

Exploring the Challenges to Female Domestic Workers at Workplace: A social and personnel Experience of Rural Punjab.

Sana Balouch¹

¹ Lecturer Political Science, Higher Education Department, Government of Punjab Email: sanabalouch@hotmail.com

DOI: <https://doi.org/10.63163/jpehss.v3i2.445>

Abstract

Women face a multitude of challenges in their daily lives as housemaids. These challenges include pathetic work conditions, unequal wages, and maltreatment of women, social pressure, and violence. This study is primarily conducted to ascertain the perennial challenges of Women in the rural Punjab, the largest province in Pakistan in terms of population. To conduct this study, a qualitative survey was taken and in-depth interviews were conducted with the housemaids in rural Punjab. The findings of the study were that the women in rural Punjab faced immense issues, ranging from wage disparities, and unfriendly work conditions that violate fundamental human rights. It was discovered after in-depth interviews that housemaids face lower wages, physical and verbal abuse, social pressure, sexual harassment, and exploitative and poor work conditions. These issues are faced in daily routine in most of the rural Punjab. There is a dire need for awareness to address the issues of labor at the local and national level. Labors should be organized at the local level, forming their unions at every level to identify and address their issues. After careful examination of the study, it can be recommended that the condition and domestic labor should be improved through policy-level intervention at both international and domestic levels.

Keywords: Household, Workplace, Domestic, Poverty, Harassment, Gender, Housemaid, employer, Labor.

Introduction

The housemaid is the most vital part of domestic labor in Punjab. A housemaid can be defined as a female laborer working at home employed for cleaning, maintaining, and sweeping. Cambridge dictionary defines it thus; housemaid is the one who serves to clean the house and resides in the same house. However, housemaids are fed in the house; they face social, economic, and political challenges. These challenges make their lives more challenging.

Basti Rahim Bakhsh is a town in the union council of tehsil Renala Khurd Okara, Punjab. Agriculture is the main source of income of the Basti Rahim Bakhsh. The residents of Basti Rahim Bakhsh are migrants from the nearby regions because of water salinity. The majority of the men work in agriculture on daily wages called “dehari” in the local language. (batool, 2018) Similarly, women of this town also work but the majority of them are illiterate and work as housemaids. This study found that the majority of housemaids were illiterate and lacked the basic skills to acquire economic opportunities. The findings show that these women are the sole bread earner of their families. The study further revealed the fact that either their husbands are dead or addicted to drugs and narcotics thereby incapable of performing any work. Some of the women were divorced as well. Consequently, they had to work as housemaids to support families financially because they were illiterate to get higher occupations to earn some dignified livelihood.

Some findings are that low-skilled workers, are less paid and their jobs are not honored. The women believed that they were considered slaves by those with whom the housemaids were working. They are often being abused both verbally and physically. Similarly, the wages they get are lower than the amount of work they are doing. Sometimes, they perform extra work but they are not paid for it. The wages they get are insufficient to run the expenditure of their families and even it is more difficult for them to send children to school. Furthermore, according to some studies, housemaids are sexually harassed and they cannot raise their voices against it. If they complain of sexual harassment, they fear they would be terminated from their jobs which would become more difficult to run their homes. Thus, silence is the only option for them and they endure sexual harassment for unlimited times.

According to a study, there is no value associated with domestic work around the world because it is less privileged work performed mostly by marginalized communities of society (Shahid, A Maid's work., 2014). Domestic work is the only option left behind to this group as this is the only source through which they fulfill their bare necessities of life. Poverty and illiteracy are the main reasons behind their pathetic condition. The male members of their families earn less to fulfill the needs of their families; therefore, women have to work to complement their families' expenditures (Shahid, A Maid's work., 2014). Resultantly, women take the burden of accomplishing the remaining needs of their families by becoming housemaids. Though the housemaid job is less paid and less privileged, this job remains cardinal among women to support their families. Housemaid work is generally perceived as less dignified and little value is associated with it; therefore, housemaids enjoy less privilege as compared to the work being performed in industries and other sectors of the country (shehnaz., 2017)

