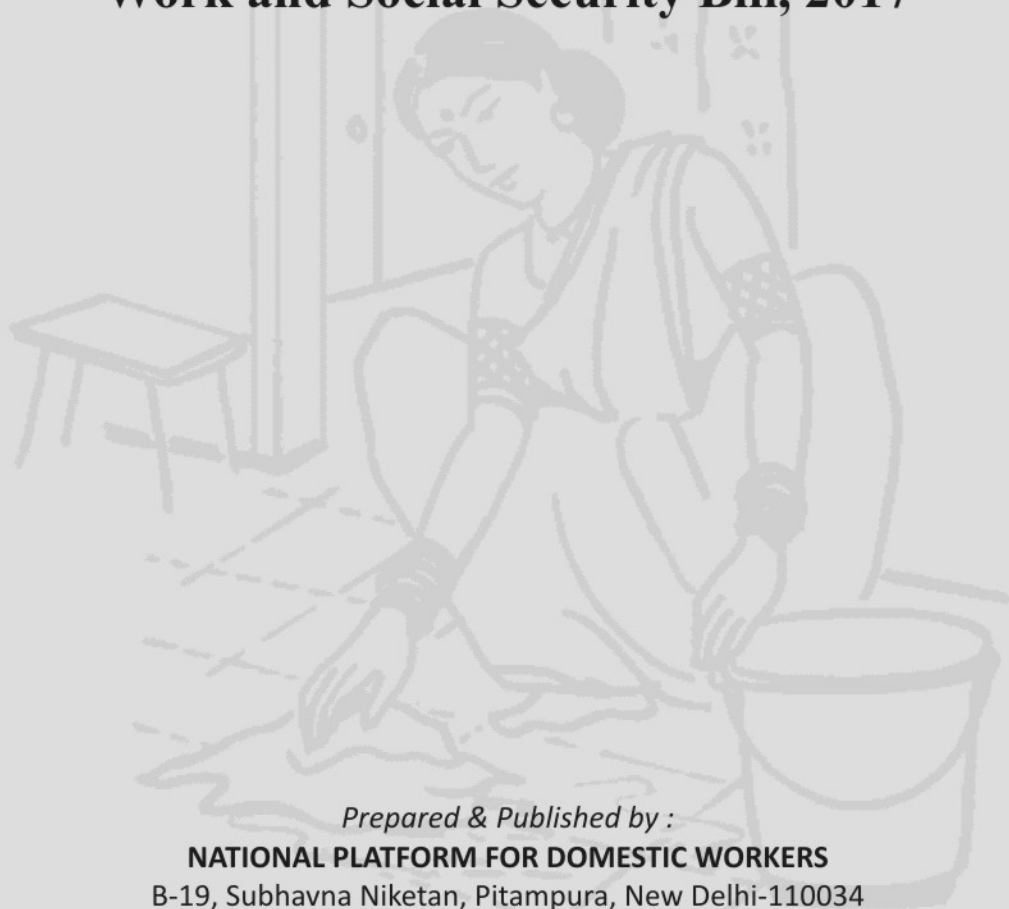


# **Domestic Workers Regulation of Work and Social Security Bill, 2017**



*Prepared & Published by :*

**NATIONAL PLATFORM FOR DOMESTIC WORKERS**

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## **Evolution of the National Platform for Domestic Workers and 'Domestic Workers Regulation of Work & Social Security Bill, 2017'**

The National Platform for Domestic Workers (NPDW) was created in 2012 and comprises of several domestic workers unions and member based organizations from around the country that are demanding Comprehensive Legislation for Domestic Workers. Since this time, there has been a coordinated effort all over the country first of all to demand that the GOI ratifies the ILO Convention 189 Decent Work for Domestic Workers which was passed in June 2011. There have been signature campaigns all over the country with worker organizations attempting to sensitize their local MPS to the issues of this very marginalized and vulnerable section of workers with a hope that this issue would be raised in the Parliament.

