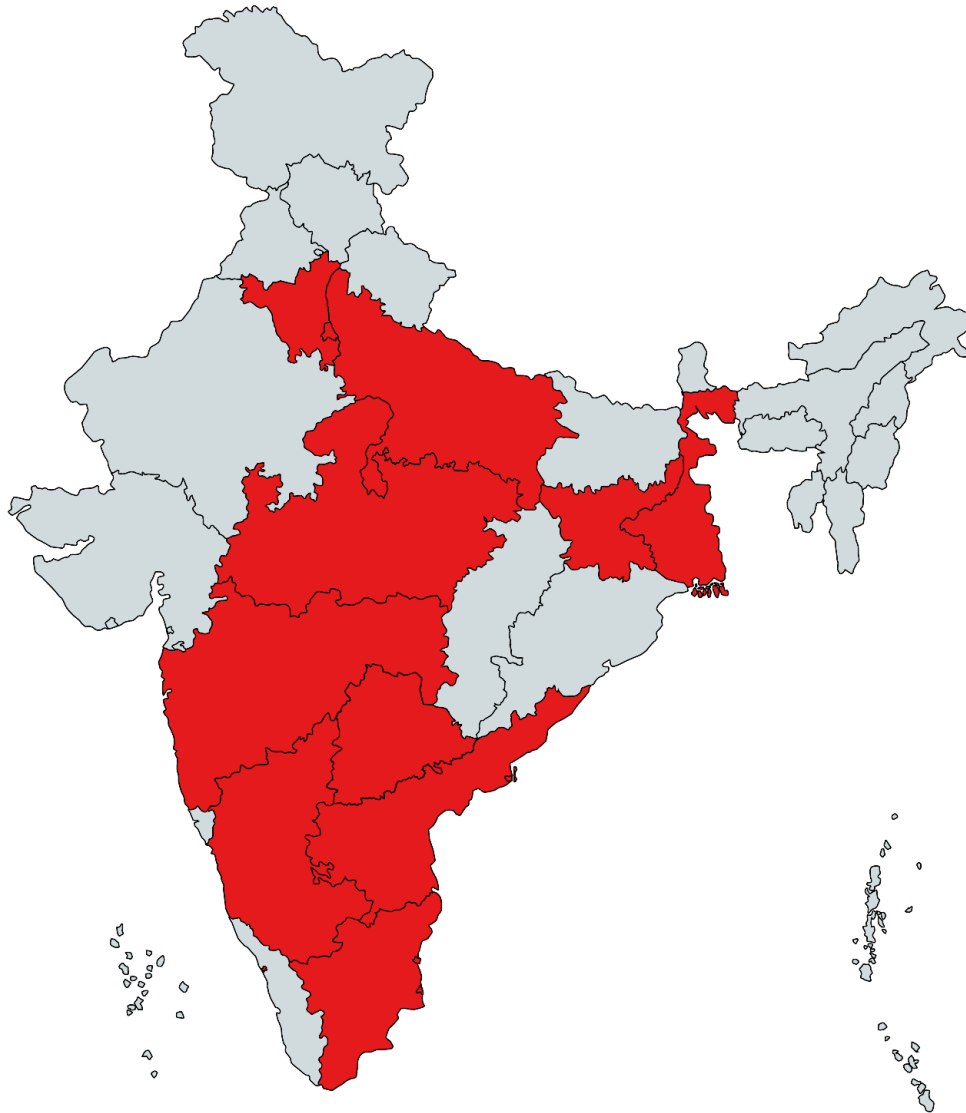


**IMPACT OF COVID 19 LOCKDOWN ON DOMESTIC  
WORKERS IN INDIA, 24 MARCH to 4 MAY 2020**

**All India Democratic Women's Association,  
Domestic Workers Survey, 2020**



**ALL INDIA DEMOCRATIC WOMEN'S ASSOCIATION,  
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## **INTRODUCTION**

In its latest assessment of the impact of the ongoing pandemic on the workers of the world, International Labour Organisation (ILO) estimates that more than two-thirds of the 67 million domestic workers across the world have been adversely impacted by the pandemic and the measures taken to contain its spread. About 11 million migrant domestic workers are estimated to have lost their jobs; others live in permanent fear of losing their work and income with deepening economic crisis because of the pandemic. The lack of social protection and security is not new, because domestic workers are part of the most vulnerable segment of the working class within an ever expanding informal workforce in all regions of the world. As the ILO puts it, only approximately 10 percent of all domestic workers get limited social protection which is important to ensure their safety and the well being of their families. Further, a majority of the domestic workers have no job security, guarantee of minimum wages, paid leave, no pension or provident fund, and no access to affordable education and health care.

The impact of the pandemic and lockdown strategies to deal with its spread, have been embedded in the vulnerabilities that have arisen from the above mentioned features of domestic work within India and the rest of the world. Again, as per the ILO, half of the domestic workers are estimated to have lost their work by 25 March 2020, whereas more than two-thirds were impacted by 2 June 2020, when the pandemic was reaching its peak. Though the report presents no data on different countries, it identifies several regions such as South Asia with concentration of domestic workers, where such workers are experiencing an intense adverse impact of the pandemic because of the lack of an appropriate policy framework. In India too, a few surveys have pointed towards the loss of livelihood, and the growing insecurity and despair amongst domestic workers; for example a small indicative survey in Delhi surmised that 83 percent of the domestic workers reported a severe or moderate economic crisis<sup>1</sup>. Another rapid assessment by a union in Bangalore surmised that about 91 percent of the workers were neither paid, nor have been asked to come back to work since the imposition of the lockdown on 24 March 2020.<sup>2</sup>

To understand the critical situation of domestic workers due to the pandemic and identify concrete demands, the All India Democratic Women's Association (AIDWA), the largest women's organisation in the country, decided to conduct a nationwide survey. A large section of the membership of AIDWA comprises of women working in informal labour, many of whom are domestic workers. It has been organising and unionising them in different parts of the country in order to ensure their visibility as 'workers' and fight for their basic rights to livelihood, social security and protection.