The salaries of housemaids are not fixed because their employers do not sign any agreement with employees and the agreement is mostly oral by nature. (Halbati, 2015). Similarly, there is a huge difference in the wages depending on the localities of the area where they perform jobs. In some areas, the wages are relatively high while in other areas they are comparatively low. The housemaids do two kinds of jobs: one is part-time job and the second one is live-in work. They clean the houses, wash dishes, prepare food, and in some cases, they also rear the children of the house. Moreover, the families where the housemaids serve are often class-conscious and keep their distance from the maids. Such behaviors are considered psychological violence and amount to maltreatment of the housemaid because they perform less privileged work. (Y, 2018). Housemaids belong to the downtrodden and marginalized segment of society. Society expects of them to act in a certain way and treat them differently because of their status. Discriminated treatment of them is not considered wrong in society. They are expected to behave decently, show respect, and demonstrate loyalty and obedience. In response, they are given money, food, and worn-out clothes, but in return, they have to work diligently. In case of disobedience or negligence of work, they have to face behavioral consequences. If they commit wrong, the employers instantly rebuke and abuse them. (Y, 2018). Poor people often migrate from one place to another for a better livelihood because of constant suffering from floods, droughts, and intense poverty. As a result, People migrate to urban centers to escape the miseries of rural areas and start jobs as housemaids in the houses of affluent people in urban centers. Due to their lack of skills, this is the only employment opportunity left for them. (Jalil, 2015). Many housemaids work in more than one house to fulfill the needs of their large families. They face immense psychological and emotional suffering when they stay in their employers' houses.

The agreement between employee and employer is based on power, employer is the most stronger while the employee is weaker. The humiliation attacked with the status of the employee and the abuses they face reflect the power relationship. This makes the status of employee's weaker showing the uneven relationship between them. Their low income position makes them powerless thereby lacking the power to negotiate for themselves. Their services are hardly recognized and even they are not dually respected. Leaving a job is the only option for them to escape the oppression of their masters.

Leaving job becomes their lost resort because they find it difficult to stay with their employers anymore (shehnaz., 2017).

Another heinous act which is committed by the master with the housemaids is sexual assault. Working in other houses is their compulsion because they need money to feed their children but they are sexually assaulted in return facing psychological, emotional, and physical violence. Unfortunately, they cannot complain about the perpetrators because of fear of expulsion from the job. They are being forced to remain silent in front of police and give some money to not speak of the violence and abuse being committed against them. Thus, a culture of silence prevails ruining the lives of the victims.

Working for the ameliorating of the condition of housemaids is subjected to skepticism as their masters do not want housemaids should be aware of their rights. If housemaids receive information or become politically conscious, they would rebel against the existing oppressive structures. Due to this fear, employers try to keep their employees silent by using coercive methods. Similarly, if housemaids are organized or regularized, they would demand higher salaries and other protective measures that would enable women to voice their rights. Thus, it would be difficult for the employers to exploit and expel them whenever they wish (Ali, 2012).

Objective of the study:

- To examine the nature of challenges to domestic workers; social, economic, physical challenges
- To study the socioeconomic background and vulnerability of domestic workers.
- To analyze the level of awareness among domestic workers about their challenges.
- To suggest policies and recommend solutions for combating challenges faced by domestic workers.

Research Question:

- What are the potent social, economic, physical and emotional challenges faced by the domestic workers of rural Punjab and to what extent these variables affect their overall living conditions and their status in the society.