The Ministry for Labour, GOI earlier in 2010 and 2011, created a task force and developed a draft National Policy for Domestic Workers. This was the time when the ILO was involving governments in the work up to the International Labour Conference that would take up the discussion on a Convention for Domestic Workers. The position of MOLE was that since this is a sensitive area and where very little data exists, the GOI should move gradually and therefore a Policy would gain more headway than a legislation. MOLE was of the opinion that providing some welfare and minimum social security would meet the needs of these workers. The worker representatives on the Task Force –the SEWA Union and the National Domestic Workers Movement – emphasized the fact that such minimal welfare was not sufficient but that the work of these workers should be regulated and therefore the need to register the workers, the employers and the placement agencies and that the workers should receive their due social security. Hence the Draft Policy that MOLE made public on its website in November 2011 was a very comprehensive Policy.

At that time, the National Advisory Council also created a Working Group headed by Ms. Mirai Chatterjee of SEWA, and further looked into the matter. Subsequently, MOLE presented the Policy and it was then held up by the parliamentary Standing Committee and has still not seen the light of day. In the meanwhile, the GOI included the domestic workers in its RSBY (Health insurance scheme) and some states implemented it. When the Sexual Harassment at the Workplace Bill was being discussed in 2012, domestic workers were specifically not covered by this Bill. Hence members of the Platform campaigned for inclusion and this was finally achieved.

On the 31st July 2013, the National Platform conducted a Public Meeting at Jantar Mantar where over 3000 workers from all over the country gathered.

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## Statement of objects and reasons

In the last few decades there has been a tremendous growth in the demand for Domestic Workers. Poverty has also forced people to migrate in search of Work and Workers with no other *skills*, turn to domestic work. This has also led to the trafficking and other forms of exploitation of millions of women and children of the both sexes. To meet growing demand for domestic help, there has been a spurt of thousands of placement agencies providing Domestic Workers in metro-towns of many states who remain outside the purview of any legislative control.

Absence of any legal protection, has led to severe exploitation of women and children which include depriving Domestic Workers of a decent wage and excessive working hours of work. For the live-in Domestic Workers, there is absence of proper food and living/sleeping space, lack of freedom of mobility, isolation, exposure to harassment and sexual exploitation by agent during transit and work.

In 2011 the Domestic Workers won a victory at the International Labour Conference when an overwhelming majority of member countries voted in favor of a Convention to uphold the rights of Domestic Workers. Convention 189 and Recommendation 201, to which the Government of India is a signatory, explains in detail how Domestic Workers need to be protected and awarded. Where as the GOI has not yet ratified Convention 189, the GOI has included domestic workers in the Anti Harassment at the Workplace Act and some schemes like the RSBY. A few state governments have notified Minimum Wages for Domestic Workers and included them in some welfare schemes while the State of Maharashtra has enacted a Welfare Act for Domestic Workers. Nevertheless in the absence of a central legislation capable of reaching all Domestic Workers none of these State level measures will deliver justice to Domestic Workers.

As Domestic Workers are an important segment of the service sector of the Indian economy and who have a multiplier impact on the economy by enabling the women in particular to work by sharing the family burden, only a Comprehensive Central Legislation specifically designed to meet the working condition of the Domestic Workers can ensure the end of the exploitation of these workers.

It is in the public interest that Domestic Work, employing, as it does, a very large number of poor and vulnerable women and whose conditions of work and living need amelioration and to whom regularity of employment must be assured, Placement agencies must be regulated so that the Directive Principles of the Constitution, more particularly the relevant provisions Article 39, 41, 42, 43, and 43-A of the Constitution are given effect to by a law made by Parliament with reference to entries 22, 23 and 24 of List III in the 7<sup>th</sup> Schedule in the Constitution.

