

THE INVISIBLE WORKERS

A survey Report on
Domestic Workers' Situation in
Kathmandu -2009



The Invisible Workers

A survey Report on
Domestic Workers' Situation in Kathmandu -2009

The Research Team

Team Leader	: Milan Dharel
Coordinator	: Ms. Writu Bhatta
Report Writing	: Armi Hannele Aarni & Milan Dharel
Research Associate	: Ms. Shradda Baskota,
Data Entry and Analysis	: Ms. Anju Devkota, Ms. Shiwani Palikhe and Ms. Ambika Shrestha
Supervisors	: <i>Kathmandu</i> : Ganga Rai, Rachana Upadhyaya & Chetana Tulachan <i>Lalitpur</i> : Sarita Maharjan & Sabina Maharjan

Enumerators:

Kathmandu:

Sujata Pokhrel, Gyanendra Thapa, Diya Maharjan, Laxmi Adhikari, Kumari Tuma Dhami, Laxmi Thapaliya, Bijaya Adhikari, Kedar Prasad Bastola, Tila Devi Dulal, Sangita Karki, Sangiita Upreti, Anu Basnet, Ritu Das, Mamta Thapa, Adindra Kumar Subedi, Rupa Basnet, Srijana Karki, Anju Adhikari, Sangita Bhandari, Radhika Pudasaini, Ramila Pokhrel, Pramila Lamichane, Pramila Lamichane Gautam, Ramsharan Kharel, Sarita Khadka, Krishna Malla Thakuri, Gita Adhikari, Ambika Acharya, Gauri Basyal, Rama Thapa, Kabita Upreti, Sujan Rai, Ishwori Acharaya, Neera B.K., Sabitri Shrestha, Sita Basyal, Soni Bajgai, Mina Dhakal, Bhawana Bhandari, Sanjiv Magar, Manoj Raj Bhatta, Gita Ghimire, Deep Narayan Ghimire, Bhagwata Bhusal, Nirmala Kafle, Shushma Gurung, Saraswoti Upreti, Indira Bastola, Dev Raj Dhakal, Ganga Ram Ghimire, Punam Lama, Deep Gurung, Nirmal Giri, Prakash Dahal, Ratna Maya Shrestha, Jyoti Karki, Jyoti Lama, Japana Giri, Sumitra Lamsal, Sumina Bhattarai Khadka, Niranjan Kumar Dhungana, Manoj Khadka, Shushila Baskota, Mamta Chunara, Sharmila Baniya, Sita Thapa, Shushobhana Pudasaini, Krishan Gurung, Sanjay Shrestha, Bhagawati Acharya, Ganga Subedi, Shova Giri, Karuna Bhattarai, Sudha Chaulagain Mainali, Shanta Adhikari, Paru Bhattarai, Saraswoti Karki, Rekha Gajurel, Sabitri Mainali,

Lalitpur :

Gayatri Giri, Buddhi Thapa Magar, Ishwori Thapa Magar, Kusum Lama, Durga Sunar, Sangita Saha, Meena Kumari Maharjan, Ishwori Basnet, Bhagavati Silawal, Pratik Bista, Anita Bista, Yamuna Thapa Magar, Sarita Mahrajn, Parvati Magarati, Sumitra Thapa, Punam Lama, Ashis Karki, Sharada Magarti, Kumar Pradhan, Sabitri Bajagain, Sabitri Timilishna, Asha Rai, Sanchamaya Limbu, Indira Shrestha, Sabitri Gyawali, Darshana Khadka, Sita Gajurel, Prakash Karki, Sunita Paudel, Indira Kadel, Radha Thapa, Laxmi Raut, Chanda Karanjit, Sharada Acharya, Sarswoti Dahal, Kamod Sharma, Kala Rai, Pratixya Rai, Menuka Achhami, Ampresa Gole, Malati Pande and Sanjita Lama.

Acknowledgement

Domestic Workers are less counted labor sector in global and Nepali society. In spite of their presence with more than 150 thousand all over the country, their work is not counted in the national economy, neither they are provided state protection by law and nor their situation have been interrogated seriously. However there are some studies with concentration on child domestic workers, the overall study of domestic workers has not been counted and this study is the first such kind of study in Nepal.

Domestic Workers' situation and the different chemistry within this labor sector is hard to be find out due to it's concentration in private households and informal nature. That is why CWISH has called them Invisible Workers.

There has been some interventions from child rights and child labor perspective and very little initiatives from domestic workers' rights perspective since last one half decade. There was an impression that the situation of domestic workers is improving and the social perception is positively changing, however the evidences and the facts supporting this smell was lacking.

This study has tried to fill up those gaps by identifying the situation of domestic workers and the different chemistry such as child labor, labor standards and the employers' perspective. At the same time it has tried to reflect the improved scenario on domestic work and child labor sector with reflection of understanding and practices by domestic workers and employers. We expect this study's findings would help a lot for the people, policy makers and development sector workers to understand the nexus of domestic work and to develop policy and programmatic interventions responding appropriately the need and constraint of the sector.

I would like to express my sincere thanks on behalf of CWISH family to the enumerators, data managers, research coordinator and all those people who are directly and indirectly involved. My acknowledgement goes to INTERPEDIA and Save the Children whose generous financial and technical help has supported a lot. The child protection committees, community police and service center and the Kathmandu Municipal & Lalitpur Municipal's help and coordination for the study purpose.

In spite of our sincere efforts, the report may still have some gaps and may need your feedback and responses. We would love to hear your feedback and response on this report.

Thanks

Bimala Jnawali
Chairperson

Table of Content

Executive Summary	7
Chapter-I	
Introduction	
1.1 Domestic Labour in Nepal	10
1.2 Objective of the Survey	12
Chapter-II	
Methodology	
2.1 Introduction	14
2.2 Scope of the Survey	14
2.3 Methodology and Survey Design	15
2.4 Sharing of findings	18
2.5 Definition of terms	18
2.6 Emergency Response & Confidentiality Issues	20
2.7 Limitations of the Survey	21
Chapter-III	
Critical Issues in Domestic Work	22-24
Chapter-IV	
Findings	
1. The Domestic Workers	28
1.1 Profiles of Domestic Workers	28

1.2 Involvement in Domestic Work	30
1.3 Work, Workload and Free time	32
1.4 Salaries and Remuneration of DWs	35
1.5 Food and Accommodation of DWs	38
1.6 Educational Status of DWs	38
1.7 Occupational Health and Facilities	39
1.8 Employer's Behavior with DWs as Perceived by DWS	40
1.9 Future Aspirations of CDWs	41
1.10 DWs Perceptions and Understanding on Issues	42
2. About Employers	44
2.1 Employer's Profile	44
2.2 Recruitment of Domestic Worker	45
2.3 Employer's Knowledge and Level of Understanding	46

Chapter V

Conclusions and Recommendations

1. Conclusion	50
2. Recommendations	54

Bibliography 59

Annex

About Domestic Workers-Kathmandu	62
About Domestic Workers-Lalitpur	75
About Employers-Kathmandu	86
About Employers-Lalitpur	90

Executive Summary

Use of Domestic Workers' help in household chores and other work inside and outside home is a common practice in Nepal. With the growing urbanization, commercialization of the society and life and both (husband and wife) involvement in the work for maximum earning has demanded the help of domestic workers. In spite of international commitment, national laws and regulations that can be indirectly channelled for the protection and promotion of domestic workers' rights, Nepal is still unable to provide legal and social protection for adult domestic workers and to have practical ban of employing children in this sector. With the NGOs efforts and advocacy, the situation of domestic workers is observed improved in last few years.

In light of International campaign for ILO convention on domestic work and absence of the contemporary situation of domestic workers as well as employers' perspective, CWISH with the help of INTERPEDIA and Save the Children carried out a survey on Domestic Workers Situation in Kathmandu 2009. The

study was carried out in 9 wards of Kathmandu Metropolis and 7 wards of Lalitpur Sub metropolis.

Household visit, direct interview with domestic workers and their employer based on the semi structured questionnaire, Focus Group Discussion, Literature Review and Case analysis were the main methods applied for this survey. Besides this a consultation among stakeholders on findings and for recommendation was also carried out.

The Domestic Workers

The study has found that majority of domestic workers are women and girls (67.77%) and almost 61 percent are children. While 55 percent of them were found from Janajaati communities and only 2.41 percent are from so called Dalit communities.

Most of the children are taken into domestic work by parents (53.32%), by family members (21.41%) and relatives (19.17%). Some 6 percent are taken into domestic work by other people who are not a relative to the children. Though 95.73 percent children mentioned they are pushed into domestic work due to financial poverty, 32.89 percent mentioned lure of education, 11.46 percent attraction towards city life and 5.46 percent domestic violence.

Majority of domestic workers start to work before 8 a.m. in the morning (42.81% -before 6 a.m. and 46.26% between 6-8 a.m.) and work till late evening (64.97% till 8 to 10 p.m.). 32.57 percent work 6 to 8 hours a day while

10 percent work 8 to 10 hours a day. Domestic workers work seven days a week. Only 4.30 percent have weekly leave facility. 10 percent of domestic workers do not get any kind of salary. Only 45.44 percent get salary more than 1000 Rupees (15 US\$) a month. Though 63.86 percent receive their salary by themselves, 26.69 percent domestic workers' salary is received by their parents.

Among child domestic workers only 60.32 percent are found going to school and among them only 89 percent receive educational expenses support from their employers.

Almost 24 percent domestic workers mentioned suffered with different health problems at work and after work and only 84 percent of them received health facilities at work place from employers.

Almost 92 percent domestic workers found at least some one treating in a good way from employers' family, among them 63.34 percent have found everyone in the employers' family treating them well. In another word 37 percent domestic workers still suffered bad treatment from at least one in the employers' family.

However the domestic workers claimed they are aware of children's rights, child labor, and worst form of child labor, sexual abuse and protection skill. Their understanding is found quite limited and incomplete leaving them vulnerable to such abuse, exploitation and violence.

73.69 percent of child domestic workers have showed interest to leave the work and enjoy

the childhood with request of support on strengthening family economy (44.86%), Educational Support (27.50%), family counselling and other vocational skill training. The child domestic workers showed no interest on leaving the work e.g. 27 percent, mentioned financial poverty (35.37%), used to urban life (47.07%) and domestic violence (17.55%).

The Employers

Majority of the employers represent the highest class cast of Nepal (Bramhin-39.97%) and Janajati (37.17%) with Chhetris (21.81%) and very small number of Dalit community (1.06%). According to occupation 43.29 percent represent business community and 41.24 percent represent service sector (civilian, private and non government).

Mostly employers are found recruiting domestic workers through use of mediator (24.39%), direct head hunting (19.48%), and through family of DWs (22.76%), however 27.51 percent employers mentioned domestic workers themselves approached to them.

Significant number of employers claimed aware of child rights, child labor and worst form of child labor together with sexual abuse and protection skill. In many cases they agreed as well for the law not employing children less than 14 years and child domestic work as worst form of child labor. Ironically that is just their perception directly contradict with their practice.



CHAPTER-I

Introduction

1.1 Domestic Labour in Nepal

Domestic labour is an urban phenomenon in Nepal and hiring a live-in domestic worker to undertake domestic household chores and care work is a part and parcel of local traditions. Employing a domestic worker is not only regarded as socially acceptable, but as a status symbol among growing middle- and upper class of affluent urban areas, who form the majority of employers. It is estimated that there about 150, 000 people working as domestic labourers in Nepal.

Domestic labour, however, is undervalued and poorly regulated and many domestic workers are denied adequate monetary compensation and working conditions. Furthermore, domestic workers are particularly vulnerable to various forms mistreatment, abuse and violence due to invisibility of their work.

In addition, in Nepal, like in many other developing countries, domestic labour is largely performed by child labourers. It is estimated that about 70 per cent of all domestic workers in Nepal are under 18 years old. (The National Labour Academy) Poverty, rapid growth of the population, political instability, urban homelessness, debt-bondage and weaknesses in education system are prevailing challenges in Nepal and encourage the supply of child labour. However, for economic and even social reasons, society and even many parents of children in domestic labour turn a blind eye to the exploitative and servitude- like circumstances of child domestic labour. Employers of child domestic workers (CDWs) are Existing laws which could be invoked for the protection of child domestic workers:

International laws that Nepal is bound by:

- ILO Forced Labour Convention (No. 29)
- ILO Abolition of Forced Labour Convention (No. 105)
- ILO Minimum Age Convention (No. 138)
- ILO Worst Forms of Child Labour Convention (No. 182)
- UN Convention on the Rights of the Child (CRC)

National provisions that regulate CDW

- The Children's Rights and Welfare Act 1992
- The Child Labour (Prohibition and Regulation) Act 1993
- The Interim Constitution 2007

Nepal's law establishes a minimum age for employment of children at 14 years. It also prohibits forced labor, requires equal remuneration for equal work, and outlaws employment of children in hazardous work. Child laborers are entitled to leisure for a half-hour for every three hours of work, and one day off every week (The Children's Rights and Welfare Act 1992).

Regulation of domestic labour

Although there are no labour law provisions in Nepal that regulate domestic employment relationship and provide protection for adult domestic workers, domestic workers are covered by a number of international instruments. Thus in theory, some domestic laws (*below*), which have not explicitly excluded domestic workers, could be invoked for the protection of domestic worker.

International laws that Nepal is bound by:

- UN Convention on the Elimination of All Forms of Discrimination against Women, CEDAW
- UN Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, CAT
- ILO Forced Labour Convention (No.29)
- ILO Discrimination (Employment and Occupation) Convention (No. 111)
- ILO Minimum Wage Fixing Convention (No. 131)

National provisions that could be invoked for the protection of DWs

- The Torture Compensation Act 1996
- The Contract Act 1999
- Law on Sexual Harassment and Rape (under 11th amendment of Country Code) 2002
- The Labour Act 1991
- The Interim Constitution 2007
- The Domestic Violence and Punishment Bill 2009

The existence of laws does not yet translate into application or enforcement of them. In fact, since the domestic employment relationship is not specifically addressed in the above mentioned legislative enactments (or in any other legal provision), it has

proven virtually impossible for domestic workers to claim their rights under them. And even if legal standards were in place, filing a complaint would prove very hard since there are no adequate legal aid provisions or safety measures (e.g. shelters) available in Nepal. Moreover, domestic workers are also often unaware of their legal entitlements and lack adequate knowledge of the legal system.

1.2 Objective of the survey

The general objective of the survey has been research a specific geographical area in Kathmandu Metropolitan to produce a database on domestic labour. Database in turn is expected to shed light to the incidence of domestic work and contribute to the current understanding of the situation of domestic workers and trends in their employment.

Moreover, it is regarded that for determining priorities, developing programs and for monitoring progress, it is essential to have reliable and up-to-date data of the situation of domestic workers and of the occurrence of domestic work. Reliable data on domestic work has been limited due to invisibility and hidden nature of it, and owing to this, due to difficulties in reaching and researching the target group. Under these circumstances, the survey seeks to respond to research needs and to the prevailing shortage of information.