Literature Review:

The literature reviewed for this study reveals a similar pattern in the US as the household chores are mainly occupied by women. "Globalization has changed the perspective and now it is no longer male-dominated. A large number of women also migrate from developing countries to developed countries in search of work and mostly that is domestic service i.e. they work as housemaids" (Virginia). The reviewed literature also illustrates the fact that despite being given many rights to housemaids in the US, they do not fully become part of the family and the employers devise rules that women should abide by. Furthermore, there are no other opportunities for their grooming and development as well. This sector is not regarded as another profession because no uplift program can be seen to train housemaids. Without the training of housemaids, their overall social wellbeing cannot be improved (shahid, 2014). The housemaid job is not considered a professional job because it is a private matter of a family considering housemaids part of the family, not workers.

Furthermore, the reviewed literature indicates that the government of Pakistan does not encourage female workers to go abroad as the Philippines does. There is also a lack of agencies or information that support women's exports to other countries. Perennas describes the dislocation perspective that housemaids face immense troubles to dislodge from their families and bear numerous problems due to social exclusion from their families. She examines the dislodgement perspective of female dislocation from her home country (Rehman, 2017).

A housemaid is considered a domestic worker all around generally perceived as low-wage work with less economic value (Begum, 2017). It is equated with domestic work which is unpaid and socially unrecognized jobs. This job has remained a key source of income for many women. Pakistan is among

those developing countries whose women perform domestic work in large numbers. This happens because women are being denied basic education and skills to perform high-value employments (Shahid, Brills, 2022) in most of the rural areas, girls are not sent to schools; therefore, women remain uneducated and no other option is available for them. But in the last two decades, the ratio of female education has significantly improved due to growing exposure to media. However, a huge number of women are still not educated and perform household chores because they have no other skill except housemaid (Roncador, 2014).

The number of domestic workers is very huge in Pakistan and there is a lack of literature that covers such numbers. Therefore, a comparison is drawn with the literature of the north which empirically investigates the disadvantaged and underprivileged segment of the society (Deipica). Surprisingly, there are striking similarities and the least differences among domestic working women across the world. The reviewed literature also discusses the employment hierarchy by delving into the gender, ethnicity, and class formation of domestic workers.

In Pakistan, domestic work is neither regulated nor structured as compared to the other world (shahid, 2014). Poverty, lack of economic resources and skills, and illiteracy are the wide variety of reasons that's why women take part in domestic work. Their male counterparts are either dead or drug addicted; therefore, women remain the sole breadwinners putting the entire responsibility on women's shoulders (Shahid, Silent voices and untold stories., 2010.). Secondly, the government of Pakistan does not support or provide any program that encourages women to go abroad, especially to geographically attached countries, particularly wealthy Middle Eastern countries (Fredman., 2002.). "A cross-national relative study done by Perennas discusses the dislodgment perspective about the housemaids. She examines the process in which these dislocations are formed and due to these dislocations these housemaids have to face the pain of family separation, social exclusion, and isolation in strange lands." (Noverra)

There are countless challenges faced by housemaids in their employers' houses. The first and foremost is psychological violence when they are abused, reprimanded, and rebuked by their masters. In every matter, the consent of the master is necessary. "The mothers often seem bothered if they have to deal with the 'lazy bones' all the day" (Deipica). Once a maid enters the employer's house, she cannot eat before the employer and she is also sexually abused either by the master or his sons (Halbati, 2015). The housemaids lose their respect as they start working as housemaids because such work is often seen as inferior and less rewarding. There are plenty of reports about the sexual harassment of women. The more disturbing aspect of this is that they do not raise their voices once they are sexually abused because of the fear of job loss and loss of respect. In many instances, they are less paid than what they were agreed upon, or sometimes, they are denied their salaries (Hussain, 2022).

