Economic Well-Being of Informal Workers in Tricity of Chandigarh: A case of Part-time Female Domestic Workers

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ABSTRACT

The UT of Chandigarh is a uni-district territory which came into existence on 1st of November, 1966. With the rapid pace of urbanization the grey economy grew rapidly in the city beautiful and its neighboring towns like Zirakpur, Panchkula, Mohali, Kharar etc falling within the 16km periphery control area. As per the census of 2011, 10.25 lakhs (97.25%) of its population was urban and only 0.29 lakhs (2.75%) was rural. In terms of workers population, out of the total workers almost half of the workforce is employed in informal sector of the economy. Moreover, out of total female workers population nearly 16 per cent are the female domestic workers (Census, 2011). The present study is based on primary survey conducted on 184 part-time female domestic workers in the Tricity of Chandigarh comprises of Chandigarh, Sahibzada Ajit Singh Nagar(Punjab) and Panchkula (Haryana). The female domestic workers are surveyed from different sectors of the three cities in which they are working. Here, for the purpose of taking sample, the technique of random sampling is used. The various predictands of economic well-being of part-time female domestic workers have been analyzed in order to know the economic status of part-time female domestic workers in the Tricity of Chandigarh.

Keywords: Part-time domestic workers, Chandigarh, informal sector, economic well-being

I. INTRODUCTION

The UT of Chandigarh is a uni-district territory which came into existence on 1st of November, 1966. With a per capita income of nearly Rs. 3.99 Lakhs among the top five states/UTs of India coupled with better job opportunities and higher wages the city beautiful has become a hub for migrated population who in majority comes from neighboring states with lower per capita income and poor standard of living. With the rapid pace of urbanization there emerges a new phenomenon called 'urbanization of poverty' where in the poor population migrates from rural

areas to cities in search of a better life which leads to problem of overcrowding, lack of basic amenities and exclusion from government policies and high cost of living. The domestic work is one such occupation of the informal economy meant especially for unskilled, uneducated and poor migrant female workers who in turn face the problems arose from 'urbanization of poverty'.

In Chandigarh, Out of total female workers population nearly 16 per cent are the female domestic workers (Census, 2011). Interestingly, in Panchkula and SAS Nagar this percentage is around 4.3 per cent and 12 per cent respectively. In the era of 'Dual Career' couples where both male and female of the household go for work outside, the services of domestic workers are indispensable though invisible. Even after an increased demand for female domestic workers, they are socially and economically backward.

Defining Domestic Workers

A "domestic worker" is defined in convention no. 189 as "any person engaged in domestic work within an employment relationship" [Article 1 (b)]. This definition includes domestic workers engaged in on a part-time basis and those working for multiple employers, nationals and non-nationals, as well as both live-in and live-out domestic workers. The convention specifies that "a person who performs domestic work only occasionally or sporadically and not on an occupational basis is not a domestic worker" [Article 1(c)].

II. REVIEW OF LITERATURE

Neetha (2009) emphasized the need for recognition of domestic workers as any other 'worker'. The low social status, exploitation in terms of long working hours, low pay, the absence of job security and high vulnerability to labour market exploitation arises out of the ill-definition of domestic workers. None of the policy measure or programs is a success because of the non-recognition of them as 'workers' and the private home as a 'workplace'. She also concluded that wages, hours of work are not uniform, work relations are oral which are based on personal relationships rather than economic contracts result in the miserable situation of domestic workers.

Vasanthi (2011) emphasized the need for addressing 'Domestic Worker' adequately and explicitly. Domestic workers are considered reproductive labour or unproductive labour which does not produce a physical good of use value, they work in private households, working hours are not fixed for them like any other occupation, wages are far below the minimum wage standard even in the states where these workers are included under minimum wages act, they work only for food or accommodation. Consequently, they are not covered under the ambit of definition of 'work' or 'workers' they are treated as servants rather than workers. Hence, a clear definition of domestic workers which can prevent them to practice like 'slaves' in any form

would be regarded as a helpful step to enhance the visibility of domestic work as a form of 'work'.