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## CHAPTER I PRELIMINARY

### 1. Short title, Extent and Commencement

- (a) This Act may be called the Domestic Workers Regulation of Work and Social Security Bill, 2017.
- (b) It extends to the whole of India except the state of Jammu & Kashmir
- (c) It does not apply to such Domestic Workers migrating for employment to any other country

It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

### 2. **Définitions** - in this Act unless the Context otherwise requires

- (a) “Appropriate Government” means the Central government, concerned State Government or the Union Territory administration.
- (b) “**Beneficiaries**” means every domestic worker registered as a beneficiary under section 7 and 8 of this Act.
- (c) “Child” means a person who has not completed eighteen years of age.
- (d) “Central Advisory Committee” means an advisory Committee constituted by the central Government under section 4 of the Act.
- (e) “District Board” means the District Domestic Workers Regulation of Work and Social Security Board established under Section 27 of the Act.
- (f) **Contribution towards Social Security Fund of Domestic Workers** refers to the 1% that will be taken from House Tax and allocated to the Social Security Fund.
- (g) “**Domestic Worker**” means any person engaged in domestic work within the employment relationship (Article 1 (b) of the ILO Definition C-189)
- (h) “**Domestic Work**” means work performed in or for a household or households.

Provided a domestic worker shall include:

“Replacement worker” who is working as a replacement for the main workers for a short and specific period of time as agreed with the main Worker and the Employer.

**“Full Time Worker”** means a person who is employed as a domestic worker in a single household for working hours as specified in section 38 (4)

**“Live-in-Worker”** means a person employed as a domestic worker who lives in the employer's premises.

**“Part Time Worker”** means a person who is employed as a domestic worker for less than prescribed daily working hours of that of a full time worker, whether employed in single or multiple households.

- (i) **Domestic Workers Social Security Fund** means the fund established under Section 36 of the Act.
- (j) **“Discrimination”** means any form of differential treatment on the basis of caste, race, region, language, colour, sex, creed and religion, nature of work or age at the place of work.
- (k) **“Employer”** means any person, that engages the Domestic Worker to do any work in a household whether part time or full time either directly or through service provider and who has an ultimate control over the affairs of the household which includes any other person to whom such affairs of the household are entrusted and in relation to contract labour, the principal employer.
- (l) **“Employment Agreement”** means an agreement that lays down conditions of employment between the employer and domestic worker.
- (m) **“Forced Labour”** means compelling a person to offer his/her services as a Domestic Worker against his/her will.
- (n) **“Notification”** means a notification published in the Official Gazette.
- (o) **“Prescribed”** means Rules prescribed under the Act by the Central or the state government as the case may be.
- (p) **“Service provider”** means any voluntary association or placement agency or companies registered under any law for the time being in force, which espouses the cause of Domestic Workers and/or provides or engages them in employment with the principal employer. This excludes those collectives or cooperatives that are created by the workers themselves as a means of collective bargaining.

Explanation: **“Placement Agency”** means any agency/bureau/contractor or person(s) registered under this Act which provides/engages in employment of Domestic Workers or which facilitates the placement of domestic help for prospective employers and includes such agency or person offering services through any print, electronic or any form of communication.

- (q) **“State Social Security Board”** means the State Board established under Section 19 of this Act.
- (r) **“Trafficking”** means to recruit, transport, transfer, harbour, or receive a person by means of abuse of power or taking advantage of his/her position of vulnerability by threat or use of force or coercion, abduction, fraud, deception; and that includes giving or receiving of payments or benefits to achieve the consent of such person having control over another person.
- (s) **“Workplace”** means any household or a place where a Domestic Worker works as per the terms of the employment agreement.
- (t) **“Wages”** means all emoluments which are earned by an employee while on duty or on leave in accordance with the terms and conditions of his/her employment and which are paid or are payable to him/her in cash and includes dearness allowance but does not include any bonus, commission, house rent allowance, overtime wages and any other allowance.

### **3. Act not in derogation of other laws**

The provisions of this Act shall be in addition to, and not in derogation of the provisions of any other law, for the time being in force.

