

# **A Study of the Domestic Labour in Nepal**

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## **Chapter I Introduction**

### **1.1 Background**

Employing domestic labour is common in Nepal. Domestic labour includes both children<sup>1</sup> and adults. They are employed in household enterprises and in domestic chores both in rural and urban areas. In rural areas, they are also required to look after animals and agricultural activities. The numbers of domestic labourers employed in rural areas are far less than those in urban areas as only affluent households afford employing domestic labourers.

Growing urbanization and affluence in cities seem to have gradually drawn people to work as domestic workers. Generally, children and youth of below 25 are preferred for domestic works who perform cooking, child minding, and washing and cleaning jobs. Majority of such workers migrate from rural areas and start working with new people away from parents and relatives. Generally such people lead isolated life within the confine of employer's house and have very little contact with outside world. In many cases parents of domestic workers borrow money from moneylenders or land lords and send their offspring to work. In such labour relationships there are chances of bondedness as well. Moreover, almost half of child domestic workers and majority of adult domestics are female. They are vulnerable to physical and other forms of exploitation.

However, there is a lack of information to know the extent of such labour problem and elements of labour relationships and exploitation for developing strategy to ease the plight of domestic labourers. There is, hence, a need to find out the characteristics of domestic labourers to formulate the appropriate policies to protect them from exploitative relationships. National labour academy- Nepal (NLA) has prepared this report to meet that demand.

### **1.2 Objectives of the Study**

The study aims to analyze the situation of domestic labour in three districts viz. Morang, Kathmandu and Banke of Nepal with special emphasis on bondedness. The study will identify leading factors causing people to enter into the job and chances of getting bonded. It also will suggest mechanism to combat the problem. The specific objectives of the study are as follows:

- i. To assess the magnitude and extent of domestic labour in study districts. The analysis includes type of work, work load, work time and working condition and environment.
- ii. To explore and analyze the nature and root causes of the problem and chances of bondedness.
- iii. To explore the family and social context characteristics. This includes labourer's social and economic characteristics and their family and community settings.

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<sup>1</sup> In Kathmandu, 20 out of 100 households employed children as domestic workers in 2001. (Sharma et al 2002)

- iv. To explore the attitudes and perception of the families and employers towards domestic labour.
- v. To recommend the guidelines for policy, interventions and programs/projects geared towards progressive elimination/control of bonded labour.

### 1.3 Conceptualization of Domestic labours

Domestic worker is usually defined as participation of children and adult in the labour force in domestic chores. Domestic worker can be grouped into two categories: (a) **Self-employed:** working at own home looking after younger children, doing house work or working in family occupations to help the family. While this type of work may not pose any health hazards in case of children, it can deprive the opportunities for education and development, (b) **Employed for wage:** gainfully employed outside the home. Away from home, this type is vulnerable to economic, physical and sexual exploitation. In rural areas, labourers are mostly hired for domestic work along with agricultural and livestock's tending activities. In this study only domestic labour employed for wage have been considered.

### 1.4 Methodology of the Study

#### 1.4.1 Sample Design

Stratified sampling technique was used to collect the required information. The wards have been grouped into three groups in each study municipality. These groups were (i) core urban (ii) urban and (iii) rural. The core urban wards are defined as those where market is concentrated. In semi urban wards there are market in some parts and rural nature in other area. There are rural areas in the municipalities as well which are categorized as rural group of wards

for the purpose of the study. One ward from each group was selected randomly in all the municipalities except in Kathmandu and Morang where rural group was not selected. All the households of the selected ward were completely enumerated. Numbers of households enumerated for the study is summarized in Table 1.1.

**Table 1.1: Numbers of Households Enumerated in Door to Door Survey**

Area type	Districts			Total
	Kathmandu	Morang	Banke	
Urban	165	700	145	1010
Semi-urban	242	0	315	557
Rural	0	279	123	402
<b>Total</b>	<b>407</b>	<b>979</b>	<b>583</b>	<b>1969</b>

All the domestic labourers working in the surveyed households were interviewed for the detail study. Numbers of domestic labourers included in the survey from different municipalities is presented in Table 1.2.

**Table 1.2: Number of domestic labour interviewed**

<b>Area type</b>	<b>Districts</b>			<b>Total</b>
	<b>Kathmandu</b>	<b>Morang</b>	<b>Banke</b>	
Urban	10	100	13	123
Semi-urban	87	0	65	152
Rural	0	17	0	17
<b>Total</b>	<b>97</b>	<b>117</b>	<b>78</b>	<b>292</b>

### **1.4.3 Information Tools**

For the household survey a short questionnaire was prepared consisting a simple set of information to assist in determining the incidence of domestic labour. Separate questionnaires were prepared and administered to sample domestic labour and employers. All the questionnaires were pre-tested before finalizing and their use.

### **1.4.4 Field Survey**

In order to collect the information from the selected municipalities, one field research group for each district was formed including a supervisor and four enumerators in each group. The survey was conducted in March 2006.

## Chapter 2 Survey Findings

### 2.1 Introduction

The analysis of information from the survey conducted in three districts is presented in this chapter. Socio-economic characteristic of households of domestic labourers is presented first followed by characteristics of domestic labourers including their work and working conditions. Element of bonded ness is discussed in relevant sections.

### 2.2 Socio-economic Characteristics of Domestic Labour Households

#### 2.2.1 Population by Sex

The total population of the household is 1,274, of which about 54 percent are female and 46 percent are male (Table 2.1). The average household size of the family of domestic labour of Kathmandu is 3.41 and that of Morang and Banke is 4.28 and 5.70 respectively.

**Table 2.1: Population distribution by sex**

Sex	DISTRICT												Total	
	Kathmandu				Morang				Banke				N	%
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%		
Male	23	48.9	121	42.8	187	45.7	40	44	36	48	181	49.1	588	46.2
Female	24	51.1	162	57.2	222	54.3	51	56	39	52	188	50.9	686	53.8
<b>Total</b>	<b>47</b>	<b>100</b>	<b>283</b>	<b>100</b>	<b>409</b>	<b>100</b>	<b>91</b>	<b>100</b>	<b>75</b>	<b>100</b>	<b>369</b>	<b>100</b>	<b>1274</b>	<b>100</b>

#### 2.2.2 Age Distribution

In the family of domestic labours, the population of children of less than 10 years of age is 17 percent of the total population. About 24 percent of the total population is of 10 to 14 years of age, 13 percent is of 15 to 18 years of age and 46 percent of the population is of 18 and above years (Table 2.2).