## **THE SURVEY AND ITS METHODOLOGY**

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<sup>1</sup> [http://www.isstindia.org/publications/1590124768\\_pub\\_ISST - Domestic Workers Final compressed.pdf](http://www.isstindia.org/publications/1590124768_pub_ISST_-_Domestic_Workers_Final_compressed.pdf)

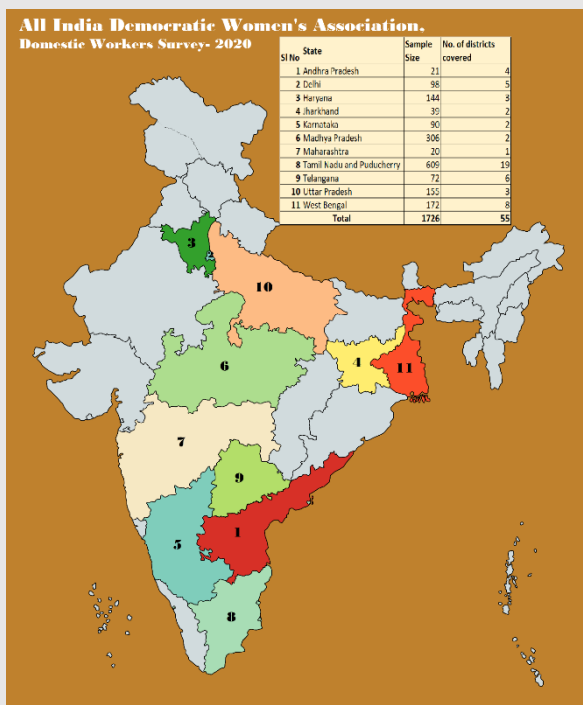
<sup>2</sup> <https://www.thehindu.com/news/cities/bangalore/91-of-domestic-workers-not-paid-during-lockdown-survey/article31835257.ece>

The survey was conducted from the beginning of May till the middle of June through a Google Form which was designed to carry out a very preliminary assessment of the impact of the lockdown from 24 March to 4 May 2020 after which the State and Union government guidelines allowed domestic workers to go to work in many States, even though many of them had lost their jobs by then. The objective of the survey has been to get a general understanding about the extent of the problems faced by the women and their families. Hence, this rapid assessment points largely towards common trends on the basis of which some longstanding demands for recognition and social protection can be reiterated. The findings of the Survey highlight the need for a long term policy driven response to alleviate the problems of domestic workers.

The survey focused on the following themes:

1. The profile, income and work status of women in pre-lockdown period.
2. The impact of lockdown on livelihood and work through documenting the experience in lockdown period. Here we also focused on whether they had any family income during this period.
3. The harassment of women in lockdown by police RWA's etc. including increasing instances of domestic violence, lack of access to basic amenities, etc.
4. Impact of government schemes and relief packages on domestic workers.

The survey was carried out in 55 districts of 11 states with a sample-size of 1726 workers.



Activists gathering information were limited by restrictions on mobility and other factors. The process of surveying started in the first week of May and ended by the third week of June. Data was collected by AIDWA activists, both electronically and physically. In some cases activists took print outs and later filled details into the google forms. They were compiled through a central database, based on state-wise classification. Tamil Nadu, Uttar Pradesh and Haryana compiled their own reports and their broad classification was used to harmonise it with the rest of the database. In some cases, additional information and incompatible categories were used by some states and these are mentioned separately in the analysis.

The survey was conducted in all the major metropolis and major cities of the States identified above. It covered Delhi, Mumbai, Kolkata, Chennai, Hyderabad, and Bengaluru. It also covered important and expanding cities like Gurugram, Agra, Lucknow and Kanpur. Small towns like Jind, Rohtak, Warangal and several others were also included in the scope of the survey. Thus the trend emerging from this study is indicative of the situation not only in metropolises and large towns/cities, but also in small

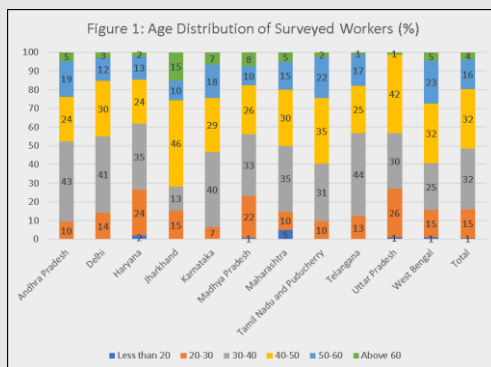
suburban towns which employ domestic workers. As we will see, later in the analysis, some of these women were the sole earners of their families and travelled long distances to get a meagre income. Finally, the survey has been limited to live-out workers with whom the AIDWA activists are in regular touch.

## ECONOMIC CONDITION OF DOMESTIC WORKERS BEFORE LOCKDOWN

As per the latest estimates (2017-18) India has about 7.79 million domestic workers, more than 85 percent of who are women. This number has increased by about 3 million since 2004-2005, when the number of workers was estimated at 4.25 million. Though there is very little data to estimate the number of increasing domestic workers, it would not be wrong to say that the rise in domestic work has been a result of continuing and persistent economic distress, particularly in the rural areas. Though the survey questionnaire did not specifically deal with this aspect, some indications are provided in the data.

### *Is there a specific age for Domestic Work?*

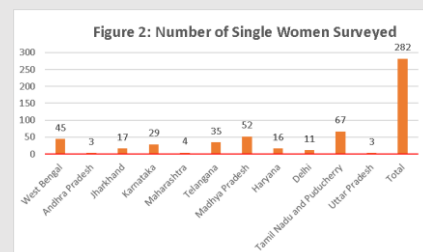
National databases identify the working population as 15-60 years. The data also shows that most of the women belong to this age group. The age profile of the interviewed women shows that a majority of them were between 30 and 50 years of age. There are also instances where senior citizens above the age of 60 years have been forced to work.