Methodology of the study

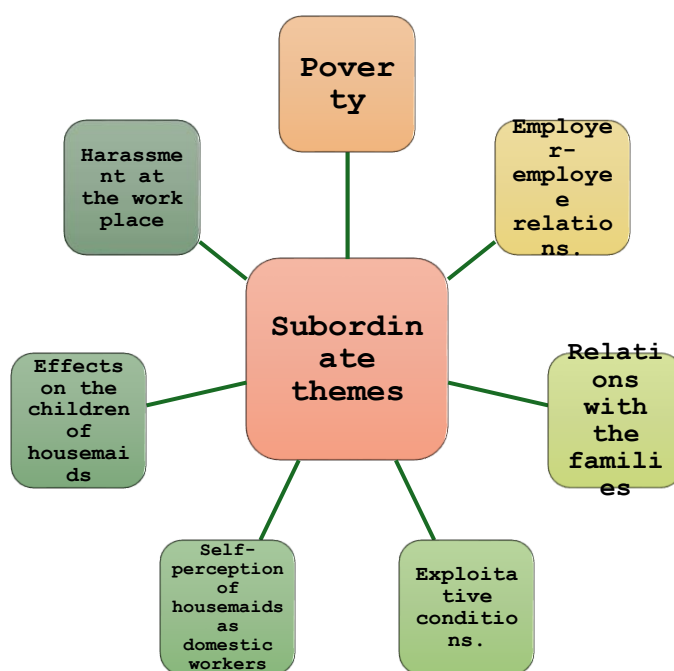
The methodology of this research paper is empirical observation and collecting the data by interviewing the housemaids at their workplaces. Data has been collected by keen observation of housemaids while working and their relation with their masters is analyzed. Housemaids have been interviewed and asked about their problems. Questions of the interview were not structured and were asked randomly.

A characteristic of qualitative sampling is the fact that the number of cases sampled is often small. This is because, as mentioned earlier, an incident only needs to appear once to be of value. There is no need for scale as there is no need for ballpark figure numerical implication Furthermore, because qualitative analysis aims for depth as well as breadth, the analysis of large numbers of in-depth

interviews would simply be impossible because of a researcher's ability to successfully analyze large quantity of qualitative data. Total population of the study was 500 and from them only 20 respondents were interviewed. Interview was transcribed and coding was done, some themes and sub-themes appeared recurrently. A few prominent themes are discussed here.

Results and analysis:

Themes and sub-themes have been extracted from a careful examination of the interviews being conducted with the housemaids, elected representatives, family members, and other domestic workers. This study investigates the wage structure, boss-employee relations, violence: both sexual and physical, working hours, the nature of work, and the nature of the agreement under which housemaids perform their duties. Moreover, due regard has been given to the sexual harassment of women in the workplace as well. For the discussion and case study, Renala Khurd town was selected where women work as housemaids. In this study, in-depth interviews have been conducted with some chosen couples who work as housemaids. Similarly, themes and sub-themes were deduced from the observation and interviews. Detailed discussion of those extracted themes and sub-themes are discussed in detail below.



1: Poverty;

Poverty is rampant in Pakistan. According to the World Bank, 40 percent of people in Pakistan live below the poverty line. (poornima chikarmane, 2022) Due to abject poverty, a lot of people live in a very miser condition. Poverty has many dimensions; it includes the lack of necessities of life such as adequate food, clean water for drinking, shelter, and low income to endure the hardships of life. In a broad spectrum, the lack of basic health facilities, water and sanitation, the non-availability of education, insufficient physical security, and other basic opportunities could also be counted as poverty.

It is poverty that compels housemaids to go work in other houses under immense social pressure. Poverty is an unending cycle for them to come out of it. This vicious cycle is difficult for them to break because of their low-skilled job. This job does not allow them to have upward mobility because no skill is imparted to them nor they are groomed in this job. Their relatively low-income jobs do not

provide sufficient resources to get their children educated and their children also become malnourished. One of the respondents said, “Despite working all day, we cannot deposit enough money to buy new clothes for us. I could not buy my son new clothes on this Eid. His shoes have broken and I could not buy him a new pair of shoes.”