Kamala (2013) highlighted the reasons behind the undervaluation of domestic work even in the states where the minimum wage act has been ratified. Firstly, the treatment of domestic workers as 'different' put them even below the unskilled workers in other occupation. Secondly, due to 'daily wage' nature of earnings of domestic workers employers deny them of any kind of weekly off or paid leave. Thirdly, a method for the calculation of wage setting is not clear, i.e. whether to use 'piece rate' or 'time rate' criteria for domestic workers is not specified. Fourthly, due to the hidden nature of the occupation major portion of the wages is paid in- kind as opposite the recommendation under minimum wages rate whereby domestic workers are entitled to cash payments for their work. Lastly, indirect interference of employers in the setting of wage rate leads to non-uniformity of wages even in the same locality which weakens the implementation of minimum wages act too.

Neetha (2013) analysed the applicability of minimum wages act, 1948 to domestic workers in various states and also examined how the legal intervention translates the social understanding of domestic work. The findings are based on primary and secondary data collected from the states of Andhra Pradesh, Bihar, Karnataka, Kerala and Rajasthan. It was found that states like Andhra Pradesh, Bihar and Rajasthan have the same minimum wage rate for all types of tasks being Rs. 565, Rs. 470 and Rs. 543 per month (on the hourly basis) respectively. While Karnataka has two separate wage rates; high wage rate for housework with childcare at Rs. 170.58 on a daily basis (eight hours) while Rs. 165.58 for washing clothes and housekeeping. Kerala, on the other hand, fixed the minimum wage rate for various tasks in accordance with the social understanding of their hierarchy. Therefore, menial jobs like washing, cleaning etc. have the lowest wage rate at Rs. 136.50 daily and drivers, gardeners and home nurses have the highest minimum wage rate at Rs. 153.3 daily, Rs. 149.70 and Rs. 153.3 respectively.

Moghe (2013) examined the demand and supply conditions of domestic workers along with their miserable working conditions and emphasized the need for organizing these workers. Important factors contributing to the increased supply of domestic workers are increased migration, recession or other natural calamities like drought in some areas causing men population to remain unemployed due to decline in job opportunities for them which cause female of the household to join domestic work as an occupation.

Coelho et al. (2013) highlighted the importance of domestic work as an occupation for low skilled, uneducated, lower caste women who are in their middle years of age and are married which makes the occupation of part-rime domestic work as much more persuading for them as compared to any other occupation like that of housekeeping, factory work etc. Few push and pull

factors have been discussed; despite of push factors like difficulty in entry, long commute distances from the employer's house etc., pull factor like the flexibility of timings attracts the women of lower strata towards this occupation.

Rani and Saluja (2017) discussed that Domestic help workers are triply deprived or exploited on the basis of caste, class and gender. Domestic workers belonged to the economically disadvantaged group and lives in urban slum. They are unaware of their rights and are exploited at the workplace due to hidden nature of the workplace. Author has done a comparative analysis of the position of domestic help workers in three cultural regions of Punjab i.e. Majha, Malwa and Doaba based on primary data collected from 600 domestic workers.

III. OBJECTIVE OF THE STUDY

The main objective of this present paper is to know how economically well-being are the part-time female domestic workers in the Tricity of Chandigarh.

IV. THE DATA AND METHODOLOGY

The present paper is based on primary survey conducted on 343 sampled domestic workers. The stratified random sampling technique was used to draw the sample. In the first step, domestic workers are selected from 15 sectors of Chandigarh, 7 sectors of Panchkula and 10 sectors of SAS Nagar. The sample sectors are drawn keeping in mind that all the areas of the cities are covered. In the second step, domestic workers working in different sizes of households are surveyed randomly. Here the size of the household is chosen because of the reluctance of employer to show their income status. Hence, the size of the household is taken as proxy for income of the employer's household.