**Table 2.2: Population distribution by age group**

Age group	DISTRICT												Total	
	Kathmandu				Morang				Banke				N	%
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%		
Less than 10	5	10.6	40	14.1	79	19.3	16	17.6	17	22.7	61	16.5	218	17.1
10 to 14	10	21.3	70	24.7	95	23.2	24	26.4	19	25.3	85	23	303	23.8
15 to 18	8	17	45	15.9	43	10.5	12	13.2	9	12	49	13.3	166	13
Above 18	24	51.1	128	45.2	192	46.9	39	42.9	30	40	174	47.2	587	46.1
<b>Total</b>	<b>47</b>	<b>100</b>	<b>283</b>	<b>100</b>	<b>409</b>	<b>100</b>	<b>91</b>	<b>100</b>	<b>75</b>	<b>100</b>	<b>369</b>	<b>100</b>	<b>1274</b>	<b>100</b>

### 2.2.3 Occupation

Information on the major occupations of household members (6 years and above) of the domestic labour were collected. Of the total family members, highest number is involved in domestic labour (33 percent) followed by agri-labour (23 percent). About 20 percent of their families are full time in school and 15 percent of their family members are engaged in non-agri labour. Similarly, 7.3 percent are doing nothing and 1.4 percent are engaged in own farm work and almost 20 percent are full time school goers (Table 2.3).

**Table 2.3: Occupation of household members**

Occupation	DISTRICT												Total	
	Kathmandu				Morang				Banke				N	%
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%		
Agri. Labour	8	17.8	60	22.2	52	13.6	21	24.1	19	28.8	118	34.3	278	23.3
Non Agri. Labour	14	31.1	40	14.8	69	18	10	11.5	9	13.6	37	10.8	179	15
Domestic Labour	10	22.2	97	35.9	163	42.6	23	26.4	16	24.2	87	25.3	396	33.1
Full time school	7	15.6	61	22.6	74	19.3	24	27.6	12	18.2	60	17.4	238	19.9
Nothing	6	13.3	12	4.4	24	6.3	7	8	10	15.2	28	8.1	87	7.3
Own Farm					1	0.3	2	2.3			14	4.1	17	1.4
<b>Total</b>	<b>45</b>	<b>100</b>	<b>270</b>	<b>100</b>	<b>383</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>66</b>	<b>100</b>	<b>344</b>	<b>100</b>	<b>1195</b>	<b>100</b>

### 2.2.4 Education

Of the total family members of domestic labour, about 45 percent are illiterate, 14 percent are educated through informal education, 26 percent have completed up to primary level, 10 percent have completed lower secondary; about 4 percent have completed secondary and one percent have completed higher secondary level (Table 2.4).

**Table 2.4: Educational status of household members**

Level of education	DISTRICT												Total	
	Kathmandu				Morang				Banke				N	%
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%		
Illiterate	27	60	111	41.1	185	48.3	36	41.4	24	36.4	150	43.6	533	44.6
Informal education	7	15.6	36	13.3	64	16.7	8	9.2	15	22.7	42	12.2	172	14.4
Primary	6	13.3	74	27.4	96	25.1	26	29.9	18	27.3	96	27.9	316	26.4
Lower Secondary	2	4.4	27	10	23	6	15	17.2	7	10.6	44	12.8	118	9.9
Secondary	3	6.7	16	5.9	10	2.6	2	2.3	2	3	11	3.2	44	3.7
Higher Education			6	2.2	5	1.3					1	0.3	12	1
<b>Total</b>	<b>45</b>	<b>100</b>	<b>270</b>	<b>100</b>	<b>383</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>66</b>	<b>100</b>	<b>344</b>	<b>100</b>	<b>1195</b>	<b>100</b>

## 2.3 Characteristics of Domestic Labourers

### 2.3.1 Sex Distribution

Altogether 292 domestic labours were interviewed from the selected wards of municipalities of the sample districts. Majorities (68 percent) of the domestic labours are female (Table 2.5). This shows clear preferences for female in domestic works.

**Table 2.5: Sex distribution**

Sex	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Male	2	20	26	29.9	27	27	5	29.4	4	30.8	29	44.6	93	31.8
Female	8	80	61	70.1	73	73	12	70.6	9	69.2	36	55.4	199	68.2
<b>Total</b>	10	100	87	100	100	100	17	100	13	100	65	100	292	100

### 2.3.2 Age Distribution

Of the total sample domestic labours, 69.2 percent are below 18 years of age. Age distribution of the them show that 41.4 percent are between 10 to 14 years, 26 percent are between 15 to 18 years, 31 percent are above 18 years and 2.1 percent are below 10 years. This shows that majority of domestic labours are children who begin to work quite an early age (Table 2.6).

**Table 2.6: Age distribution**

Age Group	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Less than 10			1	1.1			1	5.9			4	6.2	6	2.1
10 to 14	4	40	34	39.1	35	35	4	23.5	8	61.5	36	55.4	121	41.4
15 to 18	4	40	26	29.9	16	16	5	29.4	4	30.8	20	30.8	75	25.7
Above 18	2	20	26	29.9	49	49	7	41.2	1	7.7	5	7.7	90	30.8
<b>Total</b>	10	100	87	100	100	100	17	100	13	100	65	100	292	100

### 2.3.3 Caste/Ethnicity

The analysis of the caste distribution of the sample respondents shows that 25 percent are Nationalities (Gurung, Mager, Rai, Limbu, Tamang etc.) followed by 24 percent hill Brahman/Chhetri, 23 percent are from Tharu and 15.4 percent are from Terai castes. Similarly, about 7 percent are from Terai dalits, 3.4 percent are from Newar community, and one percent respondents are from hill Dalits (Table 2.7). Dalits, due to untouchability, are least preferred as domestic workers.

