

GOVT. OF NCT OF DELHI
OFFICE OF THE LABOUR COMMISSIONER
5, SHAM NATH MARG, DELHI-110054

F.No. LC/DWWC/2015/

Dated:

Minutes of meeting of the Committee constituted for suggesting welfare measures and working conditions for Domestic Workers- held on 17.07.2015 at 02:00 PM in the MLA Lodge No-1, Old Sectt., Delhi-110054.

A meeting of the Committee constituted for suggesting welfare measures and working conditions for Domestic Workers was held under the chairmanship of Smt. Bandana Kumari, Hon'ble Deputy Speaker, Delhi Legislative Assembly on 17.07.2015 at 02:00 PM in the MLA Lodge No-1, Old Sectt., Delhi-110054.

List of members present in the meeting is annexed herewith at Annexure A.

At the outset, the Hon'ble Chairperson welcomed all the members present in the meeting and briefed about the purpose/ objective of the committee. In the meeting, the following issues were discussed in details:-

1. **Registration/ Identification of the Domestic Workers**—The Hon'ble Chairman suggested that first of all there should be a record/ database of domestic workers. On this, after deliberations it was unanimously resolved and agreed by all the members that all the domestic workers in Delhi should be identified & registered and a proper database should be maintained so that welfare measures reach to them and regulated properly. Sh. Naresh Yadav, Hon'ble MLA/ Parliament Secretary to MoL suggested that this exercise can be done through SDM's office concerned/ Aadhar Card Centre/s. This suggestion has been appreciated and approved by all the present members.
2. **Category of workers** —After detailed discussions and deliberations, the domestic workers were categorized as following:-
 - a. Full time (24 hours) workers- Means a worker who is living with the employer in his house.
 - b. Full day workers- Means a worker who does not stay with the employer in his house but works for full day i.e. Morning to Evening.
 - c. Part time workers- Means a worker who works on hourly basis with different employers.

3. **Nature of work** –After detailed discussions and deliberations, primarily the nature of work of domestic workers have been categorized as following:-
- a. Skilled- Means doing skilled work such as cook, driver, nursing, gardening, etc.
 - b. Un-Skilled- Means doing unskilled work such as cleaning, washing of clothes, dusting, etc.
- However, it is suggested that if the members have more suggestions on this point, they may give the same in writing within 3-4 days to the Hon'ble Chairman, which shall be examined and discussed in the next meeting.
4. **Records maintenance** –In the meeting, all the members have suggested that there should be a proper record of domestic worker such as employment card, working hours/ time, wages, leave, etc. However, in this regard, the members are also requested to give their written suggestions in details.
5. **Rates of wages** –Regarding rates of wages of the domestic workers, there were different opinions of the members, therefore, it has been decided that the Hon'ble members may give their suggestions in writing to the Hon'ble Chairman, which shall be examined and discussed in the next meeting.
6. **Facilities**–On this issue preliminary discussion is held, and the Hon'ble members have been requested to give their suggestions in writing to the Hon'ble Chairman, which shall be examined and discussed in the next meeting.
7. **Safety**–On this issue also preliminary discussion is held and the Hon'ble members have been requested to give their suggestions in writing to the Hon'ble Chairman, which shall be examined and discussed in the next meeting.
8. **Complaint redressal** – What should be the complaint redressal forum of domestic workers? The discussions on this issue have been made at length and during the discussion, the members gave various suggestions verbally. After deliberations, it has been decided that the members may give their suggestions in writing, which shall be examined and discussed in the next meeting.

Some of the members suggested that the NGO's / Unions working exclusively for the welfare of domestic workers and Federation of Resident Welfare Association (RWA) may also be co-opted as members of this Committee for better participation and inputs. In this regard, the Hon'ble Chairman have suggested to give the names/ details of such organisations in the next meeting and after examination of the same, if found necessary, such NGO's/ organisations will be co-opted.

Meeting ended with vote of thanks to the chair.

(K. R. VERMA)
Joint Labour Commissioner/Member Secretary

Copy to:-

1. All the members of the Committee.