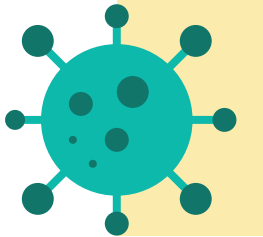




DOMESTIC WORKERS AND SOCIAL PROTECTION IN NAGALAND

This fact sheet provides results from a survey completed in Nagaland in 2019 with 81 domestic workers.

RESPONSES TO COVID-19



Food relief for migrant workers was provided, and ANDWU (All Nagaland Domestic Workers Union) submitted 1600 names, although only 600 workers ultimately received the relief. In addition to this most domestic workers did receive the extra food rations provided through the Public Distribution System (PDS), and some received the Rs 500 on offer through the Pradhan Mantri Jan Dhan Yojana (PMJDY). Again, ANDWU played a key role here by helping workers to open the zero balance bank accounts necessary to receive the relief through PMJDY.

POLICY CONTEXT

Nagaland is granted Special Status by Article 371 which means that the laws that govern the rest of India are diluted against the customary laws that govern the Naga tribal population. Nagaland's special constitutional status means that it is supposed to only contribute 10 percent to all central schemes and programmes, with 90 percent coming from the centre. However, the depressed economic situation makes it a challenge for the state to even reach this 10 percent contribution. As a result, most central schemes and programmes remain underfunded resulting in low coverage. This makes progress at the policy level difficult, and as a result domestic workers continue to be excluded from the schedule of employment, meaning that there is no specified minimum wage. Moreover, society in general does not regard them as real workers, which makes the push for more policy change even more challenging.

LONGER-TERM RISKS TO INCOME SECURITY

RS 3000 (US \$40) / month
TYPICAL DOMESTIC WORKER WAGE
for a 40-hour work week

the majority of workers interviewed felt that they required RS 10,000 (USD 133) / month to survive

Occupational safety and health



54% work missed due to illness or accident

25% due to an injury/illness resulting from their work

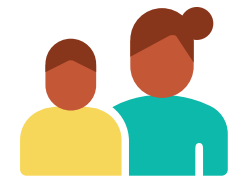
60% missed work as a result

50% received no payment for time off



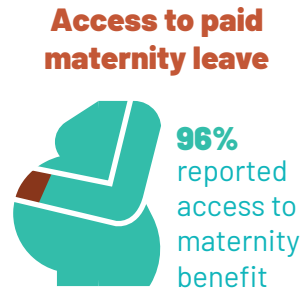
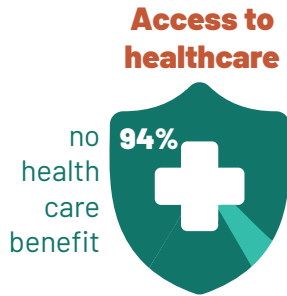
Care responsibilities

14% had taken children to work with them



64% reported leaving children with a family member whilst at work

ACCESS TO SOCIAL PROTECTION

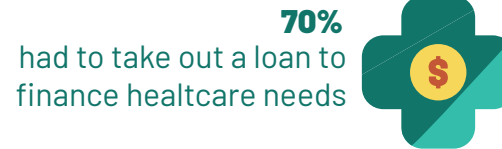


Other benefits

40% reported access to a food ration benefit

COST OF HEALTHCARE ACCESS

RS. 750 (US \$10) WEEKLY SALARY



RECOMMENDATIONS

Improve data on domestic workers, following the **standard definitions by ILO** and should include information on out-migration of domestic workers from the state.



Short term

Inclusion in the schedule of employment, a first step to recognition of domestic work as real work and to provide the basis for a minimum wage, as well as the provision of other work-related benefits, including social security.

Medium term

Establishment of a separate welfare board for domestic workers. This would be an important step to ensuring better access to social protection.



Long term

Open up cross-sectoral spaces for dialogue. A cross-sectoral dialogue space between the government and domestic workers would assist in establishing and strengthening relationships with government bodies, potentially improving the implementation of social protection provisions.