The other alarming aspect of domestic work is the lack of basic health facilities to them even for their children. One of them responded “My employee expelled me last week from the job and left me under very intense conditions. I cannot afford to admit my ill child to the hospital due to lack of money. I cannot feed him juices and other foods for my baby. The daily wage of my husband is less than 400 rupees; therefore, I do not cook food at home”. This shows the pathetic health condition of housemaids in rural Punjab province of Pakistan.

Poverty is among the major factors that compel women to work outside their homes. Due to immense poverty, women find it difficult to provide the bare necessities of life to their children. They cannot fulfill their family needs such as food, health, education, etc. Even the marriages of their daughters become difficult for them because they do not have enough money to give dowry. Kalsoom one of the respondents replied in the following words, ““my daughter is now going to be 27 of age but I don’t have enough money to make her marry because her in-laws demand dowry and the engagement has broken due to the same reason.”

2: Relations with their families:

Increased number of women in paid labor is rising substantially across the country, but no substantial change has been seen in the domestic responsibilities of women. Women experience a dual burden: they have to work in their employers’ houses and then on returning home, they have to perform household chores. On the other hand, when men come from jobs, they need food to be prepared for them; they rest and have no burden of domestic chores. Women do not enjoy such kind of privileges as they have to cook, care for their children, and look after domestic animals if any. Furthermore, when the housemaids come back home from their jobs, their husbands use abusive language and sometimes physical violence. It is also more disturbing that their in-laws also commit violence against them if household chores are not completed without having any regard for their tiredness.

Another frustrating aspect of the housemaids is their relationship with their husbands. Their husbands often question the characters of their wives when they go out for jobs. They are called characterless and this creates a huge mistrust between them. Even their hard-earned money is being spent by their drug-addicted husbands and brothers in buying drugs. If housemaids refuse to give money for buying drugs, then their addicted husbands and brothers beat them, fight with them, and also beat their children as well. According to a housemaid “When I come back from work, he demands me of money for cigarettes. If I refuse to give then he starts violence at home and beats the children. And often when he does not get drugs then he starts to sell the appliances of home such as fans or any other machine.” Similarly, while interviewing another woman, she said, she was the only female who earns money and bears the expenses of her family. Her husband does not work to meet the family expenditure. She further explained, “When I got married, my husband refused to give money to me. So it was becoming more difficult for me to run the expenditure of my home. In such a dire situation, I started working in nearby two houses. My mother-in-law rebuked me every day and used very insulting language by questioning my character. She used to scold and reprimand my children blaming me for having an extra-marital relationship. But I endured that entire challenging situation by not succumbing to any pressure and pursued earning money for my home.”

3: Employer and employee relations.

It is also frustrating to see that the upper-class women’s associations exploit the lower-class female domestic workers. The problem, thus, becomes a class conflict between haves and not-haves. The women of the upper class turn blind eyes to the condition of working women thereby producing oppressive patriarchal roles and help reinforces them.

Keeping housemaids in the home become a symbol of respect and honor in Pakistan. People feel happy when they have many housemaids in their homes and feel proud. The more you have housemaids in your home the more you have higher status. Another aspect is visible in using specific names for housemaids. The employers use masi, ayah, and mai nicknames for housemaids. Such names reflect the social status of the domestic workers. It means that status is largely defined by one's economic status. Similarly, the class hierarchy is further reflected in the names used for the employers such as bary sahib, madam sahib, begum, baji, etc. Women are also humiliated and abused if they come late to their work. A woman said that if she came late, the employers used insulting language. She is threatened with firing from the job or deducting money from their salaries. Such unspeakable violence and treatment is seen everywhere but in the rural areas of Punjab, the precedent can be seen nowhere. The employers treat them like slaves and their relationship is no different from the slavery of black people in the 17th and 18th centuries.

4: Exploitative conditions

Housemaids work in extremely exploitative conditions and the following paragraphs will be given to ascertain the nature of the job such as their daily work, routine, working hours, medical leave, holidays whether it is paid or unpaid, and overtime work. As has already been mentioned above housemaids do not sign written agreements and they do verbal agreements. Once they enter into the job, housemaids have to work in appalling conditions with very low wages that hardly meet their bare necessities of life.