**Table 2.7: Caste distribution**

Caste	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hilly Brahmin/Chhetri	4	40	21	24.1	24	24	9	52.9	2	15.4	10	15.4	70	24
Hilly Dalits			2	2.3	1	1							3	1
Nationalities	4	40	46	52.9	16	16	3	17.6	1	7.7	2	3.1	72	24.7
Terai Caste	1	10	4	4.6	34	34	3	17.6	2	15.4	1	1.5	45	15.4
Newar	1	10	3	3.4	5	5	1	5.9					10	3.4
Terai Dalits					12	12	1	5.9			6	9.2	19	6.5
Tharu			11	12.6	3	3			8	61.5	46	70.8	68	23.3
Muslim					5	5							5	1.7
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.3.4 Educational Status

Of the total sample domestic labours, about 63 percent are literate. Further analysis of their educational level shows that about 16 percent of them are literate from informal education and 28 percent have completed primary level. Similarly, 15 percent have completed lower secondary level, 3.4 percent have completed secondary level and only one percent has completed higher secondary level whereas 37 percent respondents found illiterate (Table 2.8).

**Table 2.8: Educational status of respondents**

Education	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Illiterate	5	50	41	47.1	45	45	6	35.3	6	46.2	5	7.7	108	37
Informal education	2	20	6	6.9	28	28	1	5.9	2	15.4	7	10.8	46	15.8
Primary	2	20	23	26.4	18	18	5	29.4	2	15.4	31	47.7	81	27.7
Lower Secondary			11	12.6	8	8	4	23.5	2	15.4	19	29.2	44	15.1
Secondary	1	10	3	3.4	1	1	1	5.9	1	7.7	3	4.6	10	3.4
Higher Education			3	3.4									3	1
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.3.5 Origin Place

Domestic labours come from different parts of the country mainly from rural areas. The origin place of the sample domestic labours shows that they are from more than 46 districts of different ecological regions. Information show that majority of the respondents are from Terai region (72 percent). Similarly, 24 percent respondents are from Hilly region and 2.1 percent respondents from Mountain region. It is interesting to note is that some domestic labours (1.4 percent) also come from India (Table 2.9).

**Table 2.9: Origin place of respondents**

Home region	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Mountain			4	4.5	2	2							6	2.1
Hilly	8	80	37	42.1	13	13	9	53	2	15.4	2	3	71	24
Terai	2	20	45	51.4	82	82	8	47	11	84.7	63	96.9	211	72.2
India			1	1.1	3	3							4	1.4
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.3.6 House at Origin Place

It was found that about 81 percent sample domestic labours have their own house in the origin place. Those who do not have their own houses, there families are either staying at rented house or in employer's house (Table 2.10).

**Table 2.10: House of the respondent in origin place**

Responses	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	10	100	78	89.7	63	63	12	70.6	11	84.6	62	95.4	236	80.8
No			9	10.3	37	37	5	29.4	2	15.4	3	4.6	56	19.2
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.3.7 Land Ownership

The analysis of the land ownership of the respondent shows that only 17 percent have own land and the rest of them do not. Even if they own land its size is marginal. Land holding pattern shows that about 80 percent have less than half hectare, 16 percent have half to one hectare and 4 percent have one or more than one hectare (Table 2.11).

**Table 2.11: Land ownership and size of holding**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	7	70	27	31	7	7	6	35.2	1	7.7	1	2	49	17
No	3	30	60	69	93	93	11	64.7	12	92.3	61	98	243	83
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>62</b>	<b>100</b>	<b>292</b>	<b>100</b>
<b>Land Size</b>														
Less then half ha	7	100	21	77.8	6	85.7	4	66.7	1	100			39	79.6
Half to one ha			4	14.8	1	14.3	2	33.3			1	100	8	16.3
One ha and above			2	7.4									2	4.1
<b>Total</b>	<b>7</b>	<b>100</b>	<b>27</b>	<b>100</b>	<b>7</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>49</b>	<b>100</b>

### 2.3.8 Status of Rented-in Land

Of the total sample domestic labours, only 3.4 percent respondents from Kathmandu and Morang reported that their families are cultivating rented-in land. However, the size of rented-in land is marginal where 90 percent cultivated less than half hectare and 10 percent cultivated half to one hectare (Table 2.12).

**Table 2.12: Rented in land and size of holding**

Responses	DISTRICT								Total	
	Kathmandu				Morang					
	Urban		Semi Urban		Urban		Rural		N	%
	N	%	N	%	N	%	N	%		
Yes	1	10	4	4.5	3	3	2	12	10	3.4
No	9	90	83	95.5	97	97	15	88	282	96.6
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>292</b>	<b>100</b>
<b>Land Size</b>										
Less than half he			4	100	3	100	2	100	9	90
Half to one he	1	100							1	10
<b>Total</b>	<b>1</b>	<b>100</b>	<b>4</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>10</b>	<b>100</b>

## 2.4 Work and Working Conditions of Domestic Labours

### 2.4.1 Persons taking to Present Place

Generally parents and their relatives are the one who took domestic labours from their home to the working place. Analysis shows that maximum number (32.5 percent) came with their parents followed by 26 percent with friends consulting with parents and 16 percent were directly contacted by employers. Similarly, about 9 percent came with their relatives, about 8 percent came with their family member, 6.5 percent came own self and other 2 percent came with broker and friends without consulting their families (Table 2.13).

**Table 2.13: Domestic labours came with present place**

Came with	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Father/Mother	3	30	17	19.5	44	44	4	23.5	5	38.5	22	33.8	95	32.5
Elder/Younger Brother	1	10	14	16.1	1	1					7	10.8	23	7.9
Broker											3	4.6	3	1
Friend consulting with family	4	40	17	19.5	29	29	9	52.9	1	7.7	15	23.1	75	25.7
Friend without consulting with parents					3	3			1	7.7	1	1.5	5	1.7
Relatives	2	20	13	14.9	1	1	3	17.6	3	23.1	3	4.6	25	8.6
Self			9	10.3	7	7	1	5.9	1	7.7	1	1.5	19	6.5
Employer			17	19.5	15	15			2	15.4	13	20	47	16.1
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.4.2 Duration of Leaving Home

Time duration of leaving home of respondents shows that 45 percent of them left their home more than 3 years ago. Similarly, 17 percent left home 6 months ago, about 16 percent 7 to 12

months ago, 12 percent respondents left their house before 1 to 2 years and 10 percent left their home 2 to 3 years ago (Table 2.14).