More specifically, the study will:

- Document the incidence and nature of domestic workers in nine wards in Kathmandu Metropolitan.
- Document and characterise the working conditions of domestic workers and trends in their employment.
- Document the socio-economic, ethnic and family backgrounds of domestic workers.
- Document the socio-economic background of employers.
- Assess domestic workers' level of knowledge regarding their rights.
- Assess employers' level of knowledge regarding their responsibilities and duties.



CHAPTER-II

Methodology

2.1 Introduction

The household-based survey methodology and combination of quantitative and qualitative survey tools were employed in order to allow more flexible approach to the often hidden and invisible phenomenon of domestic labour. The quantitative data was expected to shed light to the scope of domestic labour and on the socio-economic characteristics of domestic workers and their employers, whereas qualitative method was employed in order to gain in-depth information about the situation of domestic workers and employers' attitudes towards their helpers.

Two different semi-structured questionnaires were prepared to reach two separate target groups: domestic workers (DWs) and employers of DWs. In some households and in some instances where interviewees had difficulties in understanding questionnaire questions, domestic workers and employers were informally interviewed in accordance with the questionnaire structure.

Based on the previous experience of CWISH on "Status of Child Domestic Workers in Kathmandu Valley 2007" –study, the survey method had proven to be a powerful tool in generating reliable data on the situation of domestic workers. The 2007 survey, which included interviews of 694 child domestic workers (CDWs), was able to provide very detailed and valuable information about the socio-economic characteristics of child domestic workers and about their working conditions. On the basis of these findings, CWISH was able to introduce more sufficient child labour intervention programs and, as the 2009 survey findings indicate, to contribute to the improvement in the situation of child domestic workers in its working area. For example, in 2007 only 25.5 percent of the identified child domestic workers reported to be attending school, while in 2009 the school attendance rate is found to be at about 60 percent.

2.2 Scope of the Survey

This household-based survey covered nine (9) wards in Kathmandu Metropolitan area out of 35 wards. All wards are working areas of CWISH and related to organization either through Informal Education Centre, partnering school or Child Protection Committees. The wards were selected representing Core Urban, Urban and Semi Urban area of Metropolis. From the core urban area KMC-31 and 32, Urban Belt – KMC-33, 34, 7 & 14, where the Semi Urban – KMC-3, 6 and 35 were represented.

In each ward, CWISH worked in close partnership with locally-based Community Service Centre and Child Protection Committees. Therefore CWISH hired the local enumerators

from these agencies' recommendations. The survey was a census based household survey. Enumerators surveyed at all households firstly asking about whether they have employed domestic workers or not. Wherever they found there is a domestic worker employed taking the consensus of employers and workers enumerators interviewed employers and workers both. During the interview two enumerators work together, one was asking questions and another one was making notes.

2.3 Methodology and Survey Design

The survey has applied both quantitative and qualitative methods and tools for the purposes of this survey. For Quantitative methods, the survey has applied semi structured questionnaire and for qualitative methods it applied Focus Group Discussion, Literature Review and some open question in the questionnaire also support this.

The whole steps of the survey were as follows:

I. Selection of Enumerators and the Training

Enumerators are selected from the local communities. Enumerators from local communities are beneficial for this survey as they know most of the households, they could screen the use of domestic workers and it would promote local vigilance as well. This is done due to the CWISH. CWISH has been working with local community service centers and child protection committees, who are working on campaigning on such issues. Therefore also CWISH appointed enumerators selected from community service centers, child protection committees through interview process. A total 86 people were involved as enumerators and supervisors. All the enumerators and supervisors were oriented for one day, sent on the field practices for one day and again get involved in another one day workshop. Finally after completing survey another farewell workshop was organized, where the enumerators and supervisors share their experiences and suggested the feedbacks.

II. Area Designation for Enumerators

As many enumerators did survey simultaneously in a ward they have divided their survey area. Each Eight to Twelve enumerators considered one sample ward and each two enumerators did survey in one tole. They were supervised by one supervisor who together follow them on the field and have daily review meeting in the evening.

III. Questionnaire Design and Production

The survey has two different questionnaires for employers and domestic workers. The questionnaire was first design on the basis of literature review. The first designed questionnaire was field tested with some domestic workers and employers and then considering the feedback from the field test the questionnaire was finalized and distributed to the enumerators.

Questionnaire concerning domestic worker was structured in the following way:

- Part 1: Asked about family and ethnicity background and personal information of the DW.
- Part 2: Focused on reasons for domestic labour, working and living conditions, wage and holiday provision of the DW.
- Part 3: Asked about educational background of the Domestic Workers.
- Part 4: Asked about occupational health and safety situation of the Domestic Workers.
- Part 5: Focused on the employers' (and his/her family members') behavior towards the Domestic Workers.
- Part 6: Asked about future aspirations of the Domestic Workers.
- Part 7: Asked about Domestic Workers' level of knowledge about self-protection skills and human rights

The employer questionnaire included the following:

- Part 1: Focused on background, demographics and household characteristics such as income source.
- Part 2: Asked about recruitment process and contract provision.
- Part 3: Asked about employer's perceptions about child labour and human rights.

IV. Data Collection

The fieldwork was conducted between 2nd of March and 30th April, 2009. Data collection was carried out through visits to all households where first the enumerators screen whether domestic worker was hired or not and following the response of domestic workers was employed, they interviewed domestic workers and their employers to fill in the questionnaire form. Each team consisted of 8 to 12 enumerators. Following is the details of the survey:

Table 1: Details of HH/FAMILY/DW/RATIO

Ward No.	Number of House Visited	Number of HH Surveyed	Number of DWs Identified	Ratio of HH/ Houses	Ratio of HH & DW	Number of DWs Interviewed
KMC-3	3856	7715	391	2	20	251
KMC-6	2798	5105	168	2	30	153
KMC-7	2153	4932	171	2	29	242
KMC-14	3499	11756	509	3	23	402
KMC-31	783	3340	119	4	28	110
KMC-32	2147	5264	373	2	14	234
KMC-33	2236	4472	347	2	13	218
KMC-34	5299	10869	1215	2	9	424
KMC-35	3960	17677	410	4	43	290
Total	26731	71130	3703	3	19	2324

V. Data processing

Upon submission of the completed questionnaires, the forms were reviewed and processed by appointed data analyst. Tabulation and encoding of data were done using Statistical Data Management Software Program (SPSS).

VI. Literature Review

A literature review was carried out to find out previous study and findings that could further guide this study. The review was mainly focused on the previous findings on the situation of domestic workers and existing legal aspects. In this regard ILO Rapid Assessment 2001, Baseline Survey 2003 and A study by Committee for Asian Women was considered. The legal ad policy study has considered the **www.domesticworkersrights.org** and other resources to find out the major issues of domestic workers existing international and local interventions. The finding of Literature Review is mentioned in a separate chapter of the study report.

VII. Focus Group Discussion

To verify the findings and also to explore other issues those were not covered by questionnaire, CWISH carried out 6 focus group discussions among domestic workers and another 6 focus group discussion among their employers. The FGD were mainly focused on identifying the respondents' perspectives on the domestic workers' current situation, their major problems, labor relationship and their demands on the law, policies and future possibilities of professional domestic work in the survey area.

2.4 Sharing of findings

Following data tabulation and analysis, CWISH conducted a sharing program on the date of 10th June 2009 to a larger group and stakeholders including media to inform and to receive feedbacks from stakeholders. Then the feedbacks received were tried to be considered on the final report as much as possible. During the sharing a synopsis of methodology and findings were shared.

2.5 Definition of terms

Domestic worker

Domestic worker is a person, who works in the household of people other than their own home and is expected to perform domestic chores, such as cooking, cleaning, washing dishes, looking after children or elderly and other activities according to his/her employer's orders.

About 90 percent of the domestic workers interviewed for the study live with the family that employs them.

Child (domestic) labour

Child domestic labour is defined internationally as a person under the age of 18 years of age working in an employer's house with or without wages. Since child domestic labourers may be exposed to hazardous work and exploitation, child domestic labour is considered as one of the worst forms of child labour.

As per ILO Convention no. 182, the worst forms of child labour comprise:

- all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict
- the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances
- the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties
- work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

In the accompanying ILO Recommendation (No. 190), hazardous work is explained to mean to the following:

- work which exposes children to physical, psychological or sexual abuse
- work underground, under water, at dangerous heights or in confined spaces
- work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads
- work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health
- work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

Nepal has ratified ILO Convention 182 concerning worst forms of child labour in 2002.

Furthermore, article 22 of the Interim Constitution of Nepal (2007) stipulates that

- Every child shall have the right not to be subjected to physical, mental or any other form of exploitation. Any such act of exploitation shall be punishable by law and any child so treated shall be compensated as determined by law.
- No minor shall be employed in factories, mines or in any other hazardous work nor shall be used in army, police or in conflicts.

Employer

The person who hires and supervises the domestic worker is considered the employer. In case of live-in domestic workers, domestic worker is dependant upon his/her employer for staying in the household and for her/his maintenance. For the survey, 1894 employers of domestic workers were interviewed.

Ward

Kathmandu Metropolitan City is divided in 35 administrative areas called wards. The survey has selected only nine wards out of these 35 wards. The selected wards for the survey are: KMC-03 - Maharajganj, KMC- 06- Bauddha, KMC-07- Chabahil, KMC-14- Kuleshwor, KMC-31- Bagbazar, KMC-32- Anamnagar, KMC-33- Gyaneshwor, KMC- 34- Baneshwor, KMC-35- Koteshwor.

2.6 Emergency Response & Confidentiality Issues

As the domestic work is a challenging area for carrying out survey due to it's hidden form and slavery practices, CWISH has managed emergency response system that has included confidentiality and respondent's protection system. This was done mainly considering the problem of children working as domestic workers. During the survey CWISH handled number of cases of misbehavior by employers and rescued 6 children from the home. Similarly was successful to compensate salary for an adult domestic worker, who was cheated by her employers. CWISH has avoided media and it's involvement during the survey except on serious legal cases and sharing of findings to ensure the confidentiality and protection of respondents.

2.7 Limitations of the survey

Since the sampling was only 9 wards of Kathmandu, designed to provide information for nine wards of Kathmandu Metropolitan, results deriving from the survey may not be generalized for other areas of Kathmandu or Nepal. However the survey findings can indicate the trends and practices in other parts of the city and country as well.

Furthermore, as generally with surveys, concepts and definitions used in them may be different from an individual's understanding. For example employment may not be perceived as explicit by the respondent in cases where employee is a relative or a family friend.

And finally, as some of the DWs had to be interviewed in the presence of their employers, their responses might have been influenced by it.

Therefore, it is expected that readers must take the information considering the limitation of this survey.



CHAPTER-III

Critical Issues in Domestic Work

Domestic Work is not studied and investigated area of social sector. Neither trade unions nor social sectors have invested much in domestic work. Whatever is done either with the perspective of child domestic workers and in some cases trafficking and bonded labor perspectives. Domestic work has lot more other nexus that reflects the situation, context and structures of society. Therefore, this chapter will discuss some critical issues related to domestic work.

Invisible Work

Domestic work is considered as invisible work and domestic workers are invisible workers. Domestic work is a household based work often inside someone's house. They are often 1 or 2 person in a house and not in a big number to have a visibility among people. Working insides homes and houses is also not counted within national economy. Thus due to all these factors, domestic work is invisible and the workers are also hidden.

Gender Biased and Women Dominancy

Domestic work is the only labor sector where we can find the women dominancy all over the world. As the stereotype gender perspective consider kitchen work and household works are women's job, we find that always majority of the domestic workers in some cases more than 90 percent of domestic workers are women. And being women they are victim of all unfair treatment that an women faces on gender bias society.

Unrecognized Labor Sector

As it is very clear that household work and kitchen activities are often a supportive labor that enhances someone's work performance. Thus domestic work indirectly contributes to all economic activities. But, domestic work themselves is not production oriented sector, often it is not counted in national economy and thus not recognized by existing labor codes.

Vulnerabilities

Due to the invisibility, gender biasness and lack of recognition and legal protection, domestic work falls under risk sector and the workers become vulnerable to all kinds of violence, abuse, exploitation and injustice practices. Domestic workers often faces exploitation selling their labor into cheap prices, abusive behavior of employers

including sexual abuse, violence and discrimination. These issues are rarely responded by the law as the legal system has not incorporated the problems and issues of domestic workers.

Social Power Structure

Domestic Worker reflects the social power structure of the society. The relationship between workers and employers is based on the social power structure. It is found that often employing a domestic worker is urban or rural elite's practice, they tend to find someone known to them mostly from their own area. It is also found that if a child is employed as domestic worker, then the parents of the child are also somehow dependent on employers in one or another way. The employing community is found to be so-called high class people and hold power status in society, while domestic workers are from rural, ethnic community and considered as powerless in the society.



CHAPTER-IV

Findings

1. The Domestic Workers

1.1 Profiles of Domestic Workers

This chapter focuses on presenting the number of domestic workers identified, family background of the workers, their education and schooling levels, underlying reasons for employment in domestic work, living and work conditions and Child Domestic Workers' (CDWs) perceptions concerning their future and work. For the sake of clarity, this chapter is presented in tables with narration.

The survey enumerators identified 3703 domestic workers and interviewed 2324 domestic workers in 26731 houses with 71130 families of the survey area. Among 3703 domestic workers, 1622 (43.80%) were found non residential domestic workers. As the non residential or part time domestic workers do not stay with the family, the survey could interview only with 243 such domestic workers and 2081 residential domestic workers. Therefore the total number of interviewee domestic workers for this survey was 2324, and among the interviewed domestic workers, 89.5 percent are living in their employers' household as 'live-in' domestic workers, while about 10 percent of DWs commute to his/her employer's house on daily basis from the own home.

Table 2: Origin District Details of Domestic Workers

District	Count	Percent
Kathmandu Valley	240	10.33
Kavre	198	8.52
Dolakha	159	6.84
Dhading	149	6.41
Sindhupalchok	144	6.20
Ramechhap	123	5.29
Sindhuli	111	4.78
Nuwakot	100	4.30
India	18	0.77
Not Available	110	4.73
Other Districts	972	41.82
Total	2324	100.00

In 63 percent of the cases, DWs' families live outside of Kathmandu Valley, and of them, about 18 percent reside in over 200 kilometers proximity to the capital. Significant number of domestic workers were found from neighboring districts of Kathmandu. The challenge is that 4.73 percent (110) domestic workers could not mention their home address and almost all of these were child domestic workers.

Although the majority (96.6%) of DWs were allowed to stay in touch with their loved-ones, only 6.71 percent of them were able to see or call their family members weekly. 22.81 percent said that their meet or contact their family once a month, while the majority (44.41%) of the DWs interviewed only communicate with their family on feast and festivals only. Almost 8.26 percent of the respondents get to visit or call their family once a year. Out of 2324 DWs interviewed, 70 (3.3%) reported not to be allowed to communicate with their family. In most cases, phone calls (64.1%) were the most common method of communication, followed by visits (59.3%) either by DW (35.1%) or his/her family (24.2%).