The nature of the job also varies according to the financial status of the employer, the location of the job, and the duties they perform. Therefore, there is no fixed system of wages for live-in domestic workers, full-time workers, and part-time workers. These workers get from five hundred to five thousand monthly depending on the nature, working hours, and type of work they perform. Housemaids are paid very low salaries ranging from fifteen hundred to three thousand per month on full-day work. It means that they go to the employer's house in the morning and work till 5 o'clock.

The conditions of live-in workers are worse than the other ones and their job is obscure. They work the whole day and night and their working hours are not defined. They are at the mercy of their employers and they can be easily fired from their jobs when they do not come under their employers' expectations. There are other plenty of workers who can be substituted for the fired workers. Massive unemployed women in the region provide employers the opportunities to exploit employed women because they can be easily replaced. A domestic worker told an astounding story in which she said, "My employer calls me on Sundays for work but does not pay me for that work. Instead, if I take a holiday for any reason, she cuts the money from my salary."

Housemaids are struggling with overtime working hours. As Salma said, "We work from morning to evening and they're not fixed working hours, sometimes if guests come home then we have to do extra work for which we are not paid extra wages." Similarly, housemaids sometimes establish close intimacy and get emotionally attached to their employers, for that they are made to work with compassion. The employer takes extra work from the domestic workers and they do not deny it because of the close intimacy they made with the employer.

Another appalling condition through which these women have been going through is that domestic workers are given worn-out clothes and leftover food to eat. The food they are given is inedible and rotten which is dangerous to their health. Such food is even not served to animals. A domestic worker described her condition in the following words "I try hard that I may not come up to ask for food while working and if I ever get hungry then I try to bear my hunger. But sometimes while working hard if I get hungry then if Baji has cooked food and she gives it to me to eat I eat it. Occasionally baji gives leftover food to take home for children."

5: Harassment at the workplace

Employers are often abusive in the workplace and workplaces are prone to physical and emotional exploitation. Women's experiences show that employers maltreat housemaids and their children abuse them both physically and mentally if their orders are not followed. Sidra unveiled the fact in the following sentences "Due to poverty and to fulfill the basic needs of our children we have to bear this all. If we will bear, we will not be able to earn money and then how will we feed our children."

Many women avoid discussing their true experiences because they do not want to stigmatize themselves and also expose themselves to the wrath of employers. Some even say that no one can harm you or harass you if you have strong characters. Women are perceived as a sexual object and men feel free to molest or harass women in Pakistan. It is a very critical issue but due to the conservative and retrogressive nature of Pakistani society, no one talks about it openly. The culture of shame and silence prevents women from sharing their true experiences but they share some experiences without mentioning their names by referring to these events with other women. Her co-worker's daughter was sexually abused by her former employer and she remained silent because she did not have the money, power, and courage to report or suit a case against the accused.

Sidra mentioned that she worked for a school teacher whose son was a loose character. She used to take her young daughter with her to work. Son of the teacher raped the daughter of the housemaid. He harassed her daughter so that if she told anyone, he would kill her. The housemaid gets to know the incident when her daughter becomes pregnant. "My daughter sat silently all day long. She neither ate nor drank. When I got to know I threatened them that I would inform the police then my employer said that I should make my daughter marry her son. Then I thought there was no use to cry over spilt milk and I married my daughter to her son. But that man was not good, he used to beat my daughter and mentally torture her and she got mad. After the baby was born, they snatched the baby and kicked out my daughter."

When domestic workers return to their homes, they face violence from their husbands and they are often subjected to severe violence and beaten up. One housemaid shared her experience of violence saying that she was beaten by her husband with a large stick. However, she demonstrated commendable valor by resisting violence, she held back the hands of her husband and started beating him. This brevity has had a profound impact on the behavior of her husband and her husband started mending his way by retreating from violence. She said if such bravery and courage are shown, no one will dare beat women in the future.