**Table 2.14: Time of leaving home**

Time duration	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
upto 6 months			25	28.7	4	4	1	5.9	3	23.1	17	26.2	50	17.1
7-12 months			17	19.5	15	15	1	5.9	2	15.4	11	16.9	46	15.8
1-2 years	1	10	9	10.3	11	11	2	11.8	2	15.4	9	13.8	34	11.6
2-3 years	3	30	9	10.3	8	8	3	17.6	1	7.7	6	9.2	30	10.3
More than 3 years	6	60	27	31	62	62	10	58.8	5	38.5	22	33.8	132	45.2
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.4.3 Type of Current Work

The analysis of the types of current work of the domestic labours show that 78 percent are spending full time in this work whereas 22 percent are working as part time worker. Main reasons behind the part time work are due to work at home (50 percent) and employers not providing full time work (46 percent). Small numbers of respondents (2 percent) reported that they are engaged in the office work as peon and 2 percent reported that they are deprived from the full time work due to 'so called' untouchable caste (Table 2.15).

**Table 2.15: Current work types**

Part time	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	1	10	11	12.6	46	46	4	23.5	2	15.4			64	21.9
No	9	90	76	87.4	54	54	13	76.5	11	84.6	65	100	228	78.1
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>
<b>Reasons of part time</b>														
Work at home also	1	100	7	63.6	22	47.8	1	25	1	50			32	50
No full time work			4	36.4	24	52.2	1	25	1	50			30	46.9
Peon at school							1	25					1	1.6
Dalit							1	25					1	1.6
<b>Total</b>	<b>1</b>	<b>100</b>	<b>11</b>	<b>100</b>	<b>46</b>	<b>100</b>	<b>4</b>	<b>100</b>	<b>2</b>	<b>100</b>			<b>64</b>	<b>100</b>

### 2.4.4 Duration of Working as Domestic Labour

Working duration of DL at present place shows that 36 percent are working for more than 3 years, 19 percent are working for 7 to 12 months and 17 percent are working for up to 6 months in the same place. Similarly, 16 percent are working for 1 to 2 years and 12 percent respondents are working for 2 to 3 years in the same place as domestic labour (Table 2.16).

**Table 2.16: Duration of work as domestic labour at present place**

Months	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%		
Upto 6 months	1	10	26	29.9	4	4			4	30.8	15	23.1	50	17.1
7-12 months	3	30	17	19.5	19	19	1	5.9	3	23.1	12	18.5	55	18.8
1-2 years	1	10	10	11.5	20	20	3	17.6	2	15.4	11	16.9	47	16.1
2-3 years	2	20	13	14.9	10	10	3	17.6			7	10.8	35	12
More than 3 years	3	30	21	24.1	47	47	10	58.8	4	30.8	20	30.8	105	36
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

#### 2.4.5 Previous Work of Domestic Labour

Present job is the first job for more than half of the total domestic labour (54.1 percent). Of those who have worked before this job, 34 percent had worked as DL in other places, 7.5 percent worked as agri labour at their own village, 2 percent reported that they worked in construction sector and remaining 2 percent involved in pottering and begging (Table 2.17).

**Table 2.17: Previous work of DL**

Previous works	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%		
Not worked before	6	60	49	56.3	52	52	9	52.9	3	23.1	39	60	158	54.1
DL	3	30	25	28.7	35	35	4	23.5	8	61.5	24	36.9	99	33.9
Porter			2	2.3			1	5.9					3	1
Begger									2	15.4			2	0.7
Agri. Labour at Own village			10	11.5	9	9	2	11.8			1	1.5	22	7.5
Construction Work	1	10	1	1.1	4	4					1	1.5	7	2.4
Peon							1	5.9					1	0.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

#### 2.4.6 Reasons of leaving Previous Work

The major reason of leaving domestic work, as reported by respondent, was harassment by bad treatment (53 percent) followed by low salary (33 percent) and work place far from the parent's house (8 percent). Similarly, 4 percent reported that employers fired them and 2 percent left previous work because education was not provided (Table 2.18).

**Table 2.18: Reasons of leaving previous work**

Reasons	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%		
Low Salary	1	33.3	7	28	17	48.6	1	25	3	37.5	4	16.7	33	33.3
Bad Behave	2	66.7	11	44	18	51.4	1	25	4	50	16	66.7	52	52.5
Fired			3	12					1	12.5			4	4
Far from Parents			3	12			2	50			3	12.5	8	8.1
No education facility			1	4							1	4.2	2	2
<b>Total</b>	<b>3</b>	<b>100</b>	<b>25</b>	<b>100</b>	<b>35</b>	<b>100</b>	<b>4</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>99</b>	<b>100</b>

## 2.4.7 Entry Age in Domestic Labour

The starting age of work as domestic labour for 38 percent respondents was 11 to 15 years. It was reported that 35 percent started to work at the age of 6 to 10 years and 5 percent started work at the age of 16 to 18 years. Similarly, 12 percent respondents entered into domestic labour at the age of above 25 years and 10 percent entered at the age of 19 to 25 years (Table 2.19). Most of the adult domestic workers are reported to be working in part time basis.

**Table 2.19: Entering age of domestic labour**

Entering age	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
6-10 years	2	20	26	29.9	32	32	6	35.3	4	30.8	31	47.7	101	34.6
11-15 years	7	70	35	40.2	26	26	6	35.3	9	69.2	28	43.1	111	38
16-18 years			6	6.9	4	4					4	6.2	14	4.8
19-25 years			11	12.6	15	15	2	11.8			2	3.1	30	10.3
Above 25 years	1	10	9	10.3	23	23	3	17.6					36	12.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

## 2.4.8 Type of Work

Domestic labours perform wide range of activities including domestic work, farm work, cattle herding and grass cutting/collection. Analysis of survey results show that domestic labours have to perform their duties by dish washing (94 percent), clothes washing (69 percent) and house cleaning (86 percent). Similarly, 22 percent sample domestic labours reported that their major work is cooking food and 21 percent reported that their responsibility is childcare.

Despite of above-mentioned work, 10 percent respondents involved in other than domestic chore like farm work, livestock care, grass cutting for cattle, Rickshaw pulling in leisure time, and peon work at office (Table 2.20).