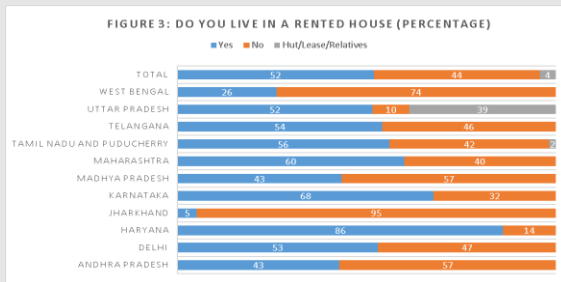
From a total of 67 women over the age of 60 years, 90 percent come from five states, i.e., Madhya Pradesh (23), Tamil Nadu (13), West Bengal (8), Jharkhand (6) and Karnataka (6). For example in Chengalpattu, Tamil Nadu, there is an 80 year old woman who is still going to work. Further, twelve girls under the age of twenty years are also doing live out domestic work; six of these belong to Madhya Pradesh and Haryana. Thus we can surmise that the workforce interviewed

is largely between 30-50 years, but also has a significant section of vulnerable population to whom some special attention should be paid.

Secondly, there are also a significant number of women (282 or 17 percent) who do not have a husband and were sole earners for their families in the pre-COVID period. The data shows that in three states the proportion of single women was more than thirty percent; the highest proportion of single women are from Pakur and Dhanbad in Jharkhand. The proportion of single women in six states out of eleven is higher than the average of the entire sample, i.e. 17 percent; this figure is slightly higher than the national average of 16.1 percent as reported in the Census of India, 2011.

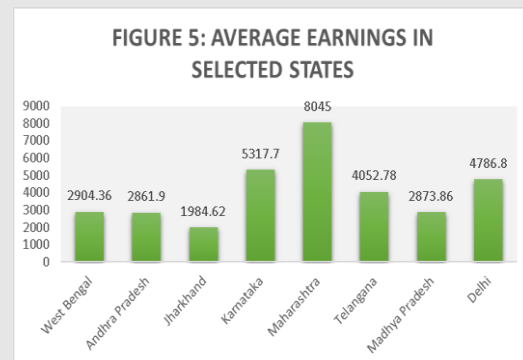
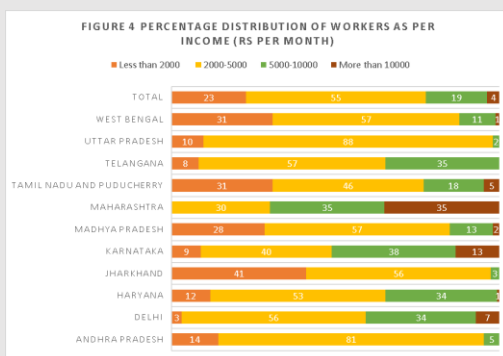


The third important aspect to note is that a large proportion of women appear to belong to migrant families or families with no land of their own. More than half the surveyed women said they lived in rented accommodation; a significant proportion in Uttar Pradesh lived in hutments, i.e. their families did not even have access to proper housing structures. The dire straits in which these women and their families found themselves before lockdown period made them more vulnerable to the adverse impact of the pandemic.



### *Income and its relationship with select factors impact wage setting*

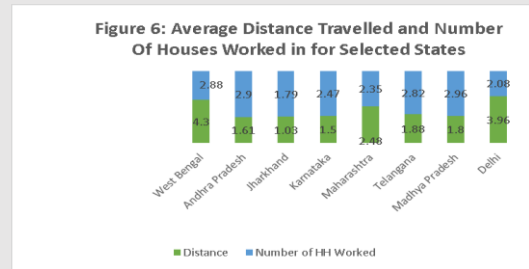
It is well known that wage setting patterns for domestic work are based on unregulated and unequal relationship of power between the employer and the worker. It is only after long years of struggle that the AIDWA units were able influence policies in states like Tamil Nadu, Maharashtra, Jharkhand, Karnataka and Andhra Pradesh, so that domestic work became at least some what regulated and minimal social protection was provided. In very few states domestic work was also included in the schedule of work in the Minimum Wages Act.



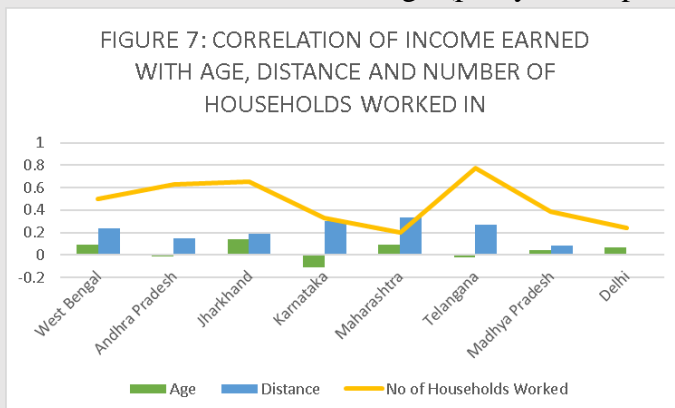
However, as the survey shows, the ground reality proves that there is no implementation of these provisions, even in the surveyed states where such regulations exist. Figures 4 shows that 78 percent of the domestic workers earned a monthly income of less than Rs. 5000; 23 percent of all surveyed women got monthly wages of less than Rs, 2000. An analysis of the average monthly income selected states (Figure 5) shows that average monthly wages were only higher than Rs. 5000 in two states of Maharashtra and Karnataka; in both states the data was collected from big cities like Mumbai and Bengaluru. In Delhi and Telangana, where the data is from in relatively affluent colonies, the average monthly income is less than Rs. 5000, indicating that the employer's capacity to pay has little influence on wage setting practices. In five states the average monthly income is less than Rs. 3000, indicating that domestic workers were not even getting a survival wage in the pre-lockdown period.

This low income level is a result of the invisibility and non-recognition of domestic workers as 'workers' thus putting them outside the purview of labour laws that determine minimum wages and conditions of work. It must be further noted, that these average earnings are only a result of work in multiple houses and often do not include transport costs. As Figure 6 shows, almost

all the women surveyed, at an average, work in more than one house and travel more than 2 kilometres to go to work; more than 80 percent walk to work. However, there are exceptional cases like West Bengal where often women travel from one city to another to work in more than five houses, and earn a meagre Rs. 5000-8000 depending on the type work they do. Work in multiple houses often involves doing one task, mostly cleaning and sweeping, which is one of the lowest paying occupations in this sector. In Delhi too, most women walk more than 3 kilometres to work; they work in at least 2 houses to earn an average income of Rs. 3000-4000 per month.