Table 1: Citywise distribution of Part-time female Domestic Workers in Tricity of Chandigarh

City	Part-time Female Domestic Workers
Chandigarh	184 (53.64)
Panchkula	60 (17.49)
SAS Nagar	99 (28.86)
All cities	343 (100.00)

Note: Figures in Parenthesis are percentages
Source: Field Survey

During the field survey a total of 579 households were surveyed in which the part-time female domestic workers work for different tasks like mopping, dishwashing, cooking, taking care of children etc.

Table 2: Sampled Households Covered

Size of Household	Part-time Female Domestic Workers
5-8 marla houses	247 (42.65)
9-12 marla houses	134 (23.14)
Govt.Accommodation/Flats	128 (22.10)
Kanal Houses	70 (12.08)
All houses	579 (100.00)

Note: Figures in Parenthesis are percentages
Source: Field Survey

V. PROFILE OF TRICITY

The Tricity comprises of Chandigarh, Panchkula and SAS Nagar. These three cities are adjoining to each other and form a continuous urban area now called the Tricity.

Profile of Chandigarh

The city of Chandigarh is a union territory which came into existence on 1st of November, 1966. It is situated in the foothills of the Shivalik hills range with an area of 114 sq. kms. Chandigarh derives its name from the temple of "Chandi Mandir" located in the site selected for the city. The master plan of city beautiful is conceived by Le Corbusier. For administrative convenience Chandigarh is divided into three sub-divisions namely, Central sub-division, East sub-division and South sub-division. As per the census of 2011, 10,25,682 (97.25%) of its population was urban and only 29,004 (2.75%) was rural as compared to 82.80% urban and 17.20% rural in the year 1961. As per census 2011, 5,80,282 are male and remaining 4, 74, 404 are female. Chandigarh has 25 villages and 56 sectors.

Profile of Panchkula

Panchkula is a planned city of Haryana state on the North-east side of Chandigarh. It is a satellite city of the Union Territory of Chandigarh. It was established as a district on 15th August, 1995. It is 17th district of the state of Haryana. It has an area of 898 sq. km. It comprises of three Tehsils, two Sub-tehsils and four blocks. It has 219 revenue villages. The population of Panchkula as per census 2011, is 561, 293, out of which 53% (2,99,679) are male and 47% (2,61,614) are female. About 44.2 % of its population resides in the rural area of the district remaining 55.8% live in urban areas of the district.

Profile of SAS Nagar

The district Sahibzada Ajit Singh Nagar has been carved out of areas falling in Ropar and Patiala district of Punjab and is on the southern site of Chandigarh. It has come up as the 18th district of Punjab on 14th April, 2006. The climate of SAS Nagar is classified as subtropical monsoon. It is a major I.T hub of Northern-India. Population of SAS Nagar (then a village) was only 1229 in 1971 but grew by about 39% per year during the period 1971-81 to reach 32,351 in 1981. Though the rate of growth in SAS Nagar's population has declined after 1981 due to a larger base population, it has remained high at over 9% per year during 1981-91 and over 4.5% per year during 1991-2001. According to 2011 census, SAS Nagar has a total population of 994, 628.

VI. SAMPLED PROFILE OF PART-TIME FEMALE DOMESTIC WORKERS IN TRICITY OF CHANDIGARH

The profile of female domestic workers has been explained in the table 1 below. On the basis of social profile of female domestic workers, it is clear that these workers are preferred young by their employer and in majority come from humble background in the form of sociological as well as economic factors as their family earnings are meager to run a family of 05 members.