**Table 2.20: Type of work performs by domestic labour**

Types of work	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Dish Washing	10	100	80	92	95	95	14	82.4	13	100	63	96.9	275	94.2
Childcare	2	20	17	19.5	20	20	3	17.6	2	15.4	18	27.7	62	21.2
Cloth Washing	8	80	64	73.6	61	61	13	76.5	12	92.3	45	69.2	203	69.5
House Cleaning	9	90	77	88.5	79	79	13	76.5	11	84.6	61	93.8	250	85.6
Cooking	3	30	27	31	12	12	2	11.8	3	23.1	17	26.2	64	21.9
Batti Parne			1	1.1									1	0.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### Work other than domestic chore

Agri. Work			2	100	2	20	2	20	2	100	2	40	10	34.5
Livestock					1	10	3	30			1	20	5	17.2
Grass Cutting					7	70	3	30			1	20	11	37.9
Peon							1	10					1	3.4
Pulling Rickshaw							1	10			1	20	2	6.9
<b>Total</b>			<b>2</b>	<b>100</b>	<b>10</b>	<b>100</b>	<b>10</b>	<b>100</b>	<b>2</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>29</b>	<b>100</b>

### 2.4.9 Working Hour

The figures show that 60 percent domestic labour work for more than 12 hours in a day. The percentage of respondents working for 11 to 12 hours is 18 percent, that for up to 5 hours is 13 percent and about 9 percent are working for 6 to 10 hours in a day (Table 2.21).

**Table 2.21: Working hours in a day**

Hour	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
upto 5 hours	1	11.1	11	12.6	25	25	2	11.8					39	13.4
6-10 hours			1	1.1	18	18	4	23.5	2	15.4			25	8.6
11-12 hours	1	11.1	20	23	22	22	4	23.5			5	7.7	52	17.9
12 hours +	7	77.8	55	63.2	35	35	7	41.2	11	84.6	60	92.3	175	60.1
<b>Total</b>	<b>9</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>291</b>	<b>100</b>

### 2.4.10 Remuneration

Information on the pattern of remuneration reveal that about 55 percent domestic labour get their salary on monthly basis and 11 percent get their salary annually. Similarly, less than one percent replied that they don't know whether they get salary. About 34 percent respondent reported that they do not get any salary but they get education facilities. Further analysis of the range of salary shows that about 58 percent respondent get salary up to Rs. 500 per month where as 42 percent get their salary below Rs. 250 per month (Table 2.22).

**Table 2.22: Remuneration**

Mode of remuneration	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Monthly	6	60	55	63.2	78	78	7	41.2	5	38.5	9	13.8	160	54.8
Yearly	2	20	5	5.7	6	6	2	11.8	3	23.1	15	23.1	33	11.3
No Salary	1	10	27	31	16	16	8	47.1	5	38.5	41	63.1	98	33.6
Don't know	1	10											1	0.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

#### Salary range

upto Rs.250			1	3.8	41	48.8	7	77.8	2	25	14	58.3	65	42.2
upto Rs.500	3	100	25	96.2	43	51.2	2	22.2	6	75	10	41.7	89	57.8
<b>Total</b>	<b>3</b>	<b>100</b>	<b>26</b>	<b>100</b>	<b>84</b>	<b>100</b>	<b>9</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>154</b>	<b>100</b>

### 2.4.11 Food and Accommodation

Data regarding the food and accommodation of the sample domestic labours reveal that most of them are getting food (82 percent) and accommodation (77 percent) facilities from employers. About 18 percent respondents are managing food themselves and 23 percent reported that they are staying at own house or rented room (Table 2.23).

**Table 2.23: Food and accommodation of domestic labour**

Fooding	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Self			12	13.8	33	33	5	29.4	2	15.4			52	17.8
by employer	10	100	75	86.2	67	67	12	70.6	11	84.6	65	100	240	82.2
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

  

Accommodation														
Accommodation	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Own			11	12.6	49	49	5	29.4	2	15.4	1	1.5	68	23.3
by employer	10	100	76	87.4	51	51	12	70.6	11	84.6	64	98.5	224	76.7
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.4.12 Behaviour of Employers

Most of the respondents reported that employer's behaviour is good (87 percent). However 13 percent of them reported that the behaviour of employers is not satisfactory (Table 2.24).

**Table 2.24: Behaviour of employers to the DL**

Responses	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban		N	%
	N	%	N	%	N	%	N	%	N	%	N	%		
Good	7	70	78	89.7	92	92	16	94.1	10	76.9	51	78.5	254	87
Bad	3	30	9	10.3	8	8	1	5.9	3	23.1	14	21.5	38	13
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.4.13 Indebtedness

Most of the respondent answered that they or their families have not borrowed any loan from the employers (96 percent). Only 4 percent reported that they or their families had borrowed loan from the employers. Further more, of those who are indebted, about 56 percent reported that they borrowed loan from employers in the current year and 22 percent reported that they borrowed previous year. Similarly, 11 percent each reported that they borrowed two years ago and more than four years ago (Table 2.25).

**Table 2.25: Loan borrowed from the employer**

Responses	DISTRICT						TOTAL	
	Kathmandu		Morang		Banke			
	Semi Urban		Urban		Semi Urban			
	N	%	N	%	N	%	N	%
Yes	5	6	1	1	3	5	9	4
No	82	94	99	99	62	95	531	96
<b>Total</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>252</b>	<b>100</b>
<b>Year of loan borrowed</b>								
This Year	3	60			2	66.7	5	55.6
Prev. Year	2	40					2	22.2
2 Years Before					1	33.3	1	11.1
4 or More Years Before			1	100			1	11.1
<b>Total</b>	<b>5</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>9</b>	<b>100</b>

#### 2.4.14 Range of Loan Amount

When asked about the amount of loan borrowed from employer most of the respondents (33 percent) among the borrowers could not provide clear answers whereas 22 percent reported that they borrowed Rs. 10,000 and 11 percent each borrowed Rs. 7000, 6000, 5000 and 500 respectively (Table 2.26).