In regular jobs of the organised sector, wages are influenced by labour regulations; wage setting is also influenced by experience (determined by age and years of work), distance travelled to work, education/skill and the amount of time spent at work etc. However in informal labour relations which govern paid domestic work, none of these factors appear to play a role. Domestic work is largely considered ‘unskilled manual labour’, even in states where legislations have been passed to create welfare boards and provide some rights to the workers. This means that the monthly income of a woman is determined, not necessarily by her knowledge, skill or experience, but by how hard she works. Though this study did not specifically look at this question, the correlation between monthly income and three other factors was worked out: i.e. age (proxy for experience), distance (proxy for transport) and



number of houses worked out. The results, presented in Figure 7, show that there is almost no correlation between age and income, rather in some states there is a negative correlation, which means that for certain tasks experience does not matter, in fact the older you are, the lesser you are paid as seen in the case of Karnataka, Telangana and Andhra Pradesh. Further, there is only

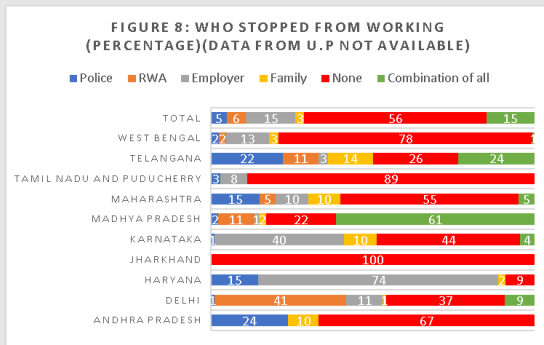
a negligible positive relationship between distance and income earned; in the metro cities of Mumbai and Bengaluru the distance between home and area of work seems have some relationship with income. However what is surprising in states like West Bengal, where people travel long distances, there is little correlation between the two factors. In the metro city of Delhi too, there is no relationship between wages and these two factors. In fact, a large part of the survey, which was done with people working in affluent colonies, shows that the level of informality in Delhi is much higher than other places as indicated in the correlation between income and the number of houses in which women worked. This is especially evident in the case of Telangana, Andhra Pradesh and Karnataka where there is a strong correlation, indicating that if women who do harder physical labour, earn higher incomes. This is symptomatic of the the economic crisis faced by women workers due to the high degree of



informality in this sector: a factor which has structured the impact of the pandemic on domestic workers.

### THE IMPACT OF COVID ON WOMEN’S WORK

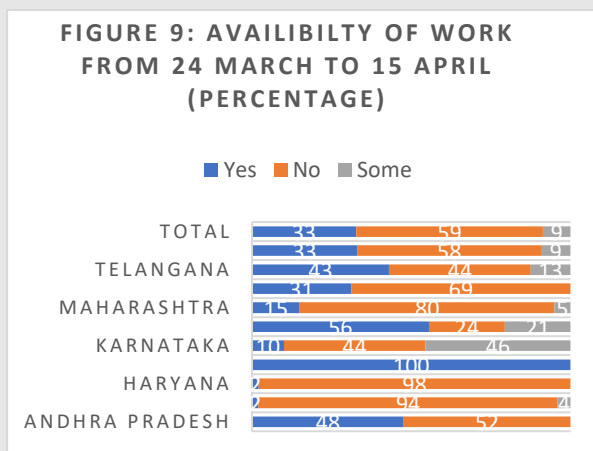
As is well-known the main strategy adopted by governments to tackle the spread of COVID 19 was imposition of lockdowns and mobility restrictions. Though the first case came to India in 30 January 2020 in Kerala, its spread to the entire nation by the middle of March resulted in



the first lockdown from 24 March to 15 April 2020, in which people were not allowed to go out of their houses and work. Thereafter, with the greater pace of the spread the lockdown period was extended from 15 April to 4 May 2020. After 5 May 2020, domestic workers were allowed to go to the colonies for work by the authorities, in almost all states, despite rise in cases. However, (as is evident from Figure 8), most women found

it difficult to get back to work because of the general fear and panic created by government and media propaganda on the one hand; and the reluctance of employers and resident welfare associations to allow them to work again. An important factor that influenced this trend was the stigma associated with being COVID positive; many women were denied work because their employers were under the false impression that workers who came into the house were ‘COVID carriers’. Figure 8 also shows that a considerable number of women gave the response that ‘no one stopped them’ from going to work. This can be interpreted in multiple ways. First the hype and fear of the pandemic put them under unusual stress and also increased their domestic responsibilities to a great extent. Second, though no one stopped them they were scared to go out because of the harassment associated with mobility restrictions. Third, even if they went out in search for work, the employers gave them a clear signal that they should not come to work till the situation became better or till the employers contacted them on their own.

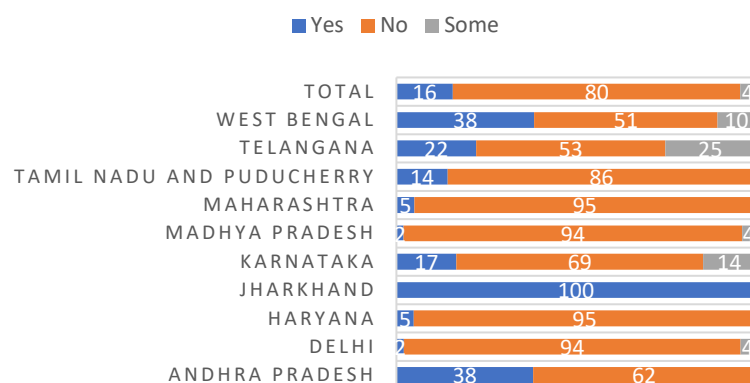
This denial of work is reflected in the successive periods of the lockdown: 24 March to 15 April (Figure 9), 15 April to 4 May (Figure 10) and after 5 May 2020 (Figure 11). Disaggregated data is available for all states except Uttar Pradesh which has analysed the problem in the following way. No one went to work in the first period because of total lockdown and restrictions, 10 percent started working between 15 April and 4 May and 40 percent started working after 5 May; this percentage went up after the 14<sup>th</sup> May almost reaching 80 percent by the 10 of June. The data available for the other states shows that in the first stage of the lockdown more than 80 percent



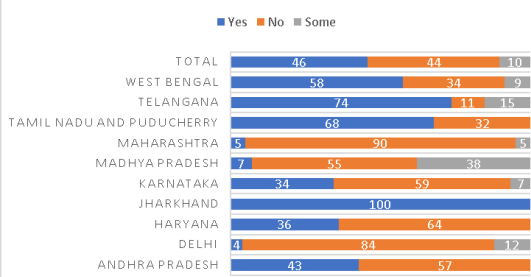
of the women were not going to work in at least three states; this percentage went up to 94 and 98 in the case of Haryana and Delhi respectively, covering the NCR region (Figure 9).

