

Inaccessible Workplace Invisible Labour

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Rapid urbanization is changing the relative roles and responsibilities of both men and women with more women entering the formal job sector. This has led to transferring of social reproductive roles of women to domestic workers. The supply side is being fueled by poverty in the rural sector due to low employment opportunities, unproductive or low productive agricultural land, high level of illiteracy which limits the job opportunities and limited opportunities for women in the labour sector. This has resulted in increase in migration of women workers from the rural area to the city 'feminization of migration'. A majority of them are women from the marginalised section of the society. Due to large number of women being involved in domestic work it is undervalued due to gender discrimination and the belief that no skill sets are required for the work.

Domestic work is largely invisible to the society as the work space are private households which may be multiple in nature and thus are inaccessible. The exploitation many domestic workers face stems from the informal and hidden nature of workplace. Domestic work has the potential to empower women and reduce poverty provided they do not face exploitation. This is an exploratory study to assess the socio economic status and self reported position on violence by domestic workers in Delhi NCR. The first section of the paper highlights the journey of the domestic workers from the place of origin to the final destination. It talks about the push and pull factors that lead to migration of women and the reason for working as domestic worker. The second section talks double burden of violence the women which does not get highlighted due to the invisible nature of work and the patriarchal society in India which considers women last in line. The domestic work sector makes an important contribution to the economy of a country by enabling educated working women to delegate their responsibility to domestic workers. It also helps the domestic workers to have financial independence. Thus, for an inclusive growth in the society it is important to highlight their issues and challenges.