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## CHAPTER – II

### REGISTRATION

#### **4. Registration of Domestic Workers, Employers & Service Providers**

- (1) Notwithstanding anything contained in any law for the time being in force, all Domestic Workers, employers or service providers shall be registered as per procedure here in after prescribed.
- (2) An application for registration shall be made in such form, as may be prescribed, to the District Board in this behalf.
- (3) Every application under sub-section (2) shall be accompanied by such documents together with such fee as may be prescribed.
- (4) If Board under sub-section (2) is satisfied that the applicant has complied with the provisions of this Act and the rules made there under, he/she shall register the name of the domestic worker as a domestic worker under this Act:

Provided that an application for registration shall not be rejected without giving the applicant an opportunity of being heard and without assigning reasons in writing.

- (5) Any person aggrieved by the decision under sub-section (4) may, within thirty days from the date of such decision, prefer an appeal to the state Board and the decision of the State Board on such appeal shall be final:

Provided that the State Board in this behalf may entertain the appeal after the expiry of the said period of thirty days if he/she is satisfied that the Domestic Worker was prevented by sufficient cause from filing the appeal in time.

5. **Compulsory Registration of service provider** – Every service provider shall prior to the process of recruitment or engagement of domestic worker register themselves with the District Board, application along with prescribed fee, for registration, providing such details as prescribed.

Provided that the Board or any such person so authorized may entertain any such application for registration after expiry of the period fixed in this behalf, if satisfied that the applicant had sufficient cause for delay in making the application.

6. **Compulsory Registration of Employer** – Every employer, within one month of the commencement of the employment of domestic worker, shall submit to the District Board, application along with prescribed fee, for registration, providing such details as prescribed.

Provided that the Board or any person authorized by the Board may entertain any an application for registration after expiry of the period fixed in this behalf, if satisfied that the applicant had sufficient reason for the delay in making the application in time.

## **7. Compulsory Duty to Register**

- (1) Wherever a domestic worker undertakes work through service provider, then it shall be the duty of such service provider to get the Domestic Worker registered within one month from the commencement of the work, with the District Board application along with prescribed fee, for registration, providing such details as prescribed.
- (2) Where a Domestic Worker undertakes work under a single employer and is not engaged through any service provider/middleman/placement agency, then it shall be the duty of such employer to ensure that the Domestic Worker is registered with the District Board within one month from the commencement of the work.

Provided that the Board or any such person so authorized may entertain any such application for registration after expiry of the period fixed in this behalf, if satisfied that the applicant had sufficient cause for delay in making the application.

- 8. Registration of Domestic Worker** - Where a domestic worker undertakes part time work in two or more households and is not engaged through any placement agency, the employer shall ensure that the domestic worker is registered with the District Board and the prescribed fees is paid.
- 9. Migrant Worker** - Where a Domestic Worker leaves the work in a District and moves to any other area in any part of the territory of India and takes up work in any household in such part either on his/her own or through any agency or employee, it shall be the duty of such worker or agency or middleman respectively, to inform the concerned Board where so registered regarding the move and register with the Board at the place where work has been taken up.

## **10. Effect of non-registration**

- (1) No employer/service provider shall employ a Domestic Worker unless a certificate of registration in respect of such employment is issued by the respective District Board or government servant so authorized..
- (2) If the District Board or any government servant so authorized by it is satisfied, either on a reference made to it in this behalf or



otherwise that the service provider/employer has failed to register, then the penalties prescribed under this act shall apply.

**11. Effect of non-payment of annual contribution: In case of failure to pay annual contribution to the District Board, the worker ceases to be beneficiary under the Act.**

**12. Renewal of registration certificate-** A registration certificate shall be renewed at an interval of One year, on the payment of fee as may be prescribed.

**13. Effect of non-renewal-**(1) No employer to which this Act applies shall employ Domestic Worker unless the renewal of registration certificate is carried out by him/her in respect of such employment as issued under this Act. (2) If the District Board or any person authorized by it is satisfied, either on a reference made to it in this behalf or otherwise that the service provider/employer has failed to carry out the renewal of registration certificate, then the penalties prescribed under section 50(1) and 50(3) of this act shall apply for non-renewal.