6: Effect on the children of housemaids:

The study conducted and dated by the researcher revealed that domestic workers take of the children of their employers feeding them at the expense of their children. The housemaids do not give full attention to their children because they are engaged all day in their employers' houses. This makes the children of domestic workers vulnerable because they wander in the street all day. Ironically, the children of domestic workers do not receive the same treatment as the children of employers. These innocent children of housemaids sometimes become potential criminals and drug addiction. This shows that the entire generation of domestic workers has fallen prey to a never-ending vicious cycle of generational poverty and destitution.

The interviewer observed while conducting interviews with housemaids in the ghettos that their children were playing in the heap of garbage and bating in sluggish water ponds where buffalos and cows are bathed. This shows the condition of the children of domestic workers and the poor infrastructure these women are provided. The government institutions have completely ignored them

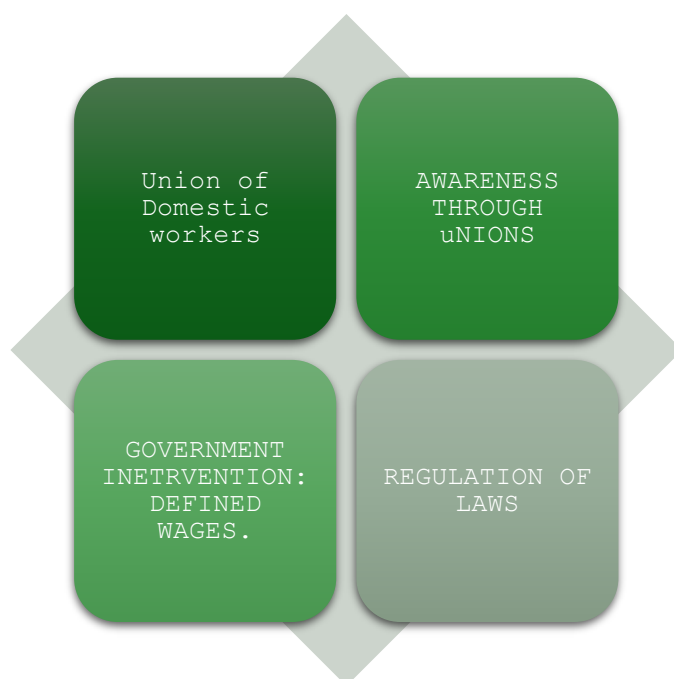
leaving them under very pathetic conditions. They are denied basic amenities of life such as clean water, education, health, etc.

The majority of their children do not attend school because they cannot afford their fees. Private schools charge too many fees that are out of their range. The teachers of government schools are not loyal to their duties and do not pay heed to the education of children. Similarly, teachers do not attend classes regularly and remain absent for long times from school, Thus making the students disinterested and demotivated in studies dropping out of school at the primary level.

Conclusion

Many people think that domestic work changes the status of women because of their jobs. But this is not true, because their wages are so low and they cannot improve their standard of living except by meeting the necessities of life. The disparity between upper-class women and lower-class women is so high and the former spend their lives in affluent conditions while the lives of the lower-class women are miserable and harsh. This is exhibited in the wage differences between the two classes; upper-class women earn a high income due to their skills while women who perform domestic work earn less income that hardly meets their daily life necessities. Upper-class women get government privileges such as free healthcare, free education, subsidized housing maternity leave, etc.

Though women participate in different sectors and perform many jobs, there is little improvement toward upward mobility and empowerment. It is believed that women's participation in labor will significant impact on women's empowerment, but such developments are not going to happen in the foreseeable future. The link between empowerment and employment is grossly wrong, particularly for domestic workers. Domestic workers are exploited in workplaces and no significant improvement could be seen.



Recommendations

However, there is no quick way to sort out the many issues faced by domestic workers, some affirmative measures can be taken to tackle their issues gradually.