Table 3: Ethnic and Sex of DWs

Sex	Brahmin	Chettri	Janajati	Dalit	Not Mentioned	Total
Male	142 (36.5 %)	149 (29.10%)	421 (32.86%)	21 (37.5%)	16 (18.60%)	749 (32.23%)
Female	247 (63.5%)	363 (70.90%)	860 (67.14%)	35 (62.5%)	70 (81.40%)	1575 (67.77%)
Total	389 (16.74%)	512 (22.03%)	1281 (55.12%)	56 (2.41%)	86 (3.70%)	2324 (100%)

Of all the interviewed DWs, 67.77 percent (1575/2324) were female and 32.23 percent (749/2324) were male. Most of the DWs were from Janajati ethnic group (55.12%), while 22 percent were from Chettri, 16.7 percent from Brahmin and 2.4 percent from Dalit community. 86.4 percent of the DWs declared their mother tongue to be Nepali. The highest number of non-Nepali speakers was found among Janajati community (20.3 %).

Table 4: Sex and Age of DWs

Sex	1-14years	14-18 years	18-24 years	More than 24 years	Not Mentioned	Total
Male	247 (35.49%)	281 (38.34%)	101 (30.15%)	40 (20.10%)	80 (22.16 %)	749 (32.23%)
Female	449 (64.51%)	452 (61.66%)	234 (69.85%)	159 (79.90%)	281 (77.84%)	1575 (67.77%)
Total	696 (29.95%)	733 (31.54%)	335 (14.41%)	199 (8.56%)	361 (15.53%)	2324 (100%)

Among the interviewed DWs quite a large number e.g. 61 percent are found to be children and more significantly almost 30 percent are less than 14 years of age. There is not that much different among different ethnic communities and sex groups regarding the age representation. In all these different groups of DWs, presence of child labor is found very significant. Employing a child less than 14 years is illegal in Nepal.

Though 59.14 percent DWs mentioned they have birth registration, 40 percent of them said they don't have birth registration. Which is further evidenced with 15.5 percent of domestic workers could not mention their age group. The birth registration status among male is higher (53.81%) than female (48.13 %). Among the DWs not mentioning age also female are higher than male.

1.2 Involvement in Domestic Work

A large proportion (69.8%) of the DWs interviewed reported that they were working before their current employment, usually as domestic labourers (20.6%) or as other kind of labourers (e.g. in factories or in agriculture, 19.5%). Almost 20 percent of the DWs were attending school before being employed as a domestic labourer.

Table: 5 The Involvement Period in Domestic Work

Period	Count	Percent
One Year	673	28.96
1-2 Years	401	17.25
2-3 Years	191	8.22

3-4 Years	120	5.16
4-5 Years	148	6.37
More than 5 Years	551	23.71
Not Mentioned	240	10.33
Total	2324	100.00

Almost 29 percent of domestic workers are found involved in domestic work since just one year, however we have found 23.71 percent of respondents mentioning that they are involved since last more than 5 years. Among the DWs mentioning their involvement just before a year, children's number were higher, while among DWs mentioning more than 5 years adults are higher.

Table 6: Reasons for Leaving Home& Involving into domestic Work for Children Number = 1429

Reasons	Count	Percent
Financial Poverty	1368	95.73
Lack of Educational Opportunities	470	32.89
Domestic Violence	78	5.46
Attraction towards the city	166	11.62
Armed conflict	12	0.84
Total	1429	100.00

Financial Poverty (95.73%) and lack of educational opportunities in home village (32.89%) are the two most common reasons given by CDWs (Child Domestic Workers) to explain why they left their home to work in Kathmandu. Other reasons for their migration and becoming domestic labourers were stated to be urban attraction (11.62%), domestic violence experienced at home (5.46%) and armed conflict (0.84%).

Table 7: Mediator for Taking into Work for Child Domestic Workers Number =1429

Mediator	Count	Percent
Parents	762	53.32
Other members of the family	306	21.41

Relatives	274	19.17
Community People	80	5.60
Unknown people	7	0.49
Total	1429	100.00

According to the survey findings, most of the DWs are taken into work by their relatives (19.17%) and family members (21.41%) and most commonly, by their own parents (53.32%). 7 respondents (0.49%) reported to have left home in the company of an unknown person, and 80 respondents mentioned same community people, which could indicate the probable occurrence of trafficking. The majority of DWs (96.86%) surveyed reported that their parents/family is aware of their work station and employing family.

Table 8: Contract of Employment

Status	Count	Percent
Have Written Contract	50	2.15
Have Verbal Contract	1765	75.95
Have No Contract	509	21.90
Total	2324	100.00

21.90 percent of DWs were found working without any kinds of contract with 75.95 percent in verbal contract and only 2.15 percent written contract. Absence of written contract between employers and DWs increases the vulnerability of exploitation and reducing the facilities to receive at work place. The verbal contract just make both party in a context that whatever is provided in exchange to their work is just a privilege rather than their rights.

1.3 Work, Workload and Free time

Domestic workers work seven days a week starting at early morning till the late night doing mostly households and kitchen works for employers.

Table 9: General Works of Domestic Workers Sex Wise

General Works of DWs	Sex Category					
	Male	Pct	Female	Pct	Total	Pct
Kitchen chores	511	68.22	1123	71.30	1634	70.31
Cleaning and Washing	608	81.17	1323	84.00	1931	83.09
Taking care of the children and Elderly people	125	16.69	332	21.08	457	19.66
Helping the employer in their business	42	5.61	70	4.44	112	4.82
Buying things from the market	265	35.38	508	32.25	773	33.26
All of the above	46	6.14	107	6.79	153	6.58
Total Respondent Number	749	100.00	1575	100.00	2324	100.00

Domestic workers works are concentrated in kitchen chores (70.31%) and cleaning and washing (83.09%). Besides this they were also found taking care of the children and elderly people (19.66%), helping employers in their business (4.82%) and doing kitchen shopping (33.26%). However in kitchen chores the percent is higher among female respondents, in shopping it is male who dominates the work. Surprisingly, in a society like Nepal where the dalits are considers untouchables, they have equal access and performance as other in kitchen chores while working as domestic workers.

Table10: Early Starting Time & Late Finishing Time

Early Start Time	Number	Pct	Late Finishing Time	Number	Pct
Before 6 am	995	42.81	Between 6 to 8 pm	136	5.85
Between 6- 8 am	1075	46.26	8 to 10 pm	1511	65.02
After 8 am	25	1.08	After 10 pm	421	18.12
Not Mentioned	229	9.85	Not Mentioned	256	11.02
Total	2324	100.00	Total	2324	100.00

Most of the DWs start their work between 6-8 A.M. (46.26%) and before 6:00 A.M. (42.81%) and they finish their work lately by 8 -10 P.M. (65.02%) and after 10:00 P.M. only (18.12%). Interestingly among child domestic workers (44%) have to start work early than adults (42%) before 6 A.M.

Table 11: Daily working Hours of DWs

Working Hours	Children	Adults	Age Missing	Total
less than 4 hours	202(14.14%)	59(11.05%)	71 (19.67%)	332 (14.29%)
4-6 hours	439(30.72%)	140 (26.22%)	89 (24.65%)	668 (28.74%)
6-8 hours	455(31.84%)	184 (34.46%)	118 (32.69%)	757 (32.57%)
8-10 hours	146(10.22%)	61 (11.42%)	27 (7.48%)	234 (10.07%)
More than 10 hours	116(8.12%)	53 (9.93%)	32 (8.86%)	201 (8.65%)
Others	2(0.14%)	3 (0.56%)	2 (0.55%)	7 (0.30%)
Missing	69(4.83%)	34 (6.37%)	22 (6.09%)	125 (5.38%)
Total	1429 (100%)	534 (100%)	361 (100%)	2324 (100%)

On average, the DWs in Kathmandu work seven days (95.6%) and 4 to 8 hours (61.31%) per day. 18.73 percent of the respondents declared to work more than 8 hours per day, out of which 10 percent works more than 10 hours a day. Among children only 44.86 percent work upto 6 hours which is accepted by law for children more than 14 years of age. Only 14.29 percent domestic workers work less than four hours a day.

It is strictly prohibited by law to make a child work more than six hours a day and thirty six hours a week, if it is under the acceptable age by law. The law also has mentioned not to make a child work continuously for more than three hours, employers should manage a half hour rest after three hours work and the rest time also need to be counted as working hour.

Most of the interviewed reported their heaviest workload to fall on holiday season and on evenings. Daytime and afternoons in turn are reported to be the lightest periods in terms of workload.

Table 12: Leave Facilities for Domestic Workers

Leave Facility	Number	Pct
Weekly	100	4.30
Monthly	196	8.43
At Festivals only	1317	56.67
In Needs only	86	3.70
No Leave Facility	625	26.89
Total	2324	100.00

When asked about holiday entitlements, 73.11 percent said that they get to take time off from work sometimes. 56.67 percent of the respondents reported to be entitled to leave during the festivals period. Among others weekly leave was allowed for only 4.30 percent, monthly leave facility was given for 8.43 percent and 3.70 percent could take leave if they are sick and needed. 26.89 percent of DWs mentioned they never get any kind of leave facility.

The Nepali labor law and child labor prohibition and regulation act has strongly asked employers to provide weekly leave for their employees.

1.4 Salaries and Remuneration of DWs

The majority (70.09%) of DWs included in the study receive monetary compensation for their work. Among the rest, 7.49 percent mentioned they never get salary or remuneration, 17.21 percent mentioned they don't know about their salary and remuneration and 5.21 percent did not mentioned.

A popular Nepali singer has dismissed the domestic worker (A Woman) without paying a single penny for her work and charging her as a thief in his home. During survey, the enumerators identified the case and with the help of CWISH team they file a case against him in two issues: Labor exploitation and intimidation. During investigation it is found that the child of the woman was employed in singer's wife's parents' home. She was just 9 years old and thus rescued. With the mediation singer paid a compensation of 10 thousand rupees and the child's complete school education cost.

Table13: Monthly Salary Age Wise

Monthly Salary	Age Wise			Sex Wise		Total
	Children	Adults	No Age	Male	Female	
Less than Rs 200	5 (0.35%)	7 (1.31%)	0	3 (0.40%)	9 (0.57%)	12 (0.52%)
Rs 200 - Rs 500	97 (6.79%)	26 (4.87%)	18 (4.99%)	39 (5.21%)	102 (6.48%)	141 (6.07%)
Rs 500 - Rs 1000	186 (13.02%)	81 (15.17%)	44 (12.19%)	74 (9.88%)	237 (15.05%)	311 (13.38%)
More than Rs 1000	552 (38.63%)	303 (56.74%)	200 (55.40%)	299 (39.92%)	756 (48.00%)	1055 (45.40%)
No salary	183 (12.81%)	54 (10.11%)	0	119 (15.89%)	118 (7.49%)	237 (10.20%)
Don't know	295 (20.64%)	41 (7.68%)	91 (25.21%)	156 (20.83%)	271 (17.21%)	427 (18.37%)
Others	111 (7.77%)	22 (4.12%)	8 (2.22%)	59 (7.88%)	82 (5.21%)	141 (6.07%)
Total	1429	534	361	749	1575	2324

With the survey it is reported that 45.40 percent DWs receive more than Rs.1000.00 salary in a month, similarly 13.38 percent receive Rs.500-1000 a month, 6.07 percent Rs.200-500 a month and 0.52 percent receive less than 200 a month. Children are discriminated in terms of salary as we can see among adults 56.74 percent receive more than 1000 a month while only 38.63 percent children receive so. Among the children mentioning no salary (12.81%) and don't know about salary (20.64%) is higher than adults. Surprisingly as per DWs' reporting female DWs receives better salary than male DWs.

Table 14: Forms of Salary

Forms of Salary	Frequency	Percent
Cash	1526	91.93
Kinds	59	3.55
Debt Repayment	71	4.28
Others	4	0.24
Total	1660	100.00

Table 15: Salary Recipients of Domestic Workers Age Wise

Salary Recipient	Age category						Total	Percent
	Children	Percent	Adults	Percent	No Age	Percent		
Parents	323	33.96	82	18.68	38	14.07	443	26.69
Other members of the family 7.77	82	8.62	29	6.61	18	6.67	129	
Own self	528	55.52	326	74.26	206	76.30	1060	63.86
Other people	18	1.89	2	0.46	8	2.96	28	1.69
Total	951	100.00	439	100.00	270	100.00	1660	100.00

Among the DWs receiving salary (1660/2324) the majority (91.93%) of the DWs declared that they get their salary paid in cash and of them, 63.86 percent reported to be salary recipients themselves. In the remaining cases, family members (7.77%), and most commonly parents (26.69%), were said to collect the pay. 28 of the respondents reported 'other people' to collect their monthly wage.

In 4.28 percent of the cases, salary was reported to be deducted from the loan that DW's family owe to the employer and in about 4 percent of the cases, compensation was received either partly or entirely in non-monetary form. In the light of the survey findings, the younger the DWs (less than 14 years), the more likely his/her salary is being collected by the parents or other family member (51.3%).

1.5 Food and Accommodation of DWs

Most of the DWs reported having no major problems in their living conditions. An overwhelming majority (71.34 %) of the DWs interviewed said their food provision was good and 14.63 percent mentioned it was alright. 14.03 percent DWs showed their dissatisfaction towards the food provided by employers.

76.81 percent of the DWs mentioned that they are given a bed facility to sleep in. 6.54 percent mentioned they have to sleep on floor and 1.03 percent mentioned underneath ladder. For bed set, DWs were given complete bed set (80.98%), straw mat only (5.64%), and Rugs & Blanket only (2.50%).

In terms of living conditions, there seems to be no significant differences between different age groups or between male and female DWs.

1.6 Educational Status of DWs

The majority (70.18%) of interviewed DWs reported to be literate and little more than one quarter (29.82%) illiterate. Survey found the female DWs (36.19%) and those over 24 years old (52.26%) to have the highest illiteracy rate.

Table 16: Educational Status of Child Domestic Workers Number=1429

Educational Status	Male and female				Total	Percent
	Male	Percent	Female	Percent		
School Going	404	76.52	458	50.83	862	60.32
Non Formal Education	6	1.14	64	7.10	70	4.90
Vocational Training	0	0.00	5	0.55	5	0.35
Others	8	1.52	17	1.89	25	1.75
No Opportunities	110	20.83	357	39.62	467	32.68
Total	528	100.00	901	100.00	1429	100.00

According to the study findings, the majority of the interviewed CDWs (60.32 are currently enrolled in schools. 4.9 percent of the respondent reported to be attending classes in informal education centers and 0.35 percent are undergoing vocational training.