**Table 2.26: Amount of loan**

Loan amount	DISTRICT						TOTAL	
	Kathmandu		Morang		Banke			
	Semi Urban		Urban		Semi Urban			
	N	%	N	%	N	%	N	%
Don't Know	1	20	1	100	1	33.3	3	33.3
Rs. 500	1	20					1	11.1
Rs. 5000	1	20					1	11.1
Rs. 6000					1	33.3	1	11.1
Rs.7000					1	33.3	1	11.1
Rs. 10000	2	40					2	22.2
<b>Total</b>	<b>5</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>9</b>	<b>100</b>

#### 2.4.15 Repayment System

Repayment system of borrowed loan was that they have to pay in cash or in other means (56 percent) or deducted loan from their salary (44 percent). About the status of remaining loan, most of the respondent could not provide clear answers (67 percent). Among the rest 33 percent, 11 percent each reported that the amount of remaining loan is Rs. 10,000, 7,000 and 1,000 respectively (Table 2.27).

**Table 2.27: Remaining loans and pay system**

Deduct from salary	DISTRICT						TOTAL	
	Kathmandu		Morang		Banke			
	Semi Urban		Urban		Semi Urban			
	N	%	N	%	N	%	N	%
Yes	2	40			2	66.7	4	44.4
No	3	60	1	100	1	33.3	5	55.6
<b>Total</b>	<b>5</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>9</b>	<b>100</b>

**Remaining loan to pay employer**

Don't Know	3	60			3	100	6	66.7
1000	1	20					1	11.1
7000			1	100			1	11.1
10000	1	20					1	11.1
<b>Total</b>	<b>5</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>9</b>	<b>100</b>

**2.4.16 Domestic Labour Due to Loan**

Question regarding whether they became domestic labour due to loan was asked to respondents who borrowed loan from the employers. Survey results show that 56 percent of them reported that they became domestic labour due to loan and 44 percent said that it was not due to loan (Table 2.30). For those who reported to work due to loan elements of bonded ness might have bear through it.

**Table 2.30: Reason of domestic labour due to loan**

Responses	DISTRICT						TOTAL	
	Kathmandu		Morang		Banke			
	Semi Urban		Urban		Semi Urban			
	N	%	N	%	N	%	N	%
Yes	2	40	1	100	2	66.7	5	55.6
No	3	60			1	33.3	4	44.4
<b>Total</b>	<b>5</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>9</b>	<b>100</b>

**2.4.17 Cultivating Employer's Land**

Providing cultivated land to the families of domestic labours by the employers may also be one of the reasons of continuing the services of domestic labour. Most of the respondents reported that their families have not cultivating employers land (97 percent). Only 3 percent reported that their families are cultivating employer's land (Table 2.29). It is unlikely that land and domestic labour relation are interlinked; thus creating a bond between employer and worker.

**Table 2.29: Cultivating employer's land**

Responses	DISTRICT												TOTAL	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes			1	1.1	2	2	1	5.9			6	9.2	10	3.4
No	10	100	86	98.9	98	98	16	94.1	13	100	59	90.8	282	96.6
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.4.18 Freedom to Leave Work

When asked about whether they have freedom to leave work on self will, about 23 percent reported that they do not have that freedom. The reasons of being unable to leave work are; difficult to get other job (24 percent), school discontinues (19 percent) and insecurity of relatives job (13.4 percent). Similarly, cultivating employers land or rented land (13.4 percent), parents disagreement (13.4 percent), loan taken by parents (12 percent), good treat of employers (5 percent) are other reasons of not getting freedom of quitting the job (Table 3.30).

**Table 3.30: Freedom to leave work**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	6	60	63	72.4	86	86	16	94.1	12	92.3	42	64.6	225	77.1
No	4	40	24	27.6	14	14	1	5.9	1	7.7	23	35.4	67	22.9
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>
<b>Reasons of unable to leave work</b>														
Loan			4	16.7	1	7.1					3	13	8	11.9
Insecurity of Relatives Job			2	8.3							7	30.4	9	13.4
Rented Land/house			3	12.5	1	7.1					5	21.7	9	13.4
No Other Job	2	50	5	20.8	5	35.7	1	100			3	13	16	23.9
Drop School			3	12.5	7	50					3	13	13	19.4
Good Behave			1	4.2					1	100	1	4.3	3	4.5
Parent do not agree	2	50	6	25							1	4.3	9	13.4
<b>Total</b>	<b>4</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>14</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>23</b>	<b>100</b>	<b>67</b>	<b>100</b>

### 2.4.19 Punishment

The percentage of domestic labours who were punished during the work by employers is about 40 percent (Table 2.31). The types of punishment are scolding/shouting (98 percent), deducting salary and slapping (1 percent each).

**Table 2.31: Punishment during the work and type**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	6	60	31	35.6	19	19	1	5.9	12	92.3	47	72.3	116	39.7
No	4	40	56	64.4	81	81	16	94.1	1	7.7	18	27.7	176	60.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>
<b>Type of punishment</b>														
Scold/Shout	6	100	32	100	18	94.7	1	100	12	100	46	97.9	115	98.3
Deduct Salary					1	5.3							1	0.9
Slap											1	2.1	1	0.9
<b>Total</b>	<b>6</b>	<b>100</b>	<b>32</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>12</b>	<b>100</b>	<b>47</b>	<b>100</b>	<b>117</b>	<b>100</b>

## 2.4.20 Misbehaviour

The percentage distribution of the domestic labours who were misbehaved during the work by employers is about 34 percent. Types of misbehaves are mainly biting/shouting (99 percent). One percent domestic labour have reported that employers do not provide enough food to eat (Table 2.32).

**Table 2.32: Facing misbehaves during the work**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	5	50	21	24.1	20	20	1	5.9	8	61.5	43	66.2	98	33.6
No	5	50	66	75.9	79	79	16	94.1	5	38.5	22	33.8	193	66.1
Don't Know					1	1							1	0.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>
<b>Type of misbehave</b>														
Beating/Shouting	5	100	21	100	20	100	1	100	8	100	42	97.7	97	99
Not enough food											1	2.3	1	1
<b>Total</b>	<b>5</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>43</b>	<b>100</b>	<b>98</b>	<b>100</b>

## 2.5 Health Hazards

### 2.5.1 Injuries during the Work

Information about the injuries during the work reveal that 12 percent domestic labour were injured during the work in present place. When asked who spends on the medicine cost, 83 percent reported that their medicine cost was borne by employers, about 14 percent reported it is borne by themselves and about 3 percent reported that they simply ignored the injury (Table 2.33).