Table 3: Socio-Economic Profile of Sampled of Female Domestic Workers [N=343]

Indicators	Part-time Female Domestic Workers
Average Age (Years)	34
Maximum Age (Years)	75
Minimum Age (Years)	15
Religion:	
Hindu	94%
Caste:	
SCs	83%
Literacy Level:	

Illiterate	73%
Marital Status:	
Married	78%
Ownership of House:	
Rented	64%
Type of House (on the basis of roof):	
Katcha House	18%
Pucca House	57%
Average Size of Family	**05**
Average Working Hours	6 hours
Average Weekly work hours	42 hours

Source: Field Survey

VII. ASSET OWNERSHIP OF PART-TIME FEMALE DOMESTIC WORKERS

Among the part-time domestic workers households 73 per cent have T.V. Out of total, 59 per cent owned refrigerators. The ownership position in case of LPG was 87 per cent for part time workers. The bicycle ownership was reported by 56 per cent while ownership of motor cycle/ scooter was reported by only 27 per cent of part time female domestic workers. Even washing machine ownership was reported by 18 per cent though in majority these assets are either bought second hand or given by the employer in some cases. The ownership of mobile was reported by 59 per cent of part time workers. Interestingly, some of the part-time workers households even owned land (29 per cent) at their native places. On the whole, one can say that domestic workers households were not that poor because many of them owned the consumer durable goods usually owned by middle class households.

Table 4: Assets owned by Part-time Female Domestic Workers in Tricity of Chandigarh

Assets	Part-Time Domestic Workers
Television	73%
Refrigerator	50%
Cooking Gas	87%
Bicycle	56%

Two-Wheeler	27%
Washing Machine	18%
Mobile Phone	59%
Land Ownership	29%

Source: Field Survey

VIII. Economic Conditions of Part-time Female Domestic Workers

After having a detailed view of social profile of female domestic workers in the Tricity of Chandigarh, now we move on to economic conditions of part-time female domestic workers in the Tricity of Chandigarh.

Table 5: Average Monthly Earnings of Part-time Female Domestic Workers in the Tricity of Chandigarh

Earnings (Rs.)	Number of Part-Time Domestic Workers	Average Monthly Earnings (Rs.)
Less than 2000	13 (3.79)	1362
2000-4000	74 (21.57)	3017
4000-6000	114 (33.24)	4837
6000-8000	73 (21.28)	6689
8000-10000	49 (14.29)	8586
10000-12000	13 (3.79)	10354
12000 and above	7 (2.04)	13286
Total	343 (100.00)	5624
Minimum Earnings	900	
Maximum Earnings	16000	
Range	15100	
Coefficient of Variation	44.40%	
Median	5200	

Note: Figures in Parenthesis are percentages
Source: Field Survey

The part-time domestic workers are essential to almost all households in the urban area to share burden of work. On the supply side, it is one of the fast-growing informal sector occupations available for illiterate and unskilled females. The poor female takes up this occupation to earn a livelihood in some cases where these workers are the only breadwinner of the family and a helping hand to the head of the family in some other cases.

In majority, the head of the households of part-time female domestic workers in Tricity are found to be regular wage earners earning Rs. 16,358 on an average. On the other hand, head of the households involved in self-employment earn highest average monthly income of Rs. 18,631.

Table 6: Average Family Earnings of Part-time Female Domestic Workers in the Tricity of Chandigarh

Type of Occupation / Average Family Earnings (Rs.)	Self-Employed	Regular-Wage Earner	Casual Labour
Below 10,000	8457 (7)	6588 (25)	8233 (3)
10,000-20,000	15,753 (64)	14,495 (92)	14590 (51)
20,000-30,000	23197 (31)	22993 (33)	24285 (17)
30,000-40,000	30857 (7)	34556 (9)	35,250 (2)
Above 40,000	47000 (1)	49300 (1)	-
Total	18631 (110)	16358 (160)	17152 (73)

Note: Figures in Parenthesis are number of part-time domestic workers
Source: Field Survey

Table 7 highlights the role of earnings of part-time female domestic workers in their total family income. In the case where domestic workers are the sole earners (6.21 per cent of such families in the sample), a 100 per cent share of total earnings is attributed to the female domestic workers only. While this share is around 37 per cent in case part-time domestic worker is the second earner after her husband. The share in the total family income starts decreasing with the increase in the number of earners in the family. This may be verified from negative correlation coefficient which is found to be (-) 0.1. However, part-time domestic workers contribute nearly 33 per cent on average, which is a substantial portion. Moreover, many households also provide 'in kind' benefits, like ration, used clothes, and extra food, for which nominal value is difficult to calculate.