Table 17: Educational Expenses for 937 Child Domestic Workers

Educational Expenses Beard by	Count	Percent
Employer	834	89.01
Self	34	3.63
Parents	42	4.48
Organizations	18	1.92
Others	9	0.96
Total	937	100.00

Of those 937 CDWs who are receiving educational opportunities, 89.01 percent reported that their school fees are paid by their employers. Less than 4 percent (3.63%) of the CDWs pay for the school fees by themselves and in 4.48 percent of the cases parents pay for the schooling.

1.7 Occupational Health and Facilities

Most of the DWs (98.8%) interviewed reported not to have any disabilities. Also, the majority (76.59%) of them said not have suffered from any health problems during their domestic employment. Of those respondents that said to have suffered from health related problems, 23.6 percent reported to have experienced problems related to their stomach (32.17%), throat (26.1%) and eyes (14.15%). Additionally, 21.5 percent reported to suffer from occasional tooth pain and/or headache. In the light of the survey findings, there is no set pattern of health problems or significant differences between age groups or male and female DWs regarding their health condition.

The majority of DWs (83.93%) reported their employer to be the person who takes care of them when sick and cover all health expenses. However, 13.79 percent of the cases, DWs have to care for her/himself while ill. See the table below.

Table 18: Health Facilities at Workplace for Domestic Workers

Health Facilities by	Count	Percent
Employer	1951	83.93
Parents	25	1.06
Self	320	13.79
NGOs	3	0.11
Others	7	0.33
Missing	18	0.78
Total	2324	100

1.8 Employers' Behavior with DWs as Perceived by DWs

In general, most of the DWs interviewed expressed satisfaction with their employer. The overwhelming majority of respondents (94.2%) named at least one person in the family who they feel cares for them and 63.34 (percent) feel that everyone in the family treats them well. It also shows that there is at least one percent in employers' family treating badly to almost 37 percent DWs.

Although most of the DW seem satisfied with their employer's behaviour, it should be noted that 1.76 percent of the DWs said that there is no-one in the family who cares for them and 6.11 percent were dissatisfied with their employer's spouse's behaviour towards them.

When asked how does the employer show affection to the DW (see table 3.10%), the majority of interviewed DWs reported that by buying and providing things (30 %), by being nice and treating DW well (26%) or by treating DW as a member of the family (21%).

Similarly, DWs were asked how does employer display bad behaviour toward him/ her, to which 51.2 percent responded that by 'scolding' and 3.7 percent said by 'not talking' and 1.2 percent reported that through 'physical punishment. 40.9 percent of the DWs declared that their employer does not show any bad behaviour toward them.

1.9 Future Aspirations of CDWs

Respondents, especially CDWs were asked about their future plans and ambitions. While 57.2 percent of the CDWs have clear ideas about what they would want to become/achieve, 39.1 percent of the respondents have no future plans.

When asked about DWs' interest in returning back home, 26.31 percent said that they would not want to go back home. It should be noted, however, that majority percentage of respondents (73.69%) indicated willingness to return back home. No difference between female and male and different ethnic groups CDWs' responses was noted.

Table 19: Withdrawn Interested Child Domestic Workers' Requested Support

Support Requested for Repatriation	Total	Percent
Income generating program	641	44.86
Family Counseling	68	4.76
Vocational skill training	149	10.43
Educational support	393	27.50
Not Interested	376	26.31
Respondents' Number	1429	100.00

For those CDWs who stated not to be interested in going back home, poverty (35.37%), used to urban life (47.07%) and domestic violence (17.55%) were their most commonly given reasons for this.

When asked to those CDWs who had showed interest to get back to home, about conditions under which CDWs would be willing to return back home, 44.86 percent said that they would be interested in going back if there were more means of income generation in home village, while 27.50 percent of the respondents reported better educational support, vocational skill training opportunities (10.43%) and family counseling (4.76%) to make them want to go back home.

1.10 DWs Perceptions and Understanding on Issues

In Nepal most of the domestic workers are children, so we can see the violation of children's rights and it has direct concern with ILO convention 182 about worst form of child labor. Therefore, the survey has tried to identify the understanding and perception of domestic workers on the issues related to children in domestic work especially about their understanding on child rights, child labor, Worst form of child labor, child sexual abuse and protection skill.

Among the respondents interviewed 39.54 percent child domestic workers claimed that they are aware of child rights and have a good understanding, while 58 percent mentioned they have no idea about child rights. Both among children and adults working as domestic workers around 39.89 percent mentioned aware of child rights. When they are asked to define it only 927 responded and among them 565 mentioned child rights as Right to love, food, education, playing, health, freedom; 35 mentioned they should not be abused; 7 mentioned They should be loved, taken care of, part of family; All different rights of children by 320.

In another question whether they are informed or not that employing a child less than 14 years of age and do they agree with this provision. 66.55 percent children mention they are not aware and only 14.98 percent mentioned aware. Though 25.89 percent children mentioned they agreed with this provision, 22.11 percent mentioned disagreed. Among both adult and children domestic workers only 16.01 percent domestic workers are aware of this and 65.36 percent are not aware of this, while 17.47 percent of domestic workers agreed and 15 percent disagreed.

Respondents were also tested about domestic workers knowledge that CDWs falls under worst form of child labor. In this question 31.56 percent children claimed aware of and 47.03 percent mentioned not aware of this provision. Almost equal number of child domestic workers 19.45 Percent agreed and 19.36 percent disagreed with this provision.

On the question about child sexual abuse, 26.81 percent claimed that they know it and 68.72 percent mentioned they have no idea about this. The perception was same among children and adult. While defining child sexual abuse only 694 respondents could define it. Among them 241 think it is to sexually exploit children,

215 mentioned any type abuse done against children's will to them and 112 mentioned physical abuse and torture.

Among the respondent 22.38 percent mentioned they are aware of how to protect from sexual abuse, while 72.76 percent mentioned have no idea. Respondent also mentioned about their plan if they find any child is victim of violence abuse and exploitation. Following table shows their protection plan.

Table 20: Protection Skills by DWs

Protecting Skills	Count	Percent
Report to Police	911	39.20
Report to the Parents	499	21.47
Report to the NGOs	318	13.68
Ignore	21	0.90
Others	849	36.53
Missing	665	28.61
Total	2324	100.00

A 13 year old girl working in a home since last 4 years was denied of education and other opportunities. In the last few months her employers doesn't want her anymore their home as she has some problems in her genital. She was suffering and trying to seek the service, she get in touch with CWISH through her friends. It was a bitter fact found that she has been suffering of rape since last 2 years by her male employer. She was threatened not to tell to any body. Coming to CWISH she was immediately rescued, her employer is arrested and the court is prosecuting her case.

2. About Employers

As the objective of this survey was to identify the employers’ perspective and practices as well, the survey enumerators interviewed a total of 1894 employers of domestic workers. The aim of the survey with employers was to collect information on the socio-economic status of the employer and on employers’ perceptions and practices regarding the employment of domestic worker as well as to identify employers level of understanding on child labor and child rights issues. This chapter will discuss further on the findings of employers survey.

2.1 Employers’ Profile

Table 21: Ethnic Details of Employers

Cast	Count	Percent
Brahmin	757	39.97
Chhetri	413	21.81
Janajati	704	37.17
Dalit	20	1.06
Total	1894	100.00

On the basis of the survey findings, 39.97 percent of the employers come from Brahmin, 37.17 percent from Janajati and 21.81 percent from Chhetri ethnic groups and 1.06 percent were from Dalit community.

86.11 percent of the employers were permanent residents of Kathmandu valley and 13.89 percent were temporarily staying in Kathmandu renting houses, flats or rooms.

Table 22: Family Size of Employers

Family Size	Count	Percent
1-4 Members	857	45.25
5-6 Members	775	40.92
7-10 Members	192	10.14
More than 10 members	56	2.96
Missing	14	0.74
Total	1894	100.00

Employers' family consists most commonly of upto four (45.25%) or upto six (40.92%) members. There were family size of 7-10 members (10.14%) and more than 10 members (2.96%).

In most of the cases employers were found literate. Survey has found that employers has a family of upto 4 members literate (51.53%), 5-6 members literate (36.59%), 7-10 members literate (7.66%) and having more than 10 members literate is 2.59 percent.

Table23: Occupation of Employers

Occupation of Employers	Count	Percent
Business	820	43.29
Service	781	41.24
Agriculture	41	2.16
Manual work	6	0.32
Others	155	8.18
Missing	91	4.80
Total	1894	100.00

43.29 percent of the employers of DWs are engaged in the business sector, while 41.24 percent work in the service sectors (civil service, private or non governmental) and 2.16 percent in agriculture and 8.18 percent are involved in other different occupation including politics industries etc.

Among 1894 employers family, in 1589 families (83.90%) domestic workers are supervised by female member of the family while in 305 families (16.10%) domestic workers are supervised by male member of the family.

2.2 Recruitment of Domestic Worker

Table24: Recruitment Process of DW By Employers

Recruitment Process	Count	Percent
Head Hunting By Employers	369	19.48
Use of Mediator	462	24.39
DW Self Approached	521	27.51
Family of DW Approached	431	22.76
Missing	111	5.86
Total	1894	100.00

Households looking to hire a domestic worker often find employees through contact with the worker's parents or other relative. According to the survey findings, employers found their employee through use of mediator (24.39%), or through DW's parents or family (22.76%). Furthermore, around 19.48 percent of employers hired the DW directly by themselves and in about 27.51 percent of the cases, domestic worker was said to have approached the employer.

The survey enumerators found that most of the employers (85.80%) have agreed on some form of contract regarding employment relationship. In most of the cases, however, contract has been agreed verbally (83.84%) and in less than 2 percent of the cases, in writing.

2.3 Employers' Knowledge and Level of Understanding

Employers of domestic workers were asked about their knowledge and understanding of children's rights, child labor, worst form of child labor, child sexual abuse and protection skill. These issues were asked because most of the employers were found hiring a child as domestic workers and child domestic workers have suffered violence, abuse and exploitation and employers' knowledge and perception could make difference on the lives of domestic workers.

In the light of this survey, 82.52 percent of the employers claimed that they have some kind of understanding on children's rights, while about 15.26 percent have mentioned no awareness on children's rights issues. When asked to define child rights only 1798 responded. Employers have defined children's rights as all rights for children (657), To provide food and education (1016), To treat equally (6), children should be loved and protected (13), children should not be abused (15) and children less than 14 years should not be forced to work (69).

Employers were also asked if they are aware that no child under 14 years of age should be engaged in employment. The majority (81.78%) of employers reported to be aware of the law and most of the employers (80.41%) also declared to approve of it.

An overwhelming majority of employers (69.96%) also reported to be aware of that child domestic labor falls under worst form of child labor and 67.05 percent of them accept this provision as well and 19.54% disagreed with putting child domestic labor under worst form of child labor

In another question about child sexual abuse, 67.63 percent of interviewed employers claimed that they are aware of child sexual abuse and know how to protect children from sexual abuse as well.

Table 25: Employers Steps to Protect Sexually Abused Children

Protecting Children from Sexual Abuse	Count	Percent
Report to Police	1139	60.14
Report to the Parents	387	20.43
Report to the NGOs	214	11.30
Ignore	6	0.32
Others	36	1.90
Missing	112	5.91
Total	1894	100.00

In another question to employers how to protect children from violence, abuse and exploitation, they have choose different options. Majority of them 60.14 percent mentioned to report police, 20.43 percent mentioned will report to the parents of DWs, 11.30 percent mention will report to NGOs and 0.32 percent mentioned will just ignore.



CHAPTER-V

Conclusions and Recommendations

1. Conclusions

The survey has been successful to identify the magnitude and the situation of domestic workers in both perspectives of employers and domestic workers. The study has explored the information about adult domestic workers as well which was a missing in Nepali context at past. In the light of this study, it can be concluded that having a live-in domestic worker performing household chores and caring work is a common practice in Kathmandu. There are some critical areas have been identified, which has been evidenced by this survey. These issues are discussed in further paragraphs:

Situation Improved

The most satisfactory and positive findings from this study is the situation of domestic workers has been significantly improved. Decreasing number of children less than 10 years, increased number of school going children, decreased ratio of household and domestic workers, increased number of salary recipients, reduced working hours and other many aspects which were found better than previous study carried out by different agencies such as ILO, UNICEF and other local NGOs. However, still long way to go for further interventions to ensure domestic work is legally recognized and protected for youth and adult employment and child labor is eliminated from this sector is required.

High Prevalence

The Survey has identified that there is still a high prevalence of domestic workers in Kathmandu valley. However the practice of hiring domestic workers has been reduced may be due to the increased use of modern technologies for household work. In 2001, the rapid assessment carried out by ILO office in Nepal had identified that in Kathmandu in every 5 household there was a child domestic workers. This survey has come out of finding that the ratio of household and the domestic workers is average 1:19. And just in 9 wards of Kathmandu it is identified that there are 3703 domestic workers were working for more than 71 thousand families. If we project this number to the whole Kathmandu metropolis, it would be around 15 thousand and to remember that the attached villages of Kathmandu are growing as a highly dense area with increased migration of people and most of the households there have domestic workers, most probably a child.

Women Dominance in the Work

The Domestic Work is found as mainly women dominant work sector. Out of 2324 domestic workers interviewed almost 68 percent more than 2/3rd are found women and girls. The gender biasness to see the domestic work has made women as dominant workers in this field. At the same time among the supervisor from the working home as well, it is found that 84 percent of total interviewee employers mentioned female head of the household supervises the work of domestic workers. Thus from both side workers and employers it is completely women dominated and thus demands a gender based analysis and perspective to address the problems and perversion in domestic work.

Child Labor Practice

Child Labor Practice is quite high in domestic work, in spite of local and global ban on child labor giving this sector a specific attention. Out of 2324 total respondent domestic workers 1429 e.g. more than 60 percent are children. Nepal has ratified ILO convention 182 and 138 both and also have developed master plan to end worst form of child labor with urgency to domestic work. Still it is an irony to mention that majority of domestic workers are represented by child workers, thus it has to be considered significantly while trying to have legal and labor standards on domestic work.

Major Pushing Factor: Financial Poverty and Lack of Education

However a complex factors influence the flow of people into domestic work both for children and adult, financial poverty and lack of educational opportunities are found major significant. Almost 96 percent of child domestic workers mention it is poverty that pushes them into the work and another 33 percent mentioned it is lack of educational opportunities back in the village make them to enter into domestic work at such an early age. The poverty reduction program and the education sector improvement programs and policies should have a perspective to respond child labor issues and should be reviewed in such perspective if not available in current one.

Trafficking Nexus and Vulnerability

Domestic workers, especially child domestic workers, also represent the victimization of internal trafficking practices under the broader definition of trafficking as mentioned by international codes. However 53 percent of children are brought to the work by their parents themselves, remaining 47 percent are brought by so called family members, relatives and other people who does not take their consent on any matter affecting the practices inside the work. Besides this they are also vulnerable to trafficking, as they are not available to any development and protection facilities at working place and left without any earning skill later on making them more vulnerable.