This proportion went up in the second period between 15 April and 4 May. Figure 10 shows that 94 percent or more women were stopped from working in at least four states if the analysis is done by adding the categories of ‘No’ and ‘Some part’ together. It is noteworthy that in overall terms, only 16 percent of the women were allowed to work by all their employers and 80 percent of women were not called to work at all. If we look at a disaggregated level, more than half the women had lost their jobs, during the two months of the survey in all the surveyed states; the extent of the job-loss was, of course dependent on, the pace of the spread of the pandemic. For example, in Jharkhand where the spread was considered slow, all domestic workers continued to go to work. This was also true of the third period beginning the 5<sup>th</sup> May when domestic workers were allowed to work in the colonies as per the guidelines of the Union government. However, as Figure 11 shows, more than half the people in five states were unable to get back their jobs; this situation seems to have persisted in many places even now because the survey was undertaken after 15 May in states like Haryana where 64 percent of the women domestic workers appear to have lost their work. In Delhi and Maharashtra, the situation remained abysmal with more than 80 percent of all workers losing their jobs and a small fraction retaining only a small portion of their work. In overall terms, 44 percent of the domestic workers still do not have work, where as 10 percent only got back their work partly. Only 46 percent

**FIGURE 10: AVAILABILITY OF WORK OF FROM 15 APRIL TO 4 MAY(PERCENTAGE)**



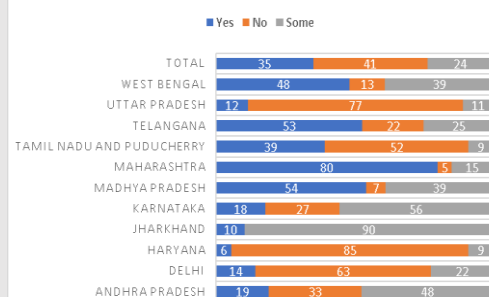
**FIGURE 11: AVAILABILITY OF WORK AFTER 5 MAY (PERCENTAGE)**



of the women were able to recover their jobs from mid-May onwards.

This pattern seemed to have had a devastating impact on their earnings, as in many cases, employers refused to pay women who did not work. As is seen in Figure 12, some women were not paid in March even though they did work till 24 March. Again, the NCR region seems to have done much worse than the others in this respect; in Haryana 85 percent did not receive any wages in March whereas 63 percent did not get paid in Delhi in the same period. In Uttar

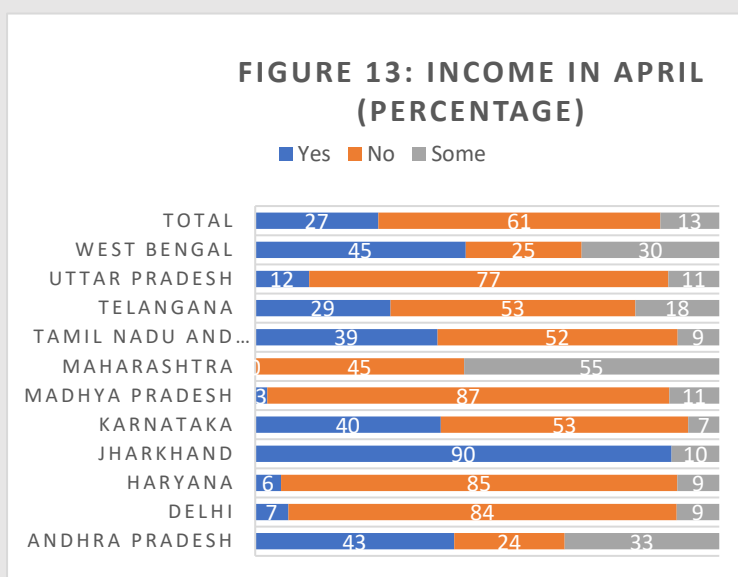
**FIGURE 12: INCOME IN MARCH (PERCENTAGE)**





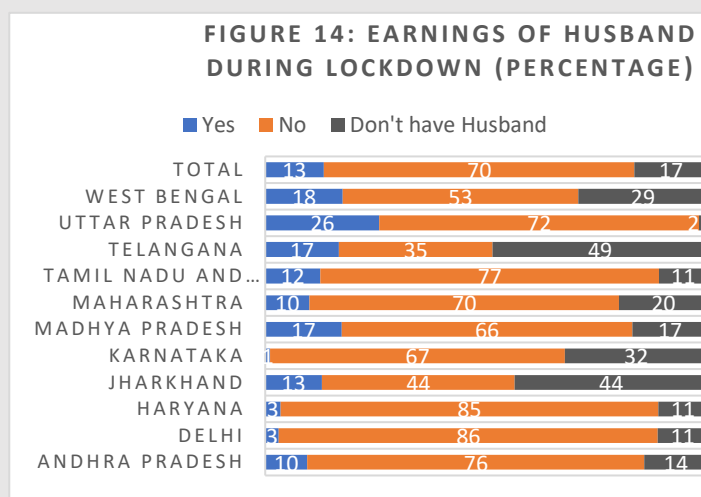
Pradesh 77 percent of the women workers did not receive any wages in March. A small proportion (i.e. 9 percent in Haryana, 11 percent in Uttar Pradesh and 22 percent in Delhi), received a part of their wages, i.e. wages for the days for which they had worked in the same month. In Maharashtra (mainly Mumbai), 80 percent received their full and 15 percent received their part salaries, whereas in Jharkhand only 10 percent full wages and 90 percent were only partly paid, even though 100 percent (Figure 9) worked during even the lockdown period. More than 50 percent did not receive their full wages in Tamil Nadu and a majority of the women received only part of their wages in Karnataka. In overall terms, about 41 percent of the women did not receive any wages and 24 percent received only part wages in March; this means that about 65 percent of all surveyed women suffered a significant income loss.