Table 7: Contribution of Part-time Domestic Workers in Total Family Earnings

Number of other Earners in Family	Number of Part Time Domestic Workers	Average Earnings of Family Member (Rs.)	Average Earnings of Part-Time Domestic Workers (Rs.)	Share of Domestic Workers in total Family Earnings (in Percentage)
None	21 (6.12)	6448	6448	100
One	203 (59.18)	15234	5622	37
Two	69 (20.12)	19524	5619	29
Three	42 (12.24)	26263	5394	21
Four	7 (2.04)	29215	5214	18
Five	1 (0.29)	36500	1500	4
Total	343 (100.00)	17256	5624	33
Correlation coefficient	(-)0.1			

Note: Figures in Parenthesis are percentages
Source: Field Survey

The distribution of average monthly earnings of part-time female domestic workers by time spent at workplace by them is given in table 8 below. Most domestic workers are paid based on tasks performed like cleaning, washing clothes, washing utensils, etc., for example, Rs. 600/- for a single floor mopping. On the other hand, some tasks are to be paid according to the time spent by the domestic worker at the workplace. For example, taking care of the children while the employer is at her office or taking care of some ill person. The workers who are paid based on time spent at the workplace usually work at only 1-2 houses as they are required to spend fixed time at the workplace irrespective of the work done. Even if workers are paid based on defined tasks, they are forced by the employer to do unified tasks for extending working time. In the words of Sushma, a part-time domestic worker working in 5 houses doing cleaning at each place, " *the employers think that if we spend fewer hours at the workplace, then that means we don't do our work sincerely. They want us to be busy for longer hour.*"

Table 8: Number of Working Hours and Average Earnings of Part-Time Domestic Workers

Hours	Number of Part-Time Domestic Workers	Average Monthly Earnings (Rs.)
Less than 2	6 (1.74)	1966
2-4	50 (14.50)	3284
4-6	105 (30.61)	4772
6-8	99 (28.86)	6245
8-10	63 (18.36)	7420
More than 10	20 (5.83)	8310
All	343 (100.00)	5624

Note: Figures in Parenthesis are percentages
Source: Field Survey

The part-time domestic workers normally work for more than one household in a day. They devote different amounts of time at various houses performing different tasks. So, the number of hours worked per day by a part-time domestic worker depends on the number of households she is working. The domestic workers who take up work in more households earn more. Therefore, there is a clear positive relationship between the number of households domestic workers work in and the earnings per day they get from work done. As can be seen from table 9 part-time female domestic workers working for more than 8 houses earn maximum average monthly earnings of Rs. 9900.

Table 9: Average Monthly Earnings as per the Number of Houses Worked In

Number of Houses worked in	Number of Part-Time Domestic Workers	Average Monthly Earnings (Rs.)
Single House	77 (22.45)	5370
2-4	132 (38.48)	4844
4-6	108	6222

	(31.49)	
6-8	23 (6.71)	7587
Above 8	3 (0.87)	9900
Total	343 (100.00)	5624
Correlation coefficient	0.30	

Note: Figures in Parenthesis are percentages
Source: Field Survey

The nature of hiring domestic workers varies with family size and obviously size of the house along with its income status. However, the Employers are reluctant to give information on income; so the size of the house is used as a proxy for household income of employer's family. Large house of kanal house are considered as of those employers whose income level is very high, while employers in 5-8 marla households are regarded as lower middle class employers. Whether to hire a part time female domestic worker or to hire a full time female domestic worker? The decision will surely depend upon the income and size of the house in physical terms as well.