**14. Beneficiaries of the Fund**

1. Subject to the provisions of this Act, every Domestic Worker above the age of eighteen years, registered under this Act shall be entitled to the benefits provided by the Board from its Fund under this Act.
2. Every Domestic Worker above the age of sixty years shall continue to be beneficiary under this Act, however, shall not pay annual contribution to the Fund.

**15. Identity cards**

- (1) The Board shall give to every beneficiary an identity card with his/her photograph duly affixed.
- (2) A beneficiary who has been issued an identity card under this Act shall produce the same whenever demanded by any officer of Government or the Board, or any other authority for inspection.

**16. Maintenance and Digitisation of records**

The district Board shall maintain records / register of all its records duly catalogued and indexed in a manner and in prescribed form and shall ensure that all records are computerized within a reasonable time. The digitisation of the records shall be introduced through software established by the central government and databases available with the district boards should be connected through a network all over the country on different systems so that access to such records is facilitated.

Provided further that it shall be the duty of the District Board to submit the computerized records to the Central Advisory committee within reasonable time.

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## **CHAPTER-III**

### **IMPLEMENTING AUTHORITIES UNDER THE ACT**

#### **17. Central Advisory Committee**

1. The Central Government shall, constitute a Committee to be called the Central Advisory Committee (hereinafter referred to as the Central Committee) to advise the Central Government on such matters arising out of the administration of this Act as may be referred to it and to carry out other functions assigned to it under this Act.
2. The tenure of the Committee shall be three years and proportionate representation shall be ensured from Government, Civil Society Organizations/Trade Unions, Domestic Workers and employers.
2. The Central Advisory Committee shall consist of—
  - (a) A Chairperson to be appointed by the Central Government;
  - (b) Such number of members, as the central government may nominate, that shall include association, Union or persons representing and espousing the cause of Domestic Workers, individuals having expertise in issues relating to labour matters, women and child issues, law and any other interests which in the opinion of the central Government, ought to be represented on the central Board. State & UT Representation.

Provided that the Central Advisory Committee shall consist of at least 8 members excluding the Chairperson.

3. The number of persons to be appointed as members from the categories specified in sub-section (2), the term of officer and other conditions of service of, the procedure to be followed in the discharge of their functions and the manner of filling up of vacancies shall be such as may be prescribed.
4. The members of the Central Advisory Committee shall meet once every six months to review the working of the Act.

#### **18. Functions of the Central Advisory Committee or CAC**

The Central committee shall perform the following functions:

- (1) To review and monitor implementation of the Act and rules made there under and recommend to the Central Government and State Govts./UTs any changes in the said Act and rules and shall prepare an annual report of the administration of the Act.
- (2) Review and monitor the implementation of the Act in all the States & UTs.

- (3) Advise the State Boards regarding schemes in relation to social security, health, medical, education and other beneficial schemes for the welfare of Domestic Workers and their family members.
- (4) Advise upon such matters arising out of the administration of this Act or any scheme made under this Act or relating to the application of the provisions of this Act to all Domestic Workers and Employers, and co-ordination and monitoring of the work of various Boards to ensure portability of registration and delivery of benefits across the country representative of the registration in any one State/UT Board.
- (5) The Central Advisory Committee shall, in consultations with State Boards, prescribe minimum standards to achieve decent conditions of work.
- (6) Recommendation of appropriate strategies on elimination of any form of trafficking/ forced/ bonded labour and child labour .
- (7) Any other matter prescribed by the Central Government.

## **19. Constitution of State/UT Domestic Workers Regulation of Work and Social Security Boards-**

- (1) Every State Government shall, with effect from such date as it may, by notification, appoint, constitute a Board to be known as the.....(name of the State) Domestic Worker Regulation of Work and Social Security Board to exercise the powers conferred on, and perform the functions assigned to, it under this Act.
- (2) The Board shall be a body corporate by the name aforesaid, having perpetual succession and a common seal and shall by the said name sue and be sued.
- (3) The Board shall consist of a chairperson, a person to be nominated by the Central Government and such number of other members, not exceeding fifteen, as may be appointed to it by the State Government;

**Provided** that the Board shall include an equal number of members representing the State Government, the employers and the Domestic Workers and that at least one-third members of the Board shall be women.