Union of Domestic Workers:

- The first and foremost thing that needs to be made is the union of domestic workers. The unionization of domestic workers will bind them to raise their voices against the gross injustices happening to them in workplaces.

Awareness through unions:

- They must be organized in small groups to raise awareness among themselves and organize literary groups that can help them raise their voices to the concerned authorities. Moreover, they must make ways for education so they get basic education to read and write or sign important documents. Efforts must be made to get their children educated and impart skills to perform honored jobs in the future.

Defined wages for the specific tasks through government interventions

- The government should intervene in the affairs of domestic workers to define their wages according to the work they spend in domestic work.

Laws regulation

- The government should formulate laws to regulate working hours and define wages and extra overtime pay. Holidays should also be paid and other special leave in case of health emergency be included in paid days. Similarly, awareness campaigns should be launched among employers about the housemaids' rights. The profession of housemaids must be honored and recognized as other professions so that domestic workers feel their work is being recognized and honored.

Training of housemaids.

- Last but not least, the housemaids should be given ample training, in welfare institutions so that their work status could be raised on a professional level and they can earn decently with self-integrity and can no longer rely on low-wage work.

References:

- Ahmed, J. (2024, June 21). Exploring Renala Khurd: history, culture and people. Graana, pp. 25-26.
<https://www.graana.com>
 ahmed, j. (2024, June 21). Exploring Renala Khurd: history, culture and people. Graana.
 Ali, S. (2012, December 15). Basic Right For Pakistan's Domestic Workers, A signature way. Daily Times.
<https://www.Dawm.com>
 batool, f. (2018, December 8). history of Renala Khurd. pp. 295-300.
 Begum, R. (2017, JUNE 16). On International Domestic workers' Day, turn rights into reality. Equal TIMES.
<https://idwfed.org>
<https://www.ilo.org>
 Deipica, R. S. (n.d.). women and work in south Asia. London.: routledge.
<https://www.routledge.com>
 Fredman., S. (2002.). women and law. Oxford.: Oxford University Press.
<https://global.oup.com>
 Halbati, S. (2015). challenges for housemaids. The Independent.
 Hussain, W. (2022). The sufferings OF abuse, depression and anxiety in female domestic workers. international journal of psychiatry research, 17-21.
<https://www.researchgate.net>
 Jalil, X. (2015, October 29). steps being taken for better domestic, female labour conditions. Dawn.
<https://www.dawn.com>
 Noverra, V. (n.d.). women's work ,men's work; the ambivalence of equality. Boston.: Marion Boyars.
<https://welcomecollection.org>

- poornima chikarmane. (2022, july 22). domestic workers worldwide: 5 key facts. women in informal employment: Globalizing and organizing.
<https://www.weigo.org>
- Rehman, A. (2017, february 13.). From Phillipines To Pakistan:Maids can be brought in for only few thousand rupees. Express Tribune Pakistan.
<https://www.tribune.pk>
- Roncador, S. (2014). How To Treat a Maid. New York: Palgrave Macmillan.
<https://www.researchgate.net>
- Shahid, A. (2014). A Maid's work. Tanqeed.
- Shahid, A. (2010.). Silent voices and untold stories. karachi: oxford university press.
<https://papers.ssrn.com>
- shahid, a. (2014). A Maid's work. Tanqeed.
- Shahid, A. (2022, september 06). Brills. Asian Year book of Human Rights and Humanitarian Law, pp. 185-27.
<https://brill.com>
- shehnaz., D. L. (2017, MARCH 13). Domestic Workers Left out Of Legal Cover. DAWN.
<https://www.dawn.com>
- Virginia, N. (n.d.). women's work, men's work: the ambivalence of equality. Boston: Marion Boyars.
<https://search.lib.uconn.edu>
- Y, D. L. (2018). Problems of Maid Servants in Gulberga City. International Journal Of Academic Research and Development.
<https://www.researchgate.net>