The situation became only worse in April as seen in Figure 13; the data shows that the percentage of women not receiving any wages increased by 20 percent in overall terms; the



percentage of women who received part wages declined by 10 percent. The situation between March and April was reversed in Jharkhand and Telangana. In Jharkhand, 90 percent of the women now received their full wages whereas 10 percent received part wages for their work. The question of unpaid wages for March does not seem to have been resolved. In contrast with the situation in March, 53 percent of the surveyed women of Telangana had received full wages, in April

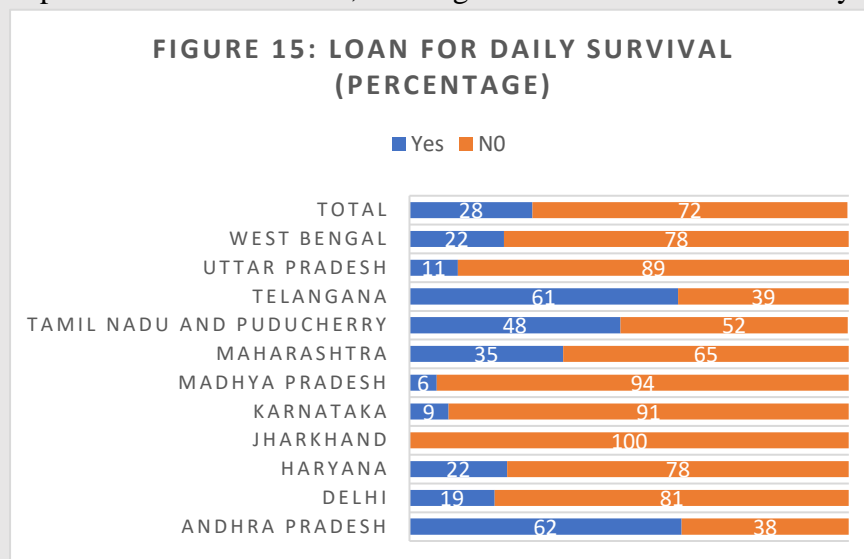
53 percent of the women in this state did not receive any wages. It is important to note that though there is no significant pattern emerging out of this data for states with smaller sample sizes, the overall trends appears to be that a significant percentage of women were denied wages in March and an overwhelming majority did not get fully paid in April. In other words we can say that 65 percent of the women faced full or part wage deprivation in March and this percentage increased by 10 percent to 75 percent in April. Further, since 44 percent of women did not get work till at least the end of May and 24 percent only recovered their jobs partly till June, it is possible to surmise that, except in a handful of states, a majority of the women remained wage deprived even in May. It is obvious that the



informal labouring conditions have led to an absolute devastation of their livelihoods and a severe economic crisis.

As experience tells us, informal workers depend largely on family incomes or take loans to meet their daily needs. Both these aspects were incorporated in the survey. It was found that the husbands of most domestic workers were working either, as small self employed entrepreneurs (like vegetable sellers, single person vendors of food etc) or as daily wage workers in different sectors; for example in Uttar Pradesh 40 people earned some money through selling vegetables. Since all these types of workers were impacted by restriction of mobility due to lockdowns, they had no earnings since the third week of March. The recovery from the destruction of self-employment is likely to be a long and arduous process and will put additional economic burden on domestic workers since they will become the sole earners of their families if they are able to recover their jobs. Figure 14 shows that the husbands of 70 percent did not have any earnings in March and April. Further, as mentioned earlier, 17 percent of women did not have husbands. This made about 87 percent of the families without a mode of livelihood; further, with the prospects of self employment for spouse occupations looking bleak, it may be that these women become the sole earners of their families.

Given the above situation, many domestic workers and their families should have become dependent on either loans, or on government aid for their daily survival. But as Figure 15



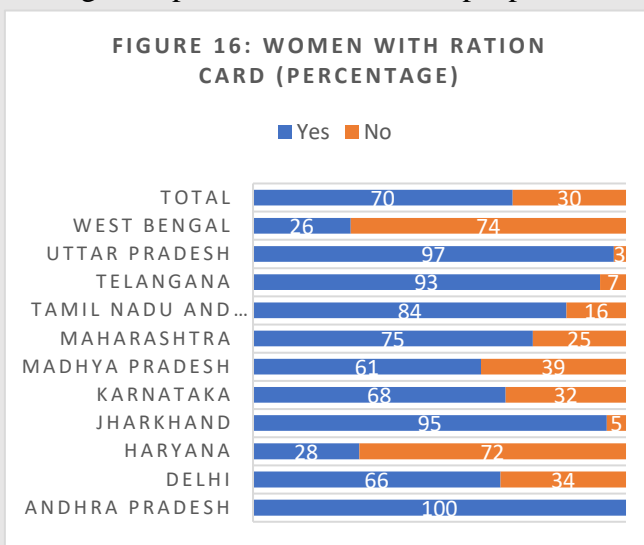
shows, 72 percent of the women did not take any loans, during this period, whereas 28 percent took some loans. This percentage goes up by 2 percent if we keep Jharkhand out of the picture, where everyone went to work and no one took loans. If we look at the trends within different states, it is found that a majority

of the domestic workers in Andhra and Telangana had taken loans. This should also be seen in the context of the fact that private micro finance institutions have high penetration in these regions. Another state with relatively high proportion of women taking loans is Tamil Nadu, where credit also included advances on salaries. In places like Uttar Pradesh women took loans from their relatives and also took credit from shopkeepers to meet their daily needs. That most people did not take a loan could be reflective of the fact that since most women are asset less, no one was willing to give loans to them. It is also likely that women tried to manage for themselves because of the inability of them and their families to pay back loans due to uncertainty over the restoration of their livelihoods. In both these cases domestic workers and their families became totally dependent on the State for survival support.