- (4) The terms and conditions of appointment and the salaries and other allowances payable to the chairperson and the other members of the Board, and the manner of filling of casual vacancies of the members of the Boards, shall be such as may be prescribed.

## **20. Secretary and other officers of Boards**

- (1) The Board shall appoint a Secretary and such other officers and employees as it considers necessary for the efficient discharge of its functions under this Act.
- (2) The secretary of the Board shall be its chief executive officer.
- (3) The terms and conditions of appointment and the salary and allowances payable to the Secretary and the other officers and employees of the Board shall be such as may be prescribed.

## **21. Meetings of Boards**

- (1) The Board shall meet at such time and place and observe such rules of procedure in regard to the transaction of business at its meetings (including the quorum at such meetings) as may be prescribed.
- (2) The chairperson or, if for any reason he is unable to attend a meeting of the Board, any member nominated by the chairperson in this behalf and in the absence of such nomination, any other member elected by the members present from amongst themselves at the meetings, shall preside at the meeting.
- (3) All questions which come up before any meeting of the Board shall be decided by a majority of votes of the members present and voting, and in the event of equality of votes, the chairperson, or in his absence, the person presiding, shall have a second or a casting vote.

## **22. No act or proceedings of a Board shall be invalid merely by reason of Vacancies, etc.**

- (a) any vacancy in, or any defect in the constitution of, the Board; or
- (b) any defect in the appointment of a person acting as a member of the Board; or
- (c) any irregularity in the procedure of the Board not affecting the merits of the case.

## **23. Functions of the State Boards**

- (1) The State Board shall
  1. With the previous approval of the State Government, make regulations consistent with this Act and the rules made there under for all or any of the matters to be provided under this Act.
  2. Review and monitor the District Board constituted for the State and take appropriate steps to ensure its proper and effective implementation;

3. Allocate funds to the district Board and administer the State Domestic Workers Welfare Fund and allocate such amounts to District Boards as may be considered necessary;
4. Prescribe the fees to be charged from the employers, service providers/Placement Agencies and Domestic Workers from time to time;
5. Prescribe fee for registration as beneficiaries under the Fund and rate per mensem for the beneficiaries of the fund;
6. Implement such schemes and welfare measures as formulated in consultation with the Central Board;
7. Prescribe the form of register to be maintained for registration of Domestic Workers under the fund;
8. Procedure for renewal of registration certificate;
9. Entertain appeals with respect to any decision by the district Board 9;
10. Ensure decent conditions of service, including rates of remuneration, hours of work and conditions;
11. Provide immediate assistance to a beneficiary in case of accident;
12. Make payment of pension to the beneficiaries who have completed the age of sixty years;
13. Sanction loans and advances to a beneficiary for construction of a house not exceeding such amount and on such terms and conditions as may be prescribed;
14. Pay such amount in connection with premium for Group Insurance Scheme of the beneficiaries as it may deem fit;
15. Give such financial assistance for the education of children of the beneficiaries as may be prescribed;
16. Meet such medical expenses for treatment of major ailments of a beneficiary or, such dependant, as may be prescribed;
17. Make payment of maternity benefit to the female beneficiaries; and
18. Make provision and improvement of such other welfare measures and facilities as may be prescribed.
19. The Board may grant loan or subsidy to a local authority or an employer in aid of any scheme approved by the State Government for the purpose connected with the welfare of Domestic Workers in any establishment.
20. The Board shall pay annually grants-in-aid to a local authority or to

an employer who provides to the satisfaction of the Board welfare measures and facilities of the standard specified by the Board for the benefit of the Domestic Workers and the members of their family, so, however, that the amount payable as grants-in-aid to any local authority or employer shall not exceed

- (a) the amount spent in providing welfare measures and facilities as determined by the State Governments or any person specified by it in this behalf, or
- (b) such amount as may be prescribed, whichever is less:

**Provided** that no grant-in-aid shall be payable in respect of any such welfare measures and facilities where the amount spent thereon determined as aforesaid is less than the amount prescribed in this behalf.