Employers Represented by Social Leaders

It is quite ironic to mention that the social leaders represent the majority of employers of domestic workers both adult and child. 43 percent of the employers represent business community and 41 percent represent civil service. Civil servants, business community, political leaders and the other service sector workers represent the social opinion; they can be change makers in the society. But the fact they represent the employers to employ children as domestic workers and not following labor standards can be considered as bitter ironic fact.

Violation of Labor Standards

Survey found that domestic workers are victim of gross violation of basic labor standards. The wage standard, discrimination, leave, occupational health and safety and other protection issues are never considered seriously and followed appropriately for hiring and providing facilities for domestic workers. The survey clearly mentioned that only 2 percent have written contract, there is no specific job description of work, almost 25 percent work more than 8 hours a day with a long stand by hours from early morning before 6 a.m. to late night even after 10 p.m., the highest salary is around 1000 Rupees a month while the minimum salary provision by government is almost 5000 Rupees a month. Therefore, domestic work is considered as a sector of gross violation of labor standard and should be considered by trade unions for their effective interventions.

Violation of Child Rights

High prevalence of child labor in itself is violation of child rights in domestic work. Besides this as well still 30 percent children are deprived of education, long working hours, separation from family, low wage, violence and abuse at working place, discrimination all are against the principles and provision of universally accepted children's rights that Nepal is also a party to.

Domestic Work's Definition

Domestic work is found very complex to define. There is found no specific job description and work that domestic workers are performing. Their work is not limited to kitchen, washing, cleaning and inside households rather it is extended to outside

of home for shopping, supporting in employers business, driving, gate keeping and providing care to the elder people, sick and children in the home as well. The complexity and diversity of the work being performed by domestic workers has made it more problematic to define and have a clear and specific job description.

Concern over Occupational Health and Safety

The survey identified that occupational health safety has been ignored for domestic workers in spite of high risk and suffering. 14 percent domestic workers were not satisfied with the food facilities, 19 percent were not given bed and the sets for their living. Due to the many factors such as long working hours, stand by position for 24 hours and lack of other facilities for living and food things, a significant number of domestic workers mentioned that they are suffering of health problems, almost 24 percent of domestic workers shared their suffering of health problems. On the other side, still 16 percent domestic workers' health expenses are not covered from employers' side.

Employers Abusive Behavior

During the survey many domestic workers including children mentioned the abusive behavior and practices from employer and his/her family members and visitors. Discrimination against domestic workers in terms of food, shelter, clothes and calling name is commonly found at domestic work. Similarly many study has also found that domestic workers are suffering of sexual abuse including children and child domestic workers shared most often they are victim of slapping and scolding even in minor mistakes and are not allowed to get out of home.

Low level of Understanding among DWs & Employers

However the situation of domestic workers is found improved significantly in last one decade, still many employers and domestic workers themselves are not found very much aware of labor standards, child rights, child labor, abuse and protection skill. The survey found that in the beginning the respondent claim that they know all these issues however in followed question their understanding is found mostly limited and even wrong in many cases. This signifies the need of maximum community based awareness campaign for employers and domestic workers themselves.

2. Recommendations

Based on the conclusions drawn from this survey, suggested by domestic workers and employers through survey and focus group discussion, following recommendations are drawn:

Recognize Domestic Work in Labor Code and Policies

The Domestic Workers have become a need for Nepali society where technological use is not very common to undertake household chores and support employers. Increased demand and current employment status has clearly evidenced that domestic work can be one of the major occupation in Nepali society for youth employment and economic growth. Therefore, it has to be recognized by the state and should be regulated well through establishing certain labor code and policies. For this following actions are recommended:

- Nepal should actively take part on the ongoing campaign for ILO convention on Domestic Work 2011.
- Larger consultation and discussion should be carried out with the employers and domestic workers on the issues, need and regulation system for domestic work.
- Domestic workers should be promoted as profession that needs certain qualification and training.
- Contract and registration system of domestic workers should be made available and for this local government can be better agency.
- The existing labor code and provisions should be analyzed and reviewed and necessarily revised to meet the issues of informal sector workers and domestic workers for effective application of globally accepted labor standards.

Organize Domestic Workers into Trade Unions

Without domestic workers organized and active involvement, the problems and issues of domestic work could not be better responded. Empowerment of domestic workers, aware and informed about their rights and negotiation skill and practicing collective bargaining is very crucial for strengthening domestic workers' rights movement and practicing their rights in reality. For this purpose following actions are recommended:

- Existing trade unions should extend their interventions on outreaching and organizing domestic workers.
- Trade unions and their leadership must be well sensitized and trained on the skills of outreaching and organizing them.
- Trade unions at local level, national level and regional and international level should have a networking to advocate for the rights and justice for domestic workers.
- Domestic Workers' trade union formation is a slow and time taking process, thus it should be linked with service delivery programs.
- Trade unions of Nepal must have an active involvement on ILO campaign for domestic workers convention 2011.
- Gender Equity promoting organizations also need to be involved in this process as it is women workers' rights issues.

Ban and Eliminate Child Labor Practices

Child Labor has been found a serious concern within domestic workers' phenomena in Nepal. 60 percent of the total domestic workers are actually child workers. Employment of children in domestic work is not only violation of child rights and making children suffered also snatching the job opportunities for youth and adult affecting the national economy. Therefore, child labor elimination should be a major concern. For this following actions could be beneficial:

- Enable and strengthen government mechanism to monitor labor system and child rights to monitor and punish for the employment of child laborers.
- Physically remove and rehabilitate children less than 14 years from domestic work.
- Provide educational opportunities, health and other basic facilities at the working place for workers above 15 years.
- Sensitize employers on the legal provision and prohibition of employing children in domestic work.
- Promote and mobilize local child protection mechanisms together with local government.
- Develop and implement comprehensive program to withdraw, rehabilitate and prevent child workers from domestic work that has legal, physical, psycho-social, educational and motivational component along with campaign and advocacy simultaneously on supply side and demand side both.

- Most of the children are found in domestic work due to the vast gap between urban and rural life and educational opportunities in rural area. The rural development and economic growth program should consider the issues of child poverty and migration as well.
- Schools and educational program in rural area must be child friendly, sensitive towards child migration. They should be trained and supported to follow child friendly school and child centered educational system.
- Education must be free and compulsory to make sure that children are in school not in work and parents fulfill their accountability.
- Parents of working children have a myth that the children in domestic work are in better position and better life. They should be educated about the harms and suffering of child domestic workers and must be encouraged to withdraw their working children from work.
- Poor parents from the rural area also need to be supported through income generation program so that children's earning can be fulfilled from their own additional income.
- Child migration must be well tracked and monitored in both urban and rural area and local government with community based child protection committees can be the responsible institution for this.

Provide Educational Opportunities for Domestic Workers

Most of the domestic workers are found illiterate and semi literate, however among children majority are found going to school. In lack of education and literacy domestic workers are often cheated and exploited as well as lack information about their rights as a dignified worker. Educational interventions may help them to gather together, learn about their rights and issues and at the same time enable them to defend themselves from exploitation and cheating. Thus, following actions may help domestic workers to access education:

- Run Non formal educational programs in different urban settings with flexibility of available time for domestic workers.
- The curriculum of educational programs must be focused on their rights and dignity along with giving them alternative economic opportunity if they are interested.

- Domestic Workers' Education Program should have collaboration with local government, police system and trade unions to provide them social security and also to educate them about trade union movement for themselves.
- Educational Programs targeted for domestic workers must be complete free with free stationeries, books and settings.
- Educational programs for domestic work should also incorporate the issues of gender, child rights and social inclusion as these are cross cutting factors on continuing the exploitation.

Educate and Aware about Rights of Domestic Work

Domestic workers and the stakeholders (employers, community and government) are not found aware of domestic workers' rights and found not very much accepting the domestic work as dignified work. There is need of awareness and sensitization program to educate and aware domestic workers and their stakeholders on the rights of domestic workers and their role. For this purpose following actions might be beneficial:

- Run massive awareness campaign through community meetings to educate employers and social leaders on the benefits of employing adult Domestic Workers and domestic workers' rights.
- Run school awareness program among children to educate them about problems of child domestic workers and their role to promote employment of adult domestic workers.
- Organize seminar and workshops to sensitize train and develop plan of action among trade unions and local political leaders on the importance of domestic work in economy and labor movement.
- Organize sensitization program for government agencies specially labor ministry, ministry of local development, planning commission, women's commission and ministry of women, children and social welfare to have initiatives for legal protection and rights to the adult domestic workers.
- Organize awareness program among domestic workers' themselves through educational programs and community meetings to educate them about their dignity and rights as domestic workers as well as on negotiation skill and organization.

Further Research and Studies are needed

The study has identified some of the gaps on the information available that demands a further study on research on the same field. Additional studies in the information gap area will help to develop effective and comprehensive program for the benefit of the children. Following studies and researches are recommended on this field:

- Occupational health and safety is a grey area from the labor perspective where domestic workers are often suffered. Therefore a study should be carried out on the position of occupational health and safety along with policy provision for this.
- Negotiation and contracting practices of domestic workers and employers is still not very clear on this field, therefore it could be an area to identify the practices and could be suggested to improve better in future.
- Child migration is a very serious concern in domestic work. Therefore a impact study of developmental programs on child poverty and migration in rural area as supply side must be carried out.
- Education is found as major concern for child workers to get involved in domestic work, might be other work sector as well, therefore a study on the implication of current educational interventions on preventing child migration for work may help to design a sustaining child labor prevention program.
- Gender based violence and harassment is found both as current suffering and a cause for involvement into domestic work. Further study on this issue could help to understand the violence and abuse against domestic workers.
- To have an evidenced based advocacy, a study on domestic work contribution on the national and local economy can be very effective to have an consensus and government efforts on protecting domestic workers' rights.

These are just few recommendations outline from the discussion among domestic workers and on the basis of experience of CWISH and the findings of this survey. There could be a long list of other many actions which may be very effective for a comprehensive action.



Bibliography:

Improving the Situation of Child Domestic Workers through Interaction with Employers. Workshop paper. ILO-IPEC Internal Workshop on Good Practices in Combating Child Domestic Labour in South Asia 17-19 August 2005, New Delhi.

Mobilizing and Harnessing the Potential of Municipalities for the Elimination of Child Domestic Labour. Workshop paper. ILO-IPEC Internal Workshop on Good Practices in Combating Child Domestic Labour in South Asia 17-19 August 2005, New Delhi

Counseling Children in the Worst Forms of Domestic Labour. Workshop paper. ILO-IPEC Internal Workshop on Good Practices in Combating Child Domestic Labour in South Asia 17-19 August 2005, New Delhi.

Decent Work for Domestic Workers. Report IV(1). International Labour Conference, 99th Session, 2010. International Labour Office. Geneva.

Sharma, S; Thakurathi, M. et al. (2001) Situation of Domestic Child Labourers in Kathmandu. A Rapid Assessment. Investigating the Worst Forms of Child Labour. No. 3. A Rapid Assessment. International Labour Office.

Status of Child Domestic Workers in Kathmandu Valley 2007. Children –Women in Social Service and Human Rights (CWISH). Kathmandu, Nepal.

ANNEX

All Tables

About Domestic Workers- Kathmandu

Table 1 : Age and Sex of Respondents

Sex	Age category					Total
	1-14 years	14-18 years	18-24 years	More than 24 years	Age Not Mentioned	
Male	247 (35.49%)	281 (38.34%)	101 (30.15%)	40 (20.10%)	80 (22.16%)	749 (32.23%)
Female	449 (64.51%)	452 (61.66%)	234 (69.85%)	159 (79.90%)	281 (77.84%)	1575 (67.77%)
Total	696 (29.95%)	733 (31.54%)	335 (14.41%)	199 (8.56%)	361 (15.53%)	2324 (100%)

Table 2: Sex and Ethnicity of Respondents

Sex	Caste and ethnicity of the respondent					Total
	Brahmin	Chhettri	Janajati	Dalit	Not Mentioned	
Male	142 (36.50%)	149 (29.10%)	421 (32.86%)	21 (37.5%)	16 (18.60%)	749 (32.23%)
Female	247 (63.50%)	363 (70.90%)	860 (67.14%)	35 (62.5%)	70 (81.40%)	1575 (67.77%)
Total	389 (16.74%)	512 (22.03%)	1281 (55.12%)	56 (2.41%)	86 (3.70%)	2324 (100%)

Table 3: Age and Ethnicity of Respondents

Age	Caste and ethnicity of the respondent					Total
	Brahmin	Chhettri	Janajati	Dalit	Not Mentioned	
1-14 yrs.	127 (32.65%)	148 (28.91%)	385 (30.05%)	21 (37.5%)	15 (17.44%)	696 (29.95%)
14-18 yrs.	122 (31.36%)	147 (28.71%)	433 (33.80%)	25 (44.64%)	6 (6.98%)	733 (31.54%)
18-24 yrs.	47 (12.08%)	76 (14.84%)	196 (15.30%)	6 (10.71%)	10 (11.63%)	335 (14.41%)
More than 24 yrs.	31 (7.97%)	52 (10.16%)	104 (8.12%)	2 (3.57%)	10 (11.63%)	199 (8.56%)
Age Not Mentioned	62 (15.94%)	89 (17.38%)	163 (12.72%)	2 (3.57%)	45 (52.33%)	361 (15.53%)
Total	389 (16.74%)	512 (22.03%)	1281 (55.12%)	56 (2.41%)	86 (3.70%)	2324 (100%)

Table 4: Major Source Districts

Origin District Details of Domestic Workers		
District	Frequency	Percentage
Kathmandu Valley	240	10.33
Kavre	198	8.52
Dolakha	159	6.84
Dhading	149	6.41
Sindhupalchok	144	6.20
Ramechhap	123	5.29
Sindhuli	111	4.78
Nuwakot	100	4.30
India	18	0.77
Not Available	110	4.73
Other Districts	972	41.82
Total	2324	100.00

Table 5: Birth Registration Status Age Wise among Defined Age 1963

Status	Age category				Total
	1-14 years	14-18 years	18-24 years	More than 24 years	
Birth Registered	343 (49.28%)	445 (60.71%)	251 (74.93%)	122 (61.31%)	1161 (59.14%)
Birth Not Registered	309 (44.40%)	256 (34.92%)	75 (22.39%)	72 (36.18%)	712 (36.27%)
Don't know	44 (6.32%)	32 (4.37%)	9 (2.69%)	5 (2.51%)	90 (4.58%)
Total	696 (29.95%)	733 (31.54%)	335 (14.41%)	199 (8.56%)	1963 (84.47%)

Table 6: Birth Registration Status Sex Wise among Defined Age 1963

Status	Sex category				Total	
	Male	Pct	Female	Pct	Count	Percentage
Birth Registered	403	53.81	758	48.13	1161	59.14
Birth Not Registered	235	31.38	477	30.29	712	36.27
Don't know	31	4.14	59	3.75	90	4.58
Total	669	89.32	1294	82.16	1963	100.00

