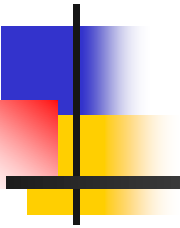


Migration and Domestic Workers: A Critical Review and Lessons for Pakistan

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Rationale

- **Social environment at place of work (household labor)**
- **Movements for domestic workers' rights and welfare**
- **Attention for domestic workers' issues**
- **Lesser attention paid in Pakistan**



Domestic Worker

- **Works within the employers' household**
- **Perform different household duties**
- **Some workers live within or besides the same household**



Migration

- International migration
- Internal migration

Situation of Migrant Domestic Workers in Gulf and Middle Eastern Countries



Place of Origin

- South & South-East Asia/Africa
- Thailand, Bangladesh, Philippines
- India, Indonesia, Pakistan, Sri Lanka
- Vietnam and Mongolia

Place of Destination

- Persian Gulf/Middle East
- Saudi Arabia, UAE, Kuwait
- Bahrain, Lebanon
- Hong Kong, Singapore, Taiwan, Malaysia

Major Characteristics of Migrant Domestic Workers/Servants



Background Characteristics

- Over 75 % migrant worker
- Gender
- Will
- Education
- Skill
- Poverty
- Lower middle class



Major Characteristics of Migrant Domestic Workers/Servants

Incentives (Pull Factors)

- Adventure
- Independence
- Training
- Upward social mobility



Major Characteristics of Migrant Domestic Workers/Servants

Disincentives

- Restrictive contract systems/contract
- Enslavement/contractual bondage
- Abuse and exploitation
- Involuntary servitude
- Strangers
- Payment to recruitment agencies and brokers



Major Characteristics of Migrant Domestic Workers/Servants

Violence against Female Domestic Workers

- Overwork, 11-20 hours work a day (both day and night)
- Restricted movement (Locked inside or move with permission)
- Slapping
- Rape
- Forcibly working in more than one household
- Refusal of days off
- Non-payment of wages
- A reduced salary



Major Characteristics of Migrant Domestic Workers/Servants

Social and Cultural Issues

- Influence on children upbringing
- Potential for sexual relationship
- Racial discrimination
- Symbolic forms of prejudice
- Poor living conditions
- Lack of food and privacy



Major Characteristics of Migrant Domestic Workers/Servants

Legal and Visa Issues

- Passport holding
- Illegal or out dated visa
- Runaways
- Violations of agreements
- Police complaints
- Dead body organs



RURAL-URBAN MIGRATION AND DOMESTIC WORKERS IN INDIA

- Interstate migrants 80 million
- Domestic workers 20 million (one-fourth of the total)
- Women, girls and children 92 % of the domestic workers
- Under age 14 years 20% of female domestic workers

- Tremendous increase in women migrant workers
- Individual or migration in women groups
- Traveling very long distances even for short term work
- Regular streams of new migrant domestic workers
- Willing workers for a very small amount of money



RURAL-URBAN MIGRATION AND DOMESTIC WORKERS IN INDIA

SHOCKING FINDING

- Inhuman working conditions
- Verbal and sexual abuse
- No grievance redressal mechanism

RURAL-URBAN MIGRATION AND DOMESTIC WORKERS IN PAKISTAN: LESSONS LEARNT THROUGH PARTICIPANT OBSERVATION



Domestic Workers in Socio-Cultural Context of Pakistan

Place of Origin (Rural)

- Free residence
- Big advance but low pay
- Full control over nature and hours of work
- Dissatisfaction with work

Place of Destination (Urban)

- Residence/Non-residence
- Better pay but lesser or no advance
- Partial control over nature and hours of work
- Partial satisfaction with work

RURAL-URBAN MIGRATION AND DOMESTIC WORKERS IN PAKISTAN: LESSONS LEARNT THROUGH PARTICIPANT OBSERVATION

Place of Origin (Rural)

- Conditions/environment
- More violence/abuse
- Sexual harassment/assault
- Difficult to runaway
- Difficult to report to police
- Difficult to report to media
- Difficult to get legal help

Place of Destination (Urban)

- Conditions/environment
- Lesser violence/abuse
- Sexual harassment/assault
- Easier to runaway
- Easier to police
- Easier to report to media
- Easier to get legal help



Background Characteristics

- Literacy
- Family size
- Income
- Caste
- Age
- Religion
- History
- Reference
- Identity
- Surety
- Gender
- Poverty
- Skill (driver, cook)

RURAL-URBAN MIGRATION AND DOMESTIC WORKERS IN PAKISTAN: LESSONS LEARNT THROUGH PARTICIPANT OBSERVATION

Place of Origin (Rural)

- Lesser chances to stop/cut payment
- Lesser chances for illegal cases
- Difficult to change employer
- Difficult to find new/alternate work
- Pushing to rural-urban or
- Rural-rural migration

Place of Destination (Urban)

- More chances to stop/cut payment
- More chances for illegal cases
- Easier to change employer
- Easier to find new/alternate work
- Pushing to urban-urban or
- Urban-rural migration

Conclusion and future agenda for Pakistan



- A historical and universal phenomena
- International and internal migration as domestic work/worker differential
- Need for research in Pakistan