

NAILU Submits Memorandum to Union Labour Minister Urging Immediate Reforms for Domestic Workers

New Delhi | April 12, 2023

The National Alliance of Independent Labour Unions (NAILU) has submitted a comprehensive memorandum to the Honorable Minister of Labour, Government of India, drawing attention to the urgent and long-standing issues faced by domestic workers across the country.

In the memorandum, NAILU highlighted the critical role played by domestic workers-many of whom are women-in supporting households through childcare, eldercare, cleaning, cooking, and other essential services. Despite their indispensable contributions, domestic workers remain largely invisible in the eyes of the law, with minimal protection or recognition.

Key Concerns Raised

NAILU's memorandum identified several major challenges plaguing domestic workers:

- **Lack of social security**, including health insurance, pensions, and maternity benefits.
- **Exploitative working conditions**, such as long hours, poor wages, and unsafe environments.
- **Exclusion from labour laws**, rendering them vulnerable to abuse and exploitation.
- **Gender-based violence** and harassment at the workplace.
- **Difficulties in unionization** due to the informal and individualized nature of their employment.

Concrete Recommendations

To address these concerns, NAILU has proposed a set of actionable policy recommendations:

1. **Enactment of a dedicated legislation** that formally recognizes domestic workers and brings them under the ambit of labour laws.
2. **Creation of a national registry** for domestic workers to formalize employment and ensure benefits reach them.
3. **Extension of social security schemes** like ESI and PF to domestic workers.
4. **Implementation of a minimum wage policy** that is fair and region-specific.
5. **Skill development and certification programs** to improve employability and recognition.
6. **Enforcement of safe working conditions** and penalties for violations.
7. **Accessible grievance redressal systems**, including district-level labour officers.
8. **Awareness campaigns** to sensitize employers and society on domestic workers' rights.

Call for Immediate Action

NAILU's National Convener, **AR Anupam**, and Policy Coordinator, **Prof. Golak Behari Nath**, jointly emphasized that these reforms are essential to ensure justice, equity, and dignity for millions of domestic workers. They reiterated NAILU's readiness to collaborate with the government in shaping and implementing policies that can uplift this vulnerable section of the workforce.

“With the right policies in place, domestic workers can be empowered to live and work with dignity. It’s time the nation recognizes their contribution and grants them the legal protection they deserve,” said Prof. Nath.

NAILU has urged the Ministry to treat this issue with priority and initiate dialogue on policy reform. The alliance reiterated its commitment to continue advocating for the rights of unorganized and informal sector workers across India.