**Table 2.33: Injuries during the work and cost bearing**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	1	10	6	6.9	11	11	5	29.4	1	7.7	12	18.5	36	12.3
No	9	90	81	93.1	89	89	12	70.6	12	92.3	53	81.5	256	87.7
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>
<b>Bearing medical cost</b>														
Self			1	16.7	1	9.1	2	40			1	8.3	5	13.9
Employer	1	100	5	83.3	10	90.9	3	60			11	91.7	30	83.3
Not treated									1	100			1	2.8
<b>Total</b>	<b>1</b>	<b>100</b>	<b>6</b>	<b>100</b>	<b>11</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>12</b>	<b>100</b>	<b>36</b>	<b>100</b>

### 2.5.2 Using Safety Measures

The percentage of domestic labour using safety measures during the work reveal that about 48 percent are using shoes/boots during the work, about 2 percent are using hand gloves and head

pad where as 51 percent of them are not using any safety measures while working (Table 2.34).

**Table 2.34: Using safety measures during the work**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Nothing	5	50	23	26.4	54	54	6	35.3	10	76.9	51	78.5	149	51
Shoes/Boots	5	50	62	71.3	45	45	10	58.8	3	23.1	14	21.5	139	47.6
Hand Gloves			2	2.3	1	1							3	1
Head pad							1	5.9					1	0.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.5.3 Addiction

Information on personal behaviour of the respondents regarding addiction was also collected. Survey results show that the percentage of the respondents addicted is only 10 percent. Major addiction are smoking Ciragette/Biddi (52 percent), Tobacco Chewing (35 percent), Nuts and Nut related products (10 percent ) and alcohol (4 percent). Furthermore, analysis of the monthly expenses on addiction show that they are spending up to Rs. 50 (61 percent), up to Rs. 100 (32 percent) and more than Rs. 100 (7 percent) on such addiction (Table 2.35).

**Table 2.35: Addiction, types and expenses on it**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes			4	4.6	18	18	5	29.4			2	3.1	29	9.9
No	10	100	83	95.4	81	81	12	70.6	13	100	63	96.9	262	89.7
Don't Know					1	1							1	0.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>
<b>Type of addiction</b>														
cigarette/Bidi			3	75	10	55.6	1	20			1	50	15	51.7
Alcohol											1	50	1	3.4
Nuts/Types of Nut			1	25	1	5.6	1	20					3	10.3
Tobacco					7	38.9	3	60					10	34.5
<b>Total</b>			<b>4</b>	<b>100</b>	<b>18</b>	<b>100</b>	<b>5</b>	<b>100</b>			<b>2</b>	<b>100</b>	<b>29</b>	<b>100</b>
<b>Monthly expenses on addiction</b>														
upto Rs. 50					13	72.2	4	80					17	60.7
Rs. 51 to 100			2	66.7	5	27.8	1	20			1	50	9	32.1
Rs 100 +			1	33.3							1	50	2	7.1
<b>Total</b>			<b>3</b>	<b>100</b>	<b>18</b>	<b>100</b>	<b>5</b>	<b>100</b>			<b>2</b>	<b>100</b>	<b>28</b>	<b>100</b>

### 2.5.4 Physical Fitness of Domestic Labour

The physical fitness of domestic labour, on the basis of general body out looks, shows that they are physically healthy (94 percent). Moreover, 3.4 percent of the domestic labours were

found deaf and about 2 percent were found dumb. The rest were found partly blind, mentally retired and lame (Table 2.36).

**Table 2.36: Physical fitness of domestic labour**

Fitness	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Healthy	10	100	84	96.6	90	90	14	82.4	12	92.3	64	98.5	274	93.8
Dumb			1	1.1	3	3			1	7.7			5	1.7
Deaf			1	1.1	7	7	2	11.8					10	3.4
Partly blind											1	1.5	1	0.3
Mentally Retired							1	5.9					1	0.3
Lame			1	1.1									1	0.3
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.5.5 Perception of Future Job

Information on the future plan of domestic labour was also collected in which about 27 percent respondents could not provide clear answers. About 26 percent reported that they want to be domestic labour again and about 13 percent wanted to involve as non-agri labours. Similarly, 12 percent are willing to join jobs, 9 percent want to be involved in skilled work, 7 percent willing to study, 4 percent want to be agri -labours, 2 percent want to go back home and work in their own village and about 1 percent want to do a job of Rickshaw pulling (Table 2.37)

**Table 2.37: Perception to involvement in job future**

Perceptive job	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Agri. Labour			2	2.7	4	4			1	7.7	5	7.7	12	4.3
Non Agri. Labour	1	11.1	5	6.8	15	15	2	11.8	2	15.4	10	15.4	35	12.6
DL	5	55.6	14	19.2	45	45	4	23.5			3	4.6	71	25.6
Skilled work			12	16.4	7	7	1	5.9	1	7.7	4	6.2	25	9
Study	1	11.1	8	11	1	1	1	5.9			8	12.3	19	6.9
Job	1	11.1	11	15.1	1	1	6	35.3	2	15.4	12	18.5	33	11.9
Work at own home	1	11.1	3	4.1					2	15.4			6	2.2
Pulling Rikshaw											2	3.1	2	0.7
Don't know			18	24.7	27	27	3	17.6	5	38.5	21	32.3	74	26.7
<b>Total</b>	<b>9</b>	<b>100</b>	<b>73</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>277</b>	<b>100</b>

### 2.5.6 Alternate Works

Question regarding the alternate works, if could not be involved in the preferred job, was also asked to the respondents. Results show that 28 percent of them want to stay at their home, 26 percent want to work as agri-labour, 8 percent want to study and 7 percent each want to work as domestic labour and as non agri worker. Similarly, one percent each want to be involved in

business and begging. Very few of them want to become cattle herder (0.3 percent). About 20 percent of them could not provide clear answers about the alternate works (Table 2.38).