Table 7: The Involvement Period in Domestic Work

Period	Count	Percentage
One Year	673	28.96
1-2 Years	401	17.25
2-3 Years	191	8.22
3-4 Years	120	5.16
4-5 Years	148	6.37
More than 5 Years	551	23.71
Not Mentioned	240	10.33
Total	2324	100.00

Table 8: Reasons for Leaving Home for Child Domestic Workers. N= 1429

Reasons	Count	Percentage
Financial Poverty	1368	95.73
Lure of Education	470	32.89
Domestic Violence	78	5.46
Attraction towards the city	166	11.62
Armed conflict	12	0.84
Total	1429	100.00

Table 9: Mediator for Taking into Work for Child Domestic Workers. N=1429

Mediator	Count	Percentage
Parents	762	53.32
Other members of the family	306	21.41
Relatives	274	19.17
Community People	80	5.60
Unknown people	7	0.49
Total	1429	100.00

Table 10: Family Information about the Work

Status	Count	Percentage
Informed & Aware	2251	96.86
Not Informed	73	3.14
Total	2324	100.00

Table 11: Contract of Employment

Status	Count	Percentage
Have Written Contract	50	2.15
Have Verbal Contract	1765	75.95
Have No Contract	509	21.90
Total	2324	100.00

Table12: Early Starting Time

Early Start Time	Age category				Total
	1-14 years	14-18 years	18 Years and More	Age Not Defined	
Before 6 am	326 297 (42.67%)	213 (44.47 (%)	159 (39.89 (%)	995 (44.04 (%)	
Between 6- 8 am	363 362 (52.01%)	234 (49.52 (%)	116 (43.82 (%)	1075 (32.13 (%)	
After 8 am	9 5 (0.72%)	7 (1.23 (%)	4 (1.31 (%)	25 (1.11%)	
Not Mentioned	35 32 (4.60%)	80 (4.77 (%)	82 (14.98 (%)	229 (22.71 (%)	
Total	696 (29.95%)	733 (31.54 (%)	534 (22.98 (%)	361 (15.53 (%)	

Table 13: Late Finishing and Bed Time

Late Bed Time	Age category				Total
	1-14 years	14-18 years	18< Yrs.	Age Not Mentioned	
Between 6 to 8 pm	41 58 (8.33%)	22 (5.59 (%)	15 (4.12 (%)	136 (4.16%)	585
8 to 10 pm	497 493 (70.83%)	325 (67.80 (%)	196 (60.86 (%)	1510 (54.29 (%)	6497
After 10 pm	154 103 (14.80%)	103 (21.01 (%)	61 (19.29 (%)	421 (16.90 (%)	1812
Not Mentioned	41 2 (6.03%)	84 (5.59 (%)	89 (15.73 (%)	256 (24.65 (%)	1102
Total	696	733	534	361	2324

Table 14: General Works of Domestic Workers Ethnicity Wise

General Works	Caste and Ethnicity of the respondent				Total
	Brahmin	Chhetri	Janajati	Dalit	
Kitchen chores	291	366	936	41	1634
	74.81	71.48	73.07	73.21	70.31
Cleanlining and Washing	333	420	1124	54	1931
	85.60	82.03	87.74	96.43	83.09
Taking care of the children and Elderly people	76	95	267	19	457
	19.54	18.55	20.84	33.93	19.66
Helping the employer in their buisness	15	26	67	4	112
	3.86	5.08	5.23	7.14	4.82
Buying things from the market	135	156	456	26	773
	34.70	30.47	35.60	46.43	33.26
All of the above	27	43	83	0	153
	6.94	8.40	6.48	0.00	6.58
Actual Total Respondent	389	512	1281	56	2324

Table 15: General Works of Domestic Workers Sex Wise

General Works	Sex Category					
	Male	Pct	Female	Pct	Total	Pct
Kitchen chores	511	68.22	1123	71.30	1634	70.31
Cleanlining and Washing	608	81.17	1323	84.00	1931	83.09
Taking care of the children and Elderly people	125	16.69	332	21.08	457	19.66
Helping the employer in their buisness	42	5.61	70	4.44	112	4.82
Buying things from the market	265	35.38	508	32.25	773	33.26
All of the above	46	6.14	107	6.79	153	6.58
Actual Number	749	100.00	1575	100.00	2324	100.00

Table16: Daily Working Hours Age Wise

Daily working time	Age Category						Total	
	<18 Yrs.	Perce nt	18 Yrs.<	Perce nt	Age Missin g	Perce nt	Count	Perce nt
less than 4 hours	202	14.14	59	11.05	71	19.67	332	14.29
4-6 hours	439	30.72	140	26.22	89	24.65	668	28.74
6-8 hours	455	31.84	184	34.46	118	32.69	757	32.57
8-10 hours	146	10.22	61	11.42	27	7.48	234	10.07
more than 10 hours	116	8.12	53	9.93	32	8.86	201	8.65
others	2	0.14	3	0.56	2	0.55	7	0.30
Missing	69	4.83	34	6.37	22	6.09	125	5.38
Total	1429	100.00	534	100.00	361	100.00	2324	100.00

Table17: Monthly Salary Age Wise

Monthly Salary	Age category						Total	
	<18 Yrs.	Perce nt	18 Yrs.<	Percent	Age Missin g	Perce nt	Count	Perce nt
Less than Rs 200	5	0.35	7	1.31	0	0	12	0.52
Rs 200 - Rs 500	97	6.79	26	4.87	18	4.99	141	6.07
Rs 500 - Rs 1000	186	13.02	81	15.17	44	12.19	311	13.38
More than Rs 1000	552	38.63	303	56.74	200	55.40	1055	45.40
No salary	183	12.81	54	10.11	0	0.00	237	10.20
Don't know	295	20.64	41	7.68	91	25.21	427	18.37
Others	111	7.77	22	4.12	8	2.22	141	6.07
Total	1429	100.00	534	100.00	361	100.00	2324	100.00

Table18: Monthly Salary Sex Wise

Monthly Salary	Sex Category				Total	
	Male	Perce nt	Femal e	Percent	Count	Perce nt
Less than Rs 200	3	0.40	9	0.57	12	0.52
Rs 200 - Rs 500	39	5.21	102	6.48	141	6.07
Rs 500 - Rs 1000	74	9.88	237	15.05	311	13.38
More than Rs 1000	299	39.92	756	48.00	1055	45.40
No salary	119	15.89	118	7.49	237	10.20
Don't know	156	20.83	271	17.21	427	18.37
Others	59	7.88	82	5.21	141	6.07
Total	749	100.00	1575	100.00	2324	100.00

Table 19: Forms of Salary

Forms of Salary	Count	Perce nt
Cash	1526	91.93
Kinds	59	3.55
Debt Repayment	71	4.28
Others	4	0.24
Total	1660	100.00

Table 20: Payment Terms of Salary

Payment Term of Salary	Count	Perce nt
Daily	43	2.59
Weekly	8	0.48
Monthly	1192	71.81
Annual	301	18.13
Others	34	2.05
Others	82	4.94
Total	1660	100.0 0

Table 21: Salary Receipts of Domestic Workers Sex Wise

Salary Receipts	Male and female				Total	
	Male	Perce nt	Femal e	Percent	Count	Perce nt
Parents	122	25.74	321	27.07	443	26.69
Other members of the Family	34	7.17	95	8.01	129	7.77
Own self	306	64.56	754	63.58	1060	63.86
Other people	12	2.53	16	1.35	28	1.69
Total	474	100.0 0	1186	100.00	1660	100.0 0

Table 22: Salary Receipts of Domestic Workers Age Wise

Salary Receipt	Age category						Total	
	<18Yrs.	Perce nt	18 Yrs<	Percent	No Age	Perce nt	Count	Perce nt
Parents	323	33.96	82	18.68	38	14.07	443	26.69
Other members of the family	82	8.62	29	6.61	18	6.67	129	7.77
Own self	528	55.52	326	74.26	206	76.30	1060	63.86
Other people	18	1.89	2	0.46	8	2.96	28	1.69
Total	951	100.0 0	439	100.00	270	100.0 0	1660	100.0 0

Table 23: Leave Facilities for Domestic Workers

Leave Facility	Count	Perce nt
Weekly	100	4.30
Monthly	196	8.43
At Festivals only	1317	56.67
In Needs only	86	3.70
No Leave Facility	625	26.89
Total	2324	100.0 0

Table 24: Food Facilities for Domestic Workers

Leave Facility	Count	Perce nt
Good	1658	71.34
Alrights	340	14.63
Not Satisfactory	326	14.03
Total	2324	100.0 0

Table 25: Accommodation Facilities for Domestic Workers

Leave Facility	Count	Percentage
At Floor	152	6.54
With Bed	1785	76.81
Underneath Ladder	24	1.03
Shared Room	120	5.16
Not Residential	243	10.46
Total	2324	100.00

Table 26: Bedding Facilities for Domestic Workers

Bed Facility	Count	Percentage
Strat Mat Only	131	5.64
Rugs and Blanket	58	2.50
Complete Bed Set	1882	80.98
Others	10	0.43
Not Residential	243	10.46
Total	2324	100.00

Table 27: Family Meeting Opportunity for Domestic Workers Age wise

Opportunity to Meet Family	Age Category				Total
	1-14 Years	14-18 Years	18< Years	Age Missing	
Weekly	41 (5.89%)	47 (6.41%)	40 (7.49%)	28 (7.76%)	156 (6.71%)
Monthly	172 (24.71%)	180 (24.56%)	122 (22.85%)	56 (15.51%)	530 (22.81%)
Annual	72 (10.34%)	78 (10.64%)	29 (5.43%)	13 (3.60%)	192 (8.26%)
At Festival Only	367 (52.73%)	324 (44.20%)	182 (34.08%)	159 (44.04%)	1032 (44.41%)
Others	44 (6.32%)	51 (6.96%)	39 (7.30%)	37 (10.25%)	171 (7.36%)
Non Residential	0	53 (7.23%)	122 (22.85%)	68 (18.84%)	243 (10.46%)
Total	696	733	534	361	2324

Table 28: Family Meeting Opportunity for Domestic Workers Sex wise

Opportunity to Meet Family	Sex Category					
	Male	Perce nt	Femal e	Percent	Total	Perce nt
Weekly	61	8.14	95	6.03	156	6.71
Monthly	169	22.56	361	22.92	530	22.81
Annual	74	9.88	118	7.49	192	8.26
At Festival Only	365	48.73	667	42.35	1032	44.41
Others	45	6.01	126	8.00	171	7.36
Non Residential	35	4.67	208	13.21	243	10.46
Total	749	100.00	1575	100.00	2324	100.00

Table 29: Literacy Status of Domestic Workers

Literacy Status	Literacy Status						
	Sex Category		Age category				
	Male	Femal e	1-14 years	14-18 years	18-24 years	More than 24 years	Not Mentio ned
Literate	626 (83.58%)	1005 (63.81 %)	563 (80.89 %)	610 (83.22 %)	234 (69.85 %)	95 (47.74 %)	129 (35.73 %)
Illiterate	123 (16.42%)	570 (36.19 %)	133 (19.11 %)	123 (16.78 %)	101 (30.15 %)	104 (52.26 %)	232 (64.27 %)
Total	749	1575	696	733	335	199	361

Table 30: Educational Status of Child Domestic Workers

Educational Status	Male and female				Total	Perce nt
	Male	Perce nt	Femal e	Percent		
School Going	404	76.52	458	50.83	862	60.32
Non Formal Education	6	1.14	64	7.10	70	4.90
Vocational Training	0	0.00	5	0.55	5	0.35
Others	8	1.52	17	1.89	25	1.75
No Opportunities	110	20.83	357	39.62	467	32.68
Total	528	100.00	901	100.00	1429	100.00

Table 31: Educational Expenses Child Domestic Workers. N=937

Educational Expenses Beared by	Total	Perce nt
Employer	834	89.01
Self	34	3.63
Parents	42	4.48
Organizations	18	1.92
Others	9	0.96
Total	937	100.00

Table 32: Health Problems Among Domestic Workers Sex wise

Health Problems at Work	Male and female				Total	Percentage
	Male	Percentage	Female	Percentage		
Eyes	23	3.07	54	3.43	77	3.31
Ears	4	0.53	8	0.51	12	0.52
Neck/ throat	28	3.74	114	7.24	142	6.11
Stomach	59	7.88	116	7.37	175	7.53
Nerves	10	1.34	10	0.63	20	0.86
Joints	0	0.00	1	0.06	1	0.04
Others	55	7.34	62	3.94	117	5.03
No Health Problem	570	76.10	1210	76.83	1780	76.59
Total	749	100.00	1575	100.00	2324	100.00

Table 33: Health Problems Among Domestic Workers Age Wise

Health Problems at Work	Age Category				Total	Percentage
	<18 Years	Percentage	18 Yrs.<	Percentage		
Eyes	46	3.22	14	1.56	60	2.58
Ears	8	0.56	1	0.11	9	0.39
Neck/ throat	85	5.95	41	4.58	126	5.42
Stomach	97	6.79	50	5.59	147	6.33
Nerves	8	0.56	6	0.67	14	0.60
Joints	78	5.46	29	3.24	107	4.60
Others	1	0.07	0	0.00	1	0.04
No Health Problem	1106	77.40	754	84.25	1860	80.03
Total	1429	100.00	895	100.00	2324	100.00

Table 34: Health Facilities at Workplace for Domestic Workers

Health Facilities by	Total	Percentage
Employer	1951	83.93
Parents	25	1.06
Self	320	13.79
NGOs	3	0.11
Others	7	0.33
Missing	18	0.78
Total	2324	100

Table 35: Withdrawn Interest among Child Domestic Workers

Interest to Return Home	Male and female				Total	Percentage
	Male	Percentage	Female	Percentage		
Interested	341	64.58	712	79.02	1053	73.69
Not Interested	187	35.42	189	20.98	376	26.31
Total	528	100.00	901	100.00	1429	100.00

Table 36: Withdrawn Interested Child Domestic Workers' Requested Support

Support Requested for Repatriation	Count	Percent
Income generating program	641	44.86
Family Counseling	68	4.76
Vocational skill training	149	10.43
Educational support	393	27.50
Not Interested	376	26.31
Total	1627	
Actual Total	1429	100.00

Table 37: Reasons for no interest on withdrawn for CDWs

Reasons for Not Returning Home	Count	Percent
Financial poor	133	35.37
Domestic violence	66	17.55
Used to of the city life	177	47.07
Total	376	100.00

Table 38: Claiming of Aware on Child Rights

Claim	Total Count	Percent	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	919	39.54	562	39.33	357	39.89
Not Aware	1348	58.00	832	58.22	516	57.65
Missing	57	2.45	35	2.45	22	2.46
Total	2324	100.00	1429	100.00	895	100.00