## IMPACT OF STATE POLICY AND MEASURES

By now it is well known that the Union and State governments announced different packages for migrants and other affected people so that they could find some survival support during the lockdown period. However, as the AIDWA has noted in many of its statements, no special measures were taken for women domestic workers in order to compensate them for the loss of employment. At best some measures were announced by Union and State governments to provide free/subsidised ration to needy families and minimal financial support in Jan Dhan accounts. Some state governments also announced financial aid for workers, widows and other vulnerable sections of society. This survey tried to get an idea about how many people had benefitted from these measures.

Starting with provisions for food to people with ration cards, the study found that close to 70

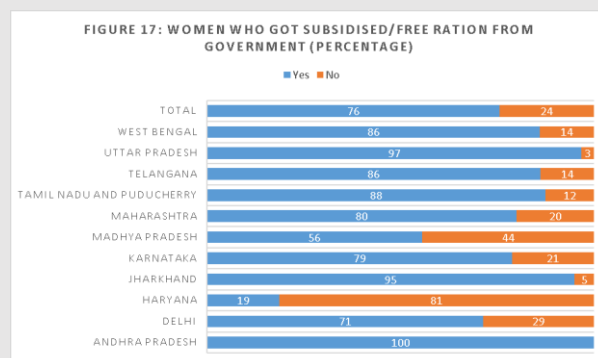


percent of women and their families had ration cards (Figure 16). However there were at least three states, (Delhi, Madhya Pradesh and Karnataka), where the proportion of families without ration cards was over 30 percent; in West Bengal 74 percent of the surveyed women had no ration cards. In four states of Jharkhand, Andhra Pradesh, Telangana and Uttar Pradesh, above 90 percent of the women surveyed possessed ration cards; it should however be noted, that in Uttar Pradesh

about 20 percent of surveyed women had ration cards of a district in which they were not

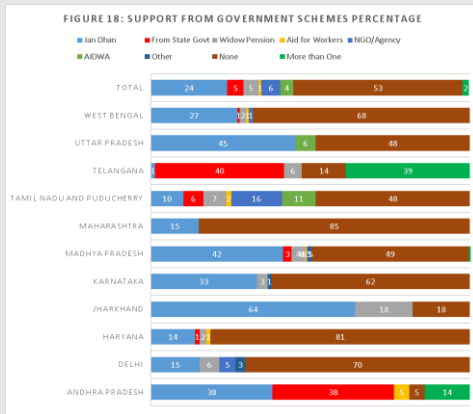
residing. This seems to have played an important part in the distribution of rations.

In many states like Delhi workers and their families were made to fill temporary forms to access some rations. Figure 17 shows that these measures seem to have had some impact; majority of the surveyed women got free and subsidised rations. However in several states like Uttar Pradesh, the amount of ration given was not sufficient or as in



in states like Delhi, it was only given at one time and was not sufficient for the entire period. This meant that even though 76 percent of the people reported that they got some free/subsidised rations, it was not necessarily sufficient to meet their needs.

Though the scheme for providing basic food seems to have helped the domestic workers to a certain extent, the same cannot be said about the other schemes that were promoted by different Union and State governments, as shown in Figure 18. From all the women interviewed, 53 percent did not benefit from even one scheme. In Delhi, Haryana, West Bengal and



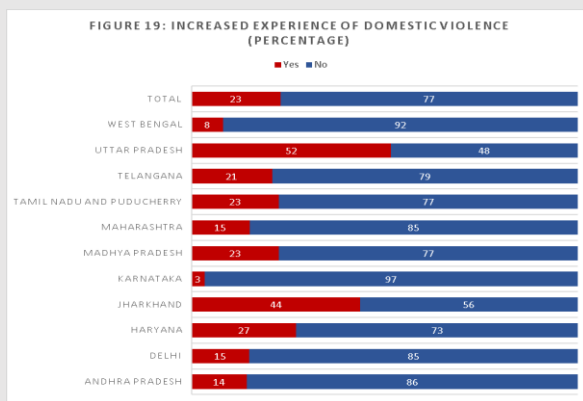
Maharashtra about two thirds of the women or their families got no financial support. Only 5 of the 17 percent availed widow pension in all states. Domestic workers got some amount under the Jan Dhan Yojana, but this was an abysmal Rs. 500 of meagre support for a month. Only in Andhra Pradesh and Telangana, schemes from state governments seem to have made some contribution towards helping domestic workers and their families. But, in overall terms there was no

significant financial support to domestic workers or their families.

### IMPACT ON HEALTH AND DOMESTIC VIOLENCE

It is well known that economic stress leads to adverse impact and increased burden on women. It may result in deterioration of health or increased instances of domestic violence. Even international agencies have pointed towards these factors. In this context the survey attempted to get a broad idea of both these factors. As the data shows, when asked whether women got any assistance from hospitals when they fell ill, 54 percent said they got no assistance and 39 percent reported that they did not fall ill. Only 7 percent reported that they got any assistance from a hospital when required. The state wise data gives a similar picture; of the respondents in states with a sample size of over 100 domestic workers less than 20 percent of the women got medical attention when they or someone in their family fell ill. The preliminary data, thus, indicates the inadequacy of the public health system in dealing with ailments other than the pandemic, in an emergency situation.

Coming to the situation of domestic violence, Figure 19 shows that 77 percent of the respondents did not report an increase in domestic violence, but 23 percent answered in the affirmative. States like Tamil Nadu, Andhra Pradesh and Uttar Pradesh reported increased domestic violence after governments decided to open liquor shops. For example in Uttar Pradesh 30 women reported domestic violence, where as another 50 women reported violence after the liquor shops opened. Nine out of eleven states reported that more than 14 percent of all surveyed women had experienced an increase in



domestic violence. States like Tamil Nadu, Andhra Pradesh and Uttar Pradesh reported increased domestic violence after governments decided to open liquor shops. For example in Uttar Pradesh 30 women reported domestic violence, where as another 50 women reported violence after the liquor shops opened. Nine out of eleven states reported that more than 14 percent of all surveyed women had experienced an increase in

domestic violence.

Thus, we see that the spread of the pandemic along with unplanned lockdown, and weak infrastructure has led to both economic devastation and social stress for a large section of the women interviewed in this survey.

