

Memorandum to the Honourable Minister of Labour, Government of India

Date: [12.04.23]

Subject: **Urgent Measures for Resolving Issues Faced by Domestic Workers in India**

Hon'ble Sir,

We, the representatives of the **National Alliance of Independent Labour Unions (NAILU)**, wish to bring to your esteemed attention the pressing challenges faced by domestic workers across the nation. Domestic workers form a significant and indispensable segment of the Indian workforce, ensuring the smooth functioning of households, childcare, eldercare, and other essential daily activities. Yet, their contributions remain undervalued, their rights unprotected, and their voices unheard.

Key Issues Faced by Domestic Workers

1. **Lack of Social Security:** Most domestic workers remain excluded from formal social security measures such as health insurance, maternity benefits, pension schemes, and accident coverage.
2. **Exploitative Working Conditions:** Many workers face long hours, low pay, and unsafe working environments without access to grievance redressal mechanisms.
3. **Absence of Legal Protection:** Domestic workers are often excluded from mainstream labour laws, leaving them vulnerable to exploitation and abuse.
4. **Gender-Based Challenges:** With a majority being women, domestic workers often encounter gender-based violence, harassment, and lack of job security.
5. **Barriers to Unionization:** The informal nature of their work creates obstacles for organizing and collective bargaining, leaving them powerless in negotiations.

Recommendations for Resolution

In light of the above challenges, we humbly request the Ministry to consider implementing the following measures:

1. **Enactment of Comprehensive Legislation:** Formulate a dedicated law recognizing domestic workers as formal employees and ensuring their inclusion under labour laws.
2. **Registration of Domestic Workers:** Initiate a national database and registration system for domestic workers to formalize their employment status and ensure access to benefits.
3. **Social Security Coverage:** Extend schemes such as the Employees' State Insurance (ESI), Provident Fund, and health and accident insurance to domestic workers.
4. **Minimum Wage Policy:** Mandate the payment of fair and region-specific minimum wages to safeguard domestic workers against exploitation.
5. **Skill Development and Certification:** Provide training programs to enhance the skills and employability of domestic workers, coupled with certification mechanisms.
6. **Safe Working Conditions:** Establish workplace standards, including provisions against harassment and abuse, with strict enforcement and penalties for violations.

7. **Grievance Redressal Mechanisms:** Create accessible platforms for domestic workers to report complaints and seek resolution, supported by labour officers at the district level.
8. **Awareness Campaigns:** Launch national campaigns to recognize the rights of domestic workers and educate employers about ethical practices.

As a nation committed to social justice and inclusive development, we believe addressing the plight of domestic workers aligns with India's vision of equitable growth. The National Alliance of Independent Labour Unions (NAILU) pledges its full cooperation in supporting policy formulation and implementation to benefit this marginalized workforce.

We kindly request your office to prioritize this memorandum and initiate dialogue for actionable reforms. Together, let us honor the dignity of labour and uplift the lives of domestic workers across India.

Yours sincerely,

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