Similarly, whether to work for a large house for more money and more work or to work in small house for small earnings, decision will depend upon the female domestic worker. From total sample of 343 part time domestic workers, about one-third (35.38 per cent) work at 5-8 marla houses i.e., in lower middle class families where they perform different tasks but usually the cleaning task is the most common one.

Table 10: Size of the Household and Earnings of Part Time Female Domestic Workers

Size of the Household (Marla)	Number of Part Time Domestic Workers	Average Monthly Earnings (Rs.)
5-8 Marla	121 (35.38)	5490
9-12 Marla	103 (30.03)	5664
Govt. Accommodation/Flats	57 (16.62)	5224
Kanal House	62	6188

	(18.08)	
Total	343 (100.00)	5624

Note: Figures in Parenthesis are percentages
Source: Field Survey

On average, a part time domestic worker earns Rs. 5624 per month, similar to the work of Jain and Kodoth (2016), who found Rs. 5600 as the average earnings of the part-time domestic workers irrespective of their tasks. Table 11 show the various tasks performed by domestic workers and their corresponding monthly earnings. Out of the sample of 343 part time domestic workers, a majority of, 46.65 per cent, take up a combination of tasks like mopping, dishwashing, toilet cleaning and dusting, i.e. more of the cleaning tasks, these part-time domestic workers earn Rs. 6619 only. While on the other hand, their counterparts who performs the cooking and kitchen-related tasks earns more than Rs. 8200 and Rs. 6689 respectively, just like the results of Sen and Sengupta (2013), who found Rs. 6.00 as the per hour rate for cooking task and Rs. 4.95 as the per hour wage rate of a domestic worker who performs the cleaning task. They cited cooking as a more skilled task than other kinds of domestic service as the main reason behind this deviation. This is nevertheless true; along with the social dynamics of caste, cooking is considered a task of skilled labour, which entails higher earnings. It is interesting to note here that maximum earnings of Rs. 8357 are attributed to the care workers who either take care of the children of the employer's or care for someone who might be suffering from some chronic illness or permanent disability. This task is highly paid because it demands more patience and longer working hours than the other domestic services.

Table 11: Major Tasks performed by Part-Time Domestic Workers and their Average Monthly Earnings

Major Tasks	Number of Part-Time Domestic Workers	Average Monthly Earnings (Rs.)
House Cleaning	94 (27.41)	4927
Cleaning and washing utensils	129 (37.61))	5173
Cleaning, Washing clothes and utensils	28 (8.16)	6619
All Kitchen work	19 (5.54)	6689
All Household work	46 (13.41)	5679
Care of Elderly, patient/children	14 (4.08)	8357

Cooking	13 (3.79)	8200
Total	343 (100.00)	5624

Source: Field Survey, 2019

Note: (i) Figures in parenthesis are percentages.

(ii) All Household includes any kitchen or other household work.

(iii) All kitchen work includes cutting vegetables, making chappatis, dishwashing, making the dough, making tea etc.

IX. PREDICTANDS OF ECONOMIC-WELL BEING; A REGRESSION ANALYSIS

The economic well-being of a female domestic worker demand upon the conglomeration various demographic and workplace related characteristics. In the present section of the article, a multivariate regression analysis is carried out in order to see the dependence of average monthly income of the part-time female domestic workers on following independent variables called predictands:

9.1 Demographic Predictands

i) **Religion:** another variable religion is found to be significantly impact the average monthly income of part-time female domestic workers in the tricity of Chandigarh. Though the level of significance is at 10 per cent level of significance.

ii) **Family size:** the number of family members significantly impacts the economic well-being of the part-time female domestic workers in the tricity of Chandigarh. The negative sign of the β-coefficient highlights the fact that highest the number of family members in the family of domestic worker lower will be her economic well- being lesser availability of resources to each person in the family.