Table 39: Claiming of Aware of Illegality of Children involved Child Labor

Claim	Frequency	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	372	16.01	214	14.98	158	17.65
Not Aware	1519	65.36	951	66.55	568	63.46
Missing	433	18.63	264	18.47	169	18.88
Total	2324	100.00	1429	100.00	895	100.00

Table 40: Agreement and Disagreement with Minimum Age Standard

Claim	Frequency	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Agree	406	17.47	370	25.89	36	4.02
Disagree	368	15.83	316	22.11	52	5.81
Missing	1550	66.70	743	51.99	807	90.17
Total	2324	100.00	1429	100.00	895	100.00

Table 41: Claiming of Aware of WFCL of CDWs

Claim	Frequency	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	495	21.30	451	31.56	44	4.92
Not Aware	811	34.90	672	47.03	139	15.53
Missing	1018	43.80	306	21.41	712	79.55
Total	2324	100.00	1429	100.00	895	100.00

Table 42: Agreement and Disagreement with Minimum Age Standard

Claim	Frequency	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Agree	452	19.45	410	28.69	42	4.69
Disagree	450	19.36	386	27.01	64	7.15
Missing	1422	61.19	633	44.30	789	88.16
Total	2324	100.00	1429	100.00	895	100.00

Table 43: Claiming of Aware of Sexual Abuse

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	623	26.81	361	25.26	262	29.27
Unaware	1597	68.72	1020	71.38	577	64.47
Missing	104	4.48	48	3.36	56	6.26
Total	2324	100.00	1429	100.00	895	100.00

Table 44: Claiming of Aware of Self Defense from Sexual Abuse

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	520	22.38	298	20.85	222	24.80
Unaware	1691	72.76	1073	75.09	618	69.05
Missing	113	4.86	58	4.06	55	6.15
Total	2324	100.00	1429	100.00	895	100.00

Table 45: Domestic Workers Steps to Protect Self from Sexually Abused

Protecting Children from Abuse, Violence	Count	Percent	<18 Yrs	Pct.	18< Yrs.	Pct.
Report to Police	911	39.20	820	57.38	91	10.17
Report to the Parents	499	21.47	461	32.26	38	4.25
Report to the NGOs	318	13.68	289	20.22	29	3.24
Ignore	21	0.90	19	1.33	2	0.22
Others	849	36.53	779	54.51	70	7.82
Missing	665	28.61	0	0.00	665	74.30
Total	2324	100.00	1429	100.00	895	100.00

Members in Employer Family Treating Good and Bad to DWs

The Person	Treating Good		Treating Bad	
	Total Count	Percent	Total Count	Percent
The employer	186	8.00	13	0.56
The employer's spouse	405	17.43	142	6.11
The employer's son and daughter	76	3.27	30	1.29
Everyone	1472	63.34	16	0.69
None	41	1.76	1472	63.34
Others	88	3.79	8	0.34
Not Mentioned	56	2.41	643	27.67
Total	2324	100.00	2324	100.00

About Domestic Workers- Lalitpur

Identified DWs and Household Ratio in Lalitpur

Ward No.	Household No.	No. of Domestic Workers	Ratio HH:DW
One	694	57	12
Two	691	111	6
Three	467	92	5
Five	556	113	5
Thirteen	1086	131	8
Fourteen	999	122	8
Fifteen	879	72	12
Total	5372	698	8

Table 1: Age and Sex of Respondents

Sex	Age category					Total
	1-14 years	14-18 years	18-24 years	More than 24 years	Not Mentioned	
Male	83 (35.32%)	44 (29.33%)	30 (26.09%)	46 (25.84%)	9 (45.00%)	212 (30.37%)
Female	152 (64.68%)	106 (70.67%)	85 (73.91%)	132 (74.16%)	11 (55.00%)	486 (69.63%)
Total	235 (33.67%)	150 (21.49%)	115 (16.48%)	178 (25.50%)	20 (2.87%)	698 (100.00%)

Table 2: Sex and Ethnicity of Respondents

Sex	Caste and ethnicity of the respondent				Total
	Brahmin	Chettri	Janajati	Dalit	
Male	22 (31.43%)	44 (41.12%)	142 (27.73%)	4 (44.44%)	212 (30.37%)
Female	48 (68.57%)	63 (58.88%)	370 (72.27%)	5 (55.56%)	486 (69.63%)
Total	70 (10.03%)	107 (15.33%)	512 (73.35%)	9 (1.29%)	698 (100.00%)

Table 3: Age and Ethnicity of Respondents

Age	Caste and ethnicity of the respondent				Total
	Brahmin	Chettri	Janajati	Dalit	
1-14 yrs.	25 (35.71%)	35 (32.71%)	174 (33.98%)	1 (1.79%)	235 (33.67%)
14-18 yrs.	14 (20.00%)	22 (20.56%)	109 (21.29%)	5 (8.93%)	150 (21.49%)
18-24 yrs.	9 (12.86%)	20 (18.69%)	85 (16.60%)	1 (1.79%)	115 (16.48%)
More than 24 yrs.	20 (28.57%)	27 (25.23%)	129 (25.00%)	2 (3.57%)	178 (25.50%)
Nor Mentioned	2 (2.86%)	3 (2.80%)	15 (2.93%)	0	20 (2.87%)
Total	70 (10.03%)	107 (15.33%)	512 (73.35%)	9 (1.29%)	698 (100.00%)

Table 4: Origin District Details of Domestic Workers

District	Count	Percent
Lalitpur	96	13.75
Kavre	52	7.45
Makawanpur	41	5.87
Dolakha	34	4.87
Nuwakot	32	4.58
Sindhupalchok	32	4.58
Dhading	26	3.72
Ramechhap	26	3.72
Kathmandu	21	3.01
Other Districts	269	38.54
Not known	69	9.89
Total	698	100.00

Table 5: Birth Registration Status Age Wise

Status	Age category				Total
	1-14 years	14-18 years	18 < and above years	Age Not Mentioned	
Birth Registered	46 (19.57%)	76 (50.67%)	127 (43.34%)	9 (45%)	258 (36.96%)
Birth Not Registered	140 (59.57%)	74 (49.33%)	165 (56.31%)	11 (55%)	390 (55.87%)
Don't know	49 (20.85%)	0	1 (0.34%)	0	50 (7.16%)
Total	235 (33.67%)	150 (21.49%)	293 (41.98%)	20 (2.87%)	698 (100%)

Table 6: Birth Registration Status Sex Wise

Status	Sex category				Total	
	Male	Pct	Female	Pct	Number	Percent
Birth Registered	71	33.49	187	38.48	258	36.96
Birth Not Registered	126	59.43	264	54.32	390	55.87
Don't know	15	7.08	35	7.20	50	7.16
Total	212	100.00	486	100.00	698	100.00

Table 7: The Involvement Period in Domestic Work

Period	Count	Percent
One Year	45	6.45
1-2 Years	86	12.32
2-3 Years	65	9.31
3-4 Years	209	29.94
4-5 Years	58	8.31
More than 5 Years	158	22.64
Not Mentioned	77	11.03
Total	698	100.00

Table 8: Reasons for involving in Domestic Workers

Reasons	Count	Percent
Financial Poverty	532	76.22
Lure of Education	77	11.03
Domestic Violence	674	96.56
Attraction towards the city	32	4.58
Armed conflict	674	96.56
Food Scarcity at Home	668	95.70
Unemployment	7	1.00
Valid Total	698	100.00

Table 9: Mediator for Taking into Work for Domestic Workers

Mediator	Count	Percent
Parents	202	28.94
Other members of the family	190	27.22
Relatives	95	13.61
Community People	3	0.43
Self	206	29.51
Unknown people	2	0.29
Total	698	100.00

Table 10: Family Information about the Work

Status	Count	Percent
Informed & Aware	651	93.27
Not Informed	47	6.73
Total	698	100.00

Table 11: Contract of Employment

Status	Count	Percent
Have Written Contract	32	4.58
Have Verbal Contract	580	83.09
Have No Contract	86	12.32
Total	698	100.00

Table 12: Early Starting Time

Early Start Time	Age category				Total
	1-14 years	14-18 years	18<	Age not Mentioned	
Before 6 am	69 (29.36%)	79 (52.67%)	144 (49.32%)	4 (20.00%)	296 (42.41%)
Between 6- 8 am	80 (34.04%)	41 (27.33%)	134 (45.89%)	2 (10.00%)	257 (36.82%)
After 8 am	0	0	0	0	0
Not Mentioned	86 (36.60%)	30 (20.00%)	15 (5.14%)	14 (70.00%)	145 (20.77%)
Total	235 (33.67%)	150 (21.49%)	293 (41.98%)	20 (2.87%)	698 (100.00%)

Table 13: Late Finishing and Bed Time

Late Bed Time	Age category				Total
	1-14 years	14-18 years	18< Yrs.	Age Not Mentioned	
Between 6 to 8 pm	11 (4.68%)	19 (12.67%)	31 (10.62%)	1 (5.00%)	62 (8.88%)
8 to 10 pm	94 (40.00%)	79 (52.67%)	142 (48.63%)	3 (15.00%)	318 (45.56%)
After 10 pm	37 (15.74%)	52 (34.67%)	98 (33.56%)	2 (10.00%)	189 (27.08%)
Not Mentioned	93 (39.57%)	0	22 (7.53%)	14 (70.00%)	129 (18.48%)
Total	235 (33.67%)	150 (21.49%)	293 (41.98%)	20 (2.87%)	698 (100%)

Table 14: General Works of Domestic Workers Ethnicity Wise

General Works	Caste and Ethnicity of the respondent				Total
	Brahmin	Chhetri	Janajati	Dalit	
Kitchen chores	52 (74.29%)	63 (58.88%)	330 (64.45%)	5 (55.56%)	450 (64.47%)
Cleanlining and Washing	50 (71.43%)	85 (79.44%)	359 (70.12%)	6 (66.67%)	500 (71.63%)
Taking care of the children and Elderly people	10 (14.29%)	20 (18.69%)	102 (19.92%)	1 (11.11%)	133 (19.05%)
Helping the employer in their buisness	6 (8.57%)	9 (8.41%)	35 (6.84%)	0	138 (19.77%)
Buying things from the market	13 (18.57%)	31 (28.97%)	123 (24.02%)	2 (22.22%)	169 (24.21%)
All of the above	2 (2.86%)	3 (2.80%)	24 (4.69%)	1 (11.11%)	30 (4.30%)
Total No. of Respondent	70	107	512	9	698

Table 15: General Works of Domestic Workers Sex Wise

General Works	Sex Category					
	Male	Pct	Female	Pct	Total	Pct
Kitchen chores	134	63.21	316	65.02	450	64.47
Cleanlining and Washing	151	71.23	349	71.81	500	71.63
Taking care of the children and Elderly people	47	22.17	86	17.70	133	19.05
Helping the employer in their buisness	16	7.55	34	7.00	50	7.16
Buying things from the market	52	24.53	117	24.07	169	24.21
All of the above	9	4.25	21	4.32	30	4.30
Gate Keepr	2	0.94	5	1.03	7	1.00
Valid Number	212	100.00	486	100.00	698	100.00

Table16: Daily Working Hours Age Wise

Daily working time	Age Category						Total	
	<18 Yrs.	Percent	18 Yrs.<	Percent	Age Missing	Percent		Percent
less than 4 hours	44	11.43	68	23.21	3	15.00	115	16.48
4-6 hours	134	34.81	126	43.00	8	40.00	268	38.40
6-8 hours	71	18.44	70	23.89	5	25.00	146	20.92
8-10 hours	95	24.68	6	2.05	3	15.00	104	14.90
more than 10 hours	41	10.65	23	7.85	1	5.00	65	9.31
Total	385	100.00	293	100.00	0	20	698	100.00

Table17: Monthly Salary Age Wise

Monthly Salary	Age category						Total	Percent
	<18 Yrs.	Percent	18 Yrs.<	Percent	No Age	Percent		
Less than Rs 200	18	4.68	10	3.41	1	5.00	29	4.15
Rs 200 - Rs 500	32	8.31	26	8.87	2	10.00	60	8.60
Rs 500 - Rs 1000	73	18.96	60	20.48	4	20.00	137	19.63
More than Rs 1000	190	49.35	180	61.43	11	55.00	381	54.58
No salary	51	13.25	10	3.41	1	5.00	62	8.88
Don't know	21	5.45	7	2.39	1	5.00	29	4.15
Others	0	0.00	0	0.00	0	0.00	0	0.00
Total	385	100.00	293	100.00	20	100.00	698	100.00

Table18: Monthly Salary Sex Wise

Monthly Salary	Sex Category				Total	Percent
	Male	Percent	Female	Percent		
Less than Rs 200	5	2.36	24	4.94	29	4.15
Rs 200 - Rs 500	19	8.96	40	8.23	59	8.45
Rs 500 - Rs 1000	47	22.17	94	19.34	141	20.20
More than Rs 1000	117	55.19	261	53.70	378	54.15
No salary	8	3.77	18	3.70	26	3.72
Don't know	8	3.77	31	6.38	39	5.59
Others	8	3.77	18	3.70	26	3.72
Total	212	100.00	486	100.00	698	100.00

Table 19: Forms of Salary

Forms of Salary	Count	Percent
Cash	560	92.26
Kinds	18	2.97
Debt Repayment	29	4.78
Total	607	100.00

Table 20: Payment Terms of Salary

Payment Term of Salary	Count	Percent
Daily	83	13.67
Weekly	0	0.00
Monthly	247	40.69
Annual	277	45.63
Total	607	100.00

Table 21: Salary Receipts

Salary Receipts	Male and female				Total	Percent
	Male	Percent	Female	Percent		
Parents	24	11.32	55	11.32	79	11.32
Other members of the Family	6	2.83	32	6.58	38	5.44
Own self	158	74.53	332	68.31	490	70.20
No Salary	24	11.32	67	13.79	91	13.04
Total	212	100.00	486	100.00	698	100.00

Table 22: Salary Receipts

Salary Receipt	Age category						Total	Percent
	<18Yrs.	Percent	18 Yrs<	Percent	Age Not Mentioned	Percent		
Parents	52	13.51	27	9.22	3	15.00	82	11.75
Other members of the family	19	4.94	18	6.14	1	5.00	38	5.44
Own self	242	62.86	231	78.84	14	70.00	487	69.77
No Salary	72	18.70	17	5.80	2	10.00	91	13.04
Total	385	100.00	293	100.00	20	100.00	698	100.00

Table 23: Leave Facilities for

Leave Facility	Number	Pct
Weekly	142	20.34
Monthly	72	10.32
At Festivals only	313	44.84
In Needs only	7	1.00
No Leave Facility	164	23.50
Total	698	100.00

Table 24: Food Facilities for

Leave Facility	Number	Pct
Good	502	71.92
Alrights	93	13.32
Not Satisfactory	103	14.76
Total	698	100.00

Table 25: Accommodation Facilities

Leave Facility	Number	Pct
At Floor	16	2.29
With Bed	581	83.24
Underneath Ladder	13	1.86
Shared Room	21	3.01
Not Residential	67	9.60
Total	698	100.00