## HIGHLIGHTS AND FINDINGS OF THE SURVEY

<p><b>SCOPE AND SPREAD OF SURVEY</b></p> <ul style="list-style-type: none"> <li>• NUMBER OF STATES: 11</li> <li>• NUMBER OF DISTRICTS: 55</li> <li>• NUMBER OF DOMESTIC WORKERS: 1726</li> <li>• NUMBER OF SINGLE WOMEN: 282</li> </ul>	<p><b>INFORMALITY AND PRE-COVID SITUATION</b></p> <p><b><i>INCOME OF DOMESTIC WORKERS (11 STATES)</i></b></p> <ul style="list-style-type: none"> <li>▪ 75 PERCENT EARNED LESS THAN INR 5000 PER MONTH             <ol style="list-style-type: none"> <li>52 PERCENT EARNED BETWEEN INR 2000-5000 PER MONTH</li> <li>23 PERCENT EARNED LESS THAN INR 2000 PER MONTH</li> </ol> </li> </ul> <p><b><i>AVERAGE INCOME (8 STATES)</i></b></p> <ul style="list-style-type: none"> <li>▪ AVERAGE INCOME: INR 4786.80 PER MONTH</li> <li>▪ 1 STATE BELOW INR 2000</li> <li>▪ 5 STATES BELOW AVERAGE</li> <li>▪ ONLY 2 STATES REPORT INCOME ABOVE AVERAGE</li> </ul> <p><i>THERE IS NO RELATIONSHIP BETWEEN AGE, DISTANCE TRAVELLED AND HOUSES WORKED IN: THIS IS HALL MARK OF PERSISTENT INFORMALITY</i></p>
<p><b>IMPACT ON EMPLOYMENT LOCKDOWN</b></p> <p><b><i>THOSE WHO WERE ASKED NOT TO WORK</i></b></p> <ul style="list-style-type: none"> <li>▪ 24 MARCH-15 APRIL: 59 PERCENT</li> <li>▪ 15 APRIL – 4 MAY: 80 PERCENT</li> <li>▪ AFTER 5 MAY: 44 PERCENT</li> </ul> <p><b><i>THOSE WHO WERE ALLOWED TO WORK BY SOME</i></b></p> <ul style="list-style-type: none"> <li>▪ 24 MARCH-15 APRIL: 24 PERCENT</li> <li>▪ 15 APRIL – 4 MAY: 14 PERCENT</li> <li>▪ AFTER 5 MAY: 10 PERCENT</li> </ul>	<p><b>INCOME DURING LOCKDOWN</b></p> <p><b><i>THOSE WHO DID NOT GET ANY WAGES</i></b></p> <ul style="list-style-type: none"> <li>▪ IN MARCH: 41 PERCENT</li> <li>▪ IN APRIL: 61 PERCENT</li> </ul> <p><b><i>THOSE WHO GOT SOME PART OF THEIR WAGES</i></b></p> <ul style="list-style-type: none"> <li>▪ IN MARCH: 24 PERCENT</li> <li>▪ IN APRIL: 13 PERCENT</li> </ul>
<p><b>FREE/SUBSIDISED RATION</b></p> <ul style="list-style-type: none"> <li>▪ THOSE WHO BENEFITED: 76 PERCENT</li> <li>▪ THOSE WHO DID NOT: 24 PERCENT</li> </ul> <p><i>RATIONS PROVIDED WERE SOMETIMES INADEQUATE AND NOT GIVEN AT REGULAR INTERVALS IN MOST STATES</i></p>	<p><b>IMPACT OF GOVERNMENT SCHEMES</b></p> <ul style="list-style-type: none"> <li>▪ INR 500 FROM JAN DHAN: 24 PERCENT</li> <li>▪ FROM STATE GOVT SCHEME: 5 PERCENT</li> <li>▪ WIDOW PENSION: 5 PERCENT</li> <li>▪ OTHER NON-GOVERNMENT AGENCIES: 11 PERCENT</li> <li>▪ OTHERS: 2 PERCENT</li> <li>▪ <b><i>NO BENEFIT FROM EVEN ONE GOVERNMENT SCHEME: 53 PERCENT</i></b></li> </ul>
<p><b>LOANS AND MEDICAL AID</b></p> <ul style="list-style-type: none"> <li>▪ THOSE WHO TOOK LOAN: 28 PERCENT</li> <li>▪ NO ACCESS TO MEDICAL AID: 53 PERCENT</li> </ul>	<p><b>DOMESTIC VIOLENCE</b></p> <ul style="list-style-type: none"> <li>▪ 23 PERCENT EXPERIENCED INCREASED DOMESTIC VIOLENCE, ESPECIALLY AFTER LIQUOR SHOPS OPENED</li> </ul>

**NOTING THAT THE PANDEMIC HAS HIGHLIGHT THE INDECENT WORKING CONDITIONS AND VULNERABILITY OF THE DOMESTIC WORKERS**

## **WE DEMAND**

### **1. IN THE IMMEDIATE SHORT TERM:**

- AN IMMEDIATE TRANSFER OF RS 7500 INTO ACCOUNT OF EVERY WORKER
- EXTENSION OF FREE RATION SCHEME FOR 6 MONTHS
- A DIRECTION TO SOCIETIES/RWA AND OTHER WELFARE ASSOCIATIONS TO ENSURE SAFE WORKING CONDITIONS AND FACILITATE RESTORATION OF JOBS

### **2. A REDRESSAL OF OUR LONG STANDING DEMANDS**

- RATIFICATION OF ILO CONVENTION 189
- A CENTRAL LAW FOR DECENT WORKING CONDITIONS FOR DOMESTIC WORKERS
- DIRECTION TO STATE GOVERNMENTS TO SET UP WELFARE BOARDS INCLUDING:
  - MINIMUM WAGES,
  - PENSION,
  - PROVIDENT FUND,
  - MEDICAL AID ETC
  - PAID LEAVE AND MATERNITY ENTITLEMENTS ETC.
  - SCHOLARSHIPS FOR CHILDREN'S EDUCATION
- AN IMMEDIATE SYSTEM OF REGISTRATION AND RECOGNITION OF DOMESTIC WORKERS
- REMOVAL OF CONSTRAINTS IN UNIONISATION OF DOMESTIC WORKERS