iii) **School going children:** this predictand is highly significant at 1 per cent level of significance. Domestic workers whose children go to school obviously points towards the better education opportunities leading to economically well-being family.

iv) **Children under 5 years of age:** this variable is significant at 5 per cent level of significant. From negative value of β-coefficient it is clear that part-time female domestic workers who have under 5 children at home devote lesser time to their work leading to lesser income.

v) **Number of dependents:** this predictand is significant at 5 per cent level of significance therefore, affecting the economic well- being of the part-time female domestic workers.

9.2 Workplace Predictands:

i)   **Type of work:** this variable is taken in two dummy forms, in first form part-time domestic workers involved in cooking are given value 1 while rest are given 0. Similarly, in second dummy form, value 1 is given to those workers who provide care to elderly or children of the employer while rest are given value 0. Interestingly, this variable taken in two dummy forms is found to be highly significant which means that the part-time female domestic workers involved in cooking and care work are more economically well-being.

ii)   **Number of households working in:** This is a highly significant variable in predicting the economic well- being of the domestic worker. Obviously, higher the number of households female domestic worker work in, higher will be the income.

iii)   **Presence of other worker:** this predictand is taken in dummy form and found to be significant at 5 per cent level of significance. Therefore, domestic workers who work in the households where more than one domestic workers are working significantly earn more than those who work in the families where only a single domestic worker is employer. This might be due to the fact that only upper middle class or high class families prefer to keep more than one part-time domestic worker and pays them well.

iv)   **Number of hours spent:** it is found to be highly significant in affecting the economic well- being of the female part-time domestic workers.

v)   **Size of the household:** It is taken into dummy form. Those who work in 8 marla or less than 8 marla households are given value 1 and rest are given value 0. The negative sign of β-coefficient clearly shows that the part-time domestic workers working in 8 marla or lesser size household earn less than the others.

Table 12: Predictands of Economic Well-being of Part-time Female domestic Workers in Tricity of Chandigarh; A multivariate analysis
Dependent Variable: Average Income (Rs.)

Independent Variables	Dependent Variable in Natural Form
Age	1.08 (0.026)
Age^2	(-)0.19 (0.360)
Religion(Dummy): Hindu=1 Others=0	(-)668.51 (1.665)***

Type of Family (Dummy): Nuclear=1 Joint=0	(-)370.56 (1.258)
Type of Work (Dummy 1): Cooking=1 Other=0	1444.87 (5.693)*
Type of Work (Dummy 2): Care work=1 Other=0	1932.27 (3.518)*
Family size of the domestic worker:	(-)231.87 (2.115)**
Number of School going children:	249.16 (3.302)*
Number of children below five years of age	(-)366.93 (1.940)**
Number of dependents in the family	331.62 (2.758)*
Number of Households working in	370.64 (5.364)*
Presence of other domestic workers (Dummy): Yes=1 No=0	467.66 (2.354)**
Number of Shifts (dummy): Single=1 Double/Triple=0	(-)305.51 (1.448)
Number of hours spent at workplace:	531.24 (11.340)*
Size of the households (Dummy): 8 marla or less=1 More than 8 marla=0	(-)512.78 (2.508)**
Distance Travelled (km)	50.96 (0.985)
Intercept	2403.985
F values	27.154
R^2	0.571
Adj. R^2	0.550

Source: Author's Calculations

X. Conclusions

Economically, the part-time female domestic workers are not in a very good condition. Their indispensable yet invisible services give them very meager earnings which are not enough for raising their economic well-being. Though their working conditions are not precarious in tricity of Chandigarh yet their standards of living need to be improved. The demographic and workplace predictands that significantly impact the economic well-being of the part-time female

domestic workers need to be studied and analysed further to make policies and to provide them with other social security benefits for them.

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