Table 26: Bedding Facilities

Bed Facility	Number	Pct
Strat Mat Only	16	2.29
Rugs and Blanket	13	1.86
Complete Bed Set	581	83.24
Others	21	3.01
Not Residential	67	9.60
Total	698	100.00

Table 27: Family Meeting O

Opportunity to Meet Family	Age Category				Total
	1-14 Years	14-18 Years	18< Years	Age Not Mentioned	
Weekly	4 (1.70%)	4 (2.67%)	14 (4.78%)	1 (5.00%)	23 (3.30%)
Monthly	47 (20.00%)	42 (28.00%)	92 (31.40%)	5 (25.00%)	186 (26.65%)
Annual	27 (11.49%)	18 (12.00%)	37 (12.63%)	2 (10.00%)	84 (12.03%)
At Festival Only	46 (19.57%)	32 (21.33%)	79 (26.96%)	5 (25.00%)	162 (23.21%)
Others	50 (21.28%)	46 (30.67%)	59 (20.14%)	7 (35.00%)	162 (23.21%)
Not Mentioned	61 (25.96%)	8 (5.33%)	12 (4.10%)	0	81 (11.60%)
Total	235	150	293	20.00	698.00

Table 28: Family Meeting O

Opportunity to Meet Family	Sex Category					
	Male	Pct	Female	Pct	Total	Pct
Weekly	6	2.83	17	3.50	23	3.30
Monthly	54	25.47	142	29.22	196	28.08
Annual	30	14.15	61	12.55	91	13.04
At Festival Only	61	28.77	126	25.93	187	26.79
Others	43	20.28	95	19.55	138	19.77
Not Mentioned	18	8.49	45	9.26	63	9.03
Total	212	100.00	486	100.00	698	100.00

Table 29: Literacy Status of Domestic Workers

Literacy Status	Sex Category		Total	
	Male	Female	Number	Percent
Literate	165	350	515	73.78
Illiterate	47	136	183	26.22
Total	212	486	698	100.00

Table 30: Literacy Status of Domestic Workers

Literacy Status	Age category				Total	
	1-14 years	14-18 years	18-24 years	Age Not Mentioned	Number	Percent
Literate	114	153	235	13	515	73.78
Illiterate	36	82	58	7	183	26.22
Total	150	235	293	20	698	100.00

Table 31: Educational Status of Child Domestic Workers -385

Educational Status	Male and female				Total	Percent
	Male	Percent	Female	Percent		
School Going	39	30.71	152	58.91	191	49.61
Non Formal Education	12	9.45	33	12.79	45	11.69
Vocational Training	0	0.00	0	0.00	0	0.00
Others	23	18.11	39	15.12	62	16.10
No Opportunities	53	41.73	34	13.18	87	22.60
Total	127	100.00	258	100.00	385	100.00

Table 32: Educational Status of Adult Domestic Workers -313

Educational Status	Male and female				Total	Percent
	Male	Percent	Female	Percent		
School Going	25	29.41	0	0.00	25	7.99
Non Formal Education	4	4.71	18	7.89	22	7.03
Vocational Training	0	0.00	0	0.00	0	0.00
Others	8	9.41	12	5.26	20	6.39
No Opportunities	48	56.47	198	86.84	246	78.59
Total	85	100.00	228	100.00	313	100.00

Table 33: Educational Expenses for 298 Child Domestic Workers

Educational Expenses Bearer by	Total	Percent
Employer	172	57.72
Self	126	42.28
Parents	0	0.00
Organizations	0	0.00
Others	0	0.00
Total	298	100.00

Table 34: Health Facilities at Workplace for Domestic Workers

Health Facilities by	Total	Percent
Employer	465	66.62
Parents	7	1.00
Self	143	20.49
NGOs	0	0.00
Others	0	0.00
Missing	83	11.89
Total	698	100.00

Table 35: Withdrawn Interest

Interest to Return Home	Male and female				Total	Percent
	Male	Percent	Female	Percent		
Interested	98	46.23	216	44.44	314	44.99
Not Interested	88	41.51	194	39.92	282	40.40
Missing	26	12.26	76	15.64	102	14.61
Total	212	100.00	486	100.00	698	100.00

Table 36: Withdrawn Inte

Support Requested for Repatriation	Total	Percent
Income generating program	183	26.22
Family Counseling	25	3.58
Vocational skill training	224	32.09
Educational support	86	12.32
Not Interested	384	55.01
Total	902	
Actual Total	698	100.00

Table 37: Reasons for nc

Resons for Not Returning Home	Number	Percent
Financial poor	224	58.33
Domestic violence	21	5.47
Used to of the city life	119	30.99
No Educational Opportunity	20	5.21
Total	384	100.00

Table 38: Claiming of Aware on Child Rights

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	593	84.96	338	87.79	255	81.47
Not Aware	77	11.03	20	5.19	57	18.21
Missing	28	4.01	27	7.01	1	0.32
Total	698	100.00	385	100.00	313	100.00

Table 39: Claiming of Aware of Illegality of Children involved Rights

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	389	16.74	199	13.93	190	21.23
Not Aware	272	11.70	154	10.78	118	13.18
Missing	37	1.59	32	2.24	5	0.56
Total	698	30.03	385	26.94	313	34.97

Table 40: Agreement and Disagreement with Minimum Age Standard

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Agree	538	77.08	290	75.32	248	79.23
Disagree	54	7.74	18	4.68	36	11.50
Missing	106	15.19	77	20.00	29	9.27
Total	698	100.00	385	100.00	313	100.00

Table 41: Claiming of Aware of WFCL of CDWs

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Agree	547	78.37	304	78.96	243	77.64
Disagree	123	17.62	54	14.03	69	22.04
Missing	28	4.01	27	7.01	1	0.32
Total	698	100.00	385	100.00	313	100.00

Table 42: Agreement and Disagreement with WFCL Standard

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Agree	456	65.33	233	60.52	223	71.25
Disagree	146	20.92	77	20.00	69	22.04
Missing	96	13.75	75	19.48	21	6.71
Total	698	100.00	385	100.00	313	100.00

Table 43: Claiming of Aware of Sexual Abuse

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	443	63.47	242	62.86	201	64.22
Unaware	156	22.35	65	16.88	91	29.07
Missing	99	14.18	78	20.26	21	6.71
Total	698	100.00	385	100.00	313	100.00

Table 44: Claiming of Aware of Self Defense from Sexual Abuse

Claim	Count	Pct	<18 Yrs	Pct.	18< Yrs.	Pct.
Aware	381	54.58	201	52.21	180	57.51
Unaware	211	30.23	124	32.21	87	27.80
Missing	106	15.19	60	15.58	46	14.70
Total	698	100.00	385	100.00	313	100.00

Table 45: Domestic Workers Steps to Protect Self from Sexually Abused

Protecting Children from Abuse, Violence	Count	Percent	<18 Yrs	Pct.	18< Yrs.	Pct.
Report to Police	564	80.80	318	82.60	246	78.59
Report to the Parents	63	9.03	27	7.01	36	11.50
Report to the NGOs	653	93.55	348	90.39	305	97.44
Ignore	45	6.45	37	9.61	8	2.56
Others	59	8.45	39	10.13	20	6.39
Missing	45	6.45	37	9.61	8	2.56
Total	698	100.00	385	100.00	313	100.00

About Employers- Kathmandu

Table 1: Ethnic Details of Employers

Cast	Count	Percent
Brahmin	757	39.97
Chhetri	413	21.81
Janajati	704	37.17
Dalit	20	1.06
Total	1894	100.00

Table 2: Residential Status of Employers

Residential Status	Count	Percent
Permanent house	1631	86.11
Rent	263	13.89
Total	1894	100.00

Table 3: Family Size of Employers

Family Size	Count	Percent
1-4 Members	857	45.25
5-6 Members	775	40.92
7-10 Members	192	10.14
More than 10 members	56	2.96
Missing	14	0.74
Total	1894	100.00

Table 4: Literate Member in Family of Employers

Literate Number in Family	Count	Percent
1-4 Members	976	51.53
5-6 Members	693	36.59
7-10 Members	145	7.66
More than 10 Members	49	2.59
Missing	31	1.64
Total	1894	100.00

Table 5: Occupation of Employers

Occupation of Employers	Count	Percent
Business	820	43.29
Service	781	41.24
Agriculture	41	2.16
Manual work	6	0.32
Others	155	8.18
Missing	91	4.80
Total	1894	100.00

Table 6: Sex of Person Supervising DW in Employers' Family

Sex	Count	Percent
Female	1589	83.90
Male	305	16.10
Total	1894	100.00

Table 7: Recruitment Process of DW By Employers

Recruitment Process	Count	Percent
Head Hunting By Employers	369	19.48
Use of Mediator	462	24.39
DW Self Approached	521	27.51
Family of DW Approached	431	22.76
Missing	111	5.86
Total	1894	100.00

Table 8: Contract Made for Recruitment By Employers

Contract of Work	Count	Percent
Verbal	1588	83.84
Written	37	1.95
No Contract	269	14.20
Total	1894	100.00

Table 9: Issues Dealt on Contract

Contract of Work	Count	Percent
Working Hours	362	19.11
Job Description	748	39.49
Salary	998	52.69
Salary Payment System	81	4.28
Salary Receipt	47	2.48
Leave Facility	171	9.03
Accommodation Facility	1061	56.02
Food and Clothes Facility	1240	65.47
Parental/Family Meeting facility	906	47.84
Education and Training Opportunity	634	33.47
Missing	104	5.49
Total Valid =1894	1894	100.00

Table 10: Claiming of Aware on Child Rights

Claim	Count	Percent
Aware	1563	82.52
Not Aware	289	15.26
Missing	42	2.22
Total	1894	100.00

Table 11: Claiming of Aware of Illegality of Children involved Rights

Claim	Count	Percent
Aware	1549	81.78
Not Aware	262	13.83
Missing	83	4.38
Total	1894	100.00

Table 12: Agreement and Disagreement with Minimum Age Standard

Claim	Count	Percent
Agree	1523	80.41
Disagree	192	10.14
Missing	179	9.45
Total	1894	100.00

Table 13: Claiming of Aware of WFCL of CDWs

Claim	Count	Percent
Agree	1325	69.96
Disagree	472	24.92
Missing	97	5.12
Total	1894	100.00

Table 14: Agreement and Disagreement with Minimum Age Standard

Claim	Count	Percent
Agree	1270	67.05
Disagree	370	19.54
Missing	254	13.41
Total	1894	100.00

Table 15: Claiming of Aware of Sexual Abuse

Claim	Count	Percent
Aware	1281	67.63
Unaware	552	29.14
Missing	61	3.22
Total	1894	100.00

Table 16: Claiming of Aware of Protecting Children from Sexual Abuse

Claim	Count	Percent
Aware	0	0.00
Unaware	0	0.00
Missing	0	0.00
Total	0	0.00

Table 17: Employers Steps to Protect Sexually Abused Children

Protecting Children from Sexual Abuse	Count	Percent
Report to Police	1139	60.14
Report to the Parents	387	20.43
Report to the NGOs	214	11.30
Ignore	6	0.32
Others	36	1.90
Missing	112	5.91
Total	1894	100.00

About Employers- Lalitpur

Table 1: Ethnic Details of Employers

Cast	Count	Percent
Brahmin	112	17.86
Chhetri	200	31.90
Janajati	311	49.60
Dalit	4	0.64
Total	627	100.00

Table 2: Residential Status of Employers

Residential Status	Count	Percent
Permanent house	479	76.40
Rent	148	23.60
Total	627	100.00

Table 3: Family Size of Employers

Family Size	Count	Percent
1-4 Members	226	36.04
5-6 Members	134	21.37
7-10 Members	178	28.39
More than 10 members	65	10.37
Missing	24	3.83
Total	627	100.00

Table 4: Literate Member in Family of Employers

Literate Number in Family	Count	Percent
1-4 Members	194	30.94
5-6 Members	189	30.14
7-10 Members	135	21.53
More than 10 Members	21	3.35
Missing	88	14.04
Total	627	100.00

Table 5: Occupation of Employers

Occupation of Employers	Count	Percent
Business	133	21.21
Service	33	5.26
Agriculture	2	0.32
Manual work	107	17.07
Others	189	30.14
Missing	163	26.00
Total	627	100.00

Table 6: Sex of Person Supervising DW in Employers' Family

Sex	Count	Percent
Female	378	60.29
Male	249	39.71
Total	627	100.00

Table 7: Recruitment Process of DW By Employers

Recruitment Process	Count	Percent
Head Hunting By Employers	175	27.91
Use of Mediator	79	12.60
DW Self Approached	62	9.89
Family of DW Approached	233	37.16
Missing	78	12.44
Total	627	100.00

Table 8: Contract Made for Recruitment By Employers

Contract of Work	Count	Percent
Verbal	523	83.41
Written	21	3.35
No Contract	83	13.24
Total	627	100.00

Table 9: Issues Dealt on Contract

Contract of Work	Count	Percent
Working Hours	79	12.60
Job Description	41	6.54
Salary	268	42.74
Salary Payment System	7	1.12
Salary Receipt	36	5.74
Leave Facility	45	7.18
Accommodation Facility	361	57.58
Food and Clothes Facility	343	54.70
Parental Meeting facility	191	30.46
Education and Training Opportunity	183	29.19
Total	627	100.00

Table 10: Claiming of Aware on Child Rights

Claim	Count	Percent
Aware	389	62.04
Not Aware	213	33.97
Missing	25	3.99
Total	627	100.00

Table 11: Claiming of Aware of Illegality of Children involved Rights

Claim	Count	Percent
Aware	461	73.52
Not Aware	166	26.48
Missing	0	0.00
Total	627	100.00

Table 12: Agreement and Disagreement with Minimum Age Standard

Claim	Count	Percent
Agree	432	68.90
Disagree	120	19.14
Missing	75	11.96
Total	627	100.00

Table 13: Claiming of Aware of WFCL of CDWs

Claim	Count	Percent
Agree	338	53.91
Disagree	267	42.58
Missing	22	3.51
Total	627	100.00

Table 14: Agreement and Disagreement with Minimum Age Standard

Claim	Count	Percent
Agree	310	49.44
Disagree	245	39.07
Missing	72	11.48
Total	627	100.00

Table 15: Claiming of Aware of Sexual Abuse

Claim	Count	Percent
Aware	362	57.74
Unaware	263	41.95
Missing	2	0.32
Total	627	100.00

Table 16: Claiming of Aware of Protecting Children from Sexual Abuse

Claim	Count	Percent
Aware	330	52.63
Unaware	265	42.26
Missing	32	5.10
Total	627	100.00

Table 17: Employers Steps to Protect Sexually Abused Children

Protecting Children from Sexual Abuse	Count	Percent
Report to Police	237	37.80
Report to the Parents	143	22.81
Report to the NGOs	30	4.78
Ignore	0	0.00
Others	64	10.21
Missing	153	24.40
Total	627	100.00