**Table 2.38: Alternate works if not involved in this work**

Works	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Stay at home	2	20	37	42.5	10	10			3	23.1	31	47.7	83	28.4
Study	3	30	7	8	2	2					12	18.5	24	8.2
Agri. Labour	4	40	20	23	27	27	11	64.7	2	15.4	12	18.5	76	26
DL			13	14.9	2	2	2	11.8	2	15.4	2	3.1	21	7.2
Skilled Work					2	2							2	0.7
Business					3	3							3	1
Non. Agri. Work	1	10	7	8	3	3	1	5.9	4	30.8	5	7.7	21	7.2
Begging			2	2.3					1	7.7			3	1
Cattle herder			1	1.1									1	0.3
Don't know					51	51	3	17.6	1	7.7	3	4.6	58	19.9
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

### 2.5.7 Expected Income from Alternate Works

Question regarding the expected income from the alternate works was also asked to the respondents. In this, about 45 percent respondents provided answers. Of them, 44 percent replied income would be same from the alternate works, 36 percent replied it would be half of the present income and 18 percent said that it would be less than half of present income. Only 2 percent of them replied that their income would be higher than present income. (Table 2.39)

**Table 2.39: Expected income from the alternative works**

Level of difference in income	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Same	4	80	21	45.7	15	40.5	7	50	5	55.6	5	26.3		
Half of this	1	20	15	32.6	18	48.6	4	28.6	3	33.3	6	31.6	47	36.2
Less than half of this			8	17.4	3	8.1	3	21.4	1	11.1	8	42.1	23	17.7
More than this			2	4.3	1	2.7							3	2.3
<b>Total</b>	<b>5</b>	<b>100</b>	<b>46</b>	<b>100</b>	<b>37</b>	<b>100</b>	<b>14</b>	<b>100</b>	<b>9</b>	<b>100</b>	<b>19</b>	<b>100</b>	<b>130</b>	<b>100</b>

### 2.5.8 Present Schooling of Domestic Labour

Information on the current schooling status of the domestic labour below 18 years show that half of the total domestic labour are going to school at present and half of them are working as full-time child domestic labours (Table 2.40)

**Table 2.40: Present schooling status of domestic labour**

Schooling	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes			19	32.8	25	51	8	80	2	16.7	41	71.9	95	49.2
No	7	100	39	67.2	24	49	2	20	10	83.3	16	28.1	98	50.8
<b>Total</b>	<b>7</b>	<b>100</b>	<b>58</b>	<b>100</b>	<b>49</b>	<b>100</b>	<b>10</b>	<b>100</b>	<b>12</b>	<b>100</b>	<b>57</b>	<b>100</b>	<b>193</b>	<b>100</b>

**2.5.9 Membership of Trade Unions**

Question regarding the involvement of respondents with trade unions was also asked in which 34 percent respondents provided answers. Of them, 99 percent reported that they are not member of any trade union (Table 2.41).

**Table 2.41: Membership of Trade Union**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes											1	12.5	1	1
No	3	100	29	100	51	100	7	100	1	100	7	87.5	98	99
<b>Total</b>	<b>3</b>	<b>100</b>	<b>29</b>	<b>100</b>	<b>51</b>	<b>100</b>	<b>7</b>	<b>100</b>	<b>1</b>	<b>100</b>	<b>8</b>	<b>100</b>	<b>99</b>	<b>100</b>

**2.5.10 Responses on bringing Another Domestic Labour**

Indirect method was used to assess the work situation of domestic labour by asking them whether they would bring another domestic labour for similar work. In this two thirds respondent reported that they would not bring another domestic labour for work (Table 2.42).

**Table 2.42: Responses on bringing another domestic labour**

Responses	DISTRICT												Total	
	Kathmandu				Morang				Banke					
	Urban		Semi Urban		Urban		Rural		Urban		Semi Urban			
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	5	50	34	39.1	30	30	5	29.4	1	7.7	19	29.2	94	32.2
No	5	50	53	60.9	70	70	12	70.6	12	92.3	46	70.8	198	67.8
<b>Total</b>	<b>10</b>	<b>100</b>	<b>87</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>65</b>	<b>100</b>	<b>292</b>	<b>100</b>

## Chapter III Summary and Conclusion

### 3.1 Introduction

Employing domestic labour is common in Nepal. This study aims to analyze the situation of domestic labour with respect to bonded ness and elements of other worst form of labour. It has tried to identify leading factors causing domestic labourers to enter into the job market and peoples attitude towards them. Stratified sampling technique was used to collect the required information from three municipalities viz. Kathmandu, Biratnagar and Nepalganj.

### 3.2 Summary of Findings

Simple averages of the main indicators have been computed to analyse the problem. The main findings of the study are summarised in the following paragraphs.

1. Taking part in household activities such as dish washing, child care, cloth washing, house cleaning cooking by the domestic labours is found to be a general practice in study municipalities. It was also noted that female domestic labourers outnumbered the men in all the districts.
2. About 70 percent of domestic labourers are children below 18 years of age. The reason of employing child labours in domestic work is that they are dependable (less mobile) and have to be paid less.
3. Domestic labourers mainly come from rural areas of the country and are mainly from Janjaties, Tharu, Brhmin/Chhetri and Terai castes. More than one third of domestic labours are illiterate.
4. More than four fifth of domestic labourers have own house in original place. Less than one fifth of them have small piece of land for cultivation. They join in the domestic labour because of poverty.
5. Different types of worst form of labor exist in all sample districts which can be summarised as follows:

**1. Bondedness:** Incidences of borrowing loan from the employers by the family of domestic labour is used as a proxy variable to find the situation of bonded ness. The survey shows that about 4 percent families of domestic labour have borrowed the loan from employers. Of this about 56 percent reported that they are domestic labour due to the loan borrowed from the employers.

**2. Works without Pay:** By definition domestic labourers working without pay are considered as worse form of child labour. Even by excluding those who in return of

forgone pay are getting opportunity of education, about 11 percent domestic labour do not get salary.

**3. Excessive Hours of Work:** The survey findings show that more than 60 percent domestic labours work for more than 12 hours a day and about 55 percent of them are children below 18 years of age. It means that more than 60 percent domestic labours are worse form of child labour considering excessive hours of work.

**4. Work at Very Young Age:** If children working below the age of 14 years are considered as worst form of child labour, there are about 43 percent children falls in this category

### **3.3 Recommendations**

- Children comprise overwhelming proportion of domestic workers. Employers and child labour families should be discouraged to employ and supply child labour. As the domestic sector is informal, the existing legal provisions against child labour are unenforcable. Hence, targeted interventions needs to be geared towards to this end.
- To begin with, social pressure needs to be generated among the employers to avail education opportunities to children they employ; and pay children they make work. Ultimate objective, however, should be to remove all child labourers from work.
- Minimum wage should be fixed and adult domestic workers should be brought under union umbrella.