## **24. Grants and loans by the Central Government**

The Central Government may, after due appropriation made by Parliament by law in this behalf, make to a Board grants and loans of such sums of money as the Government may consider necessary.

## **25. Budget**

The Board shall prepare, in such form and at such time each financial year, as may be prescribed, its budget for the next financial year, showing the estimated receipts and expenditure of the Board and forward the same to the State Government and the Central Government.

## **26. Annual report**

The Board shall prepare, in such form and at such time each financial year as may be prescribed, its annual report, giving a full account of its activities during the previous financial year, and submit a copy thereof to the State Government and the Central Government.

## **27. Accounts and audit**

- (1) The Board shall maintain proper accounts and other relevant records and prepare an annual statement of accounts in such form as may be prescribed in consultation with the Comptroller and Auditor-General of India.
- (2) The Comptroller and Auditor-General of India or any other person appointed by him in connection with the auditing of the accounts of the Board under this Act shall have the same rights and privileges and the authority in connection with such audit as the Comptroller and Auditor-General of India has in connection with the auditing of the Government accounts and, in particular shall have the right to

demand the production of books, accounts, connected vouchers and other documents and papers and to inspect any of the offices of the Board under this Act.

- (3) The accounts of the Board shall be audited by the Comptroller and Auditor-General of India annually and any expenditure incurred in connection with such audit shall be payable by the Board to the Comptroller and Auditor-General of India.
- (4) The Board shall furnish to the State Government before such date as may be prescribed its audited copy of accounts together with the auditor's report.
- (5) The State Government shall cause the annual report and auditor's report to be laid, as soon as may be after they are received, before the State Legislature.

## **28. District Domestic Workers Regulation of Work and Social Security Board**

1. The State Government may for the purposes of preparation and implementation of the schemes for welfare of domestic workers, in a District, by notification in the Official Gazette, establish such number of Boards to be known as " District Domestic Workers Labour Welfare Board":

Provided that, the State Government may constitute such Board for two or more Districts:

Provided further that, the State Government may, by like notification also constitute more than one Board for a District and specify the local limits in which such Boards shall have jurisdiction or authorize any existing Board under any other law dealing with labour related matters.

- (2) The Board shall consist of members nominated, from time to time, by the State Government representing the employers, the Domestic Workers and the State Government.
- (3) The members representing employers and Domestic Workers shall be equal in number, and the members representing the State Government shall not exceed one-third of the total number of members representing employers and Domestic Workers.
- (4) The Chairman of the Board shall be one of the members appointed to represent the State Government, nominated in this behalf by the State Government.
- (5) The term of office of members of the Board shall be such as may be prescribed.

- (6) Every member shall be paid (not being a member representing the State Government) from the fund of the Board; traveling and daily allowances for attending meetings of the Board at such rates as may be prescribed.
- (7) The members of the District Board shall meet once every four months to review the operation of the Act and evaluate the implementation of the Act.
- (8) The meetings of the Board and the procedure to be followed for the purpose and all matters supplementary or ancillary thereto shall be such as may be laid down by the regulations.

## **29. Functions of the District Domestic Workers Regulation of Work and Social Security Board**

- (1) The District Boards shall perform the following functions:
  - (a) The Board shall carry out or cause to carry out the registration of domestic workers, employers and service providers / placement agency as per the procedure prescribed under the Act in the name and Account of State Board either directly or through the Workers Facilitation Centres and maintain records and registration of domestic workers as beneficiaries under the Act;
  - (b) The Board shall collect cess in the name and account of the State Board from service providers and employers at the time of registration as prescribed;
  - (c) to grant following benefits to beneficiaries which they are entitled to under the Act:-
    - (i) provision for immediate assistance and rehabilitation to a beneficiary in case of an accident arising in the course of employment;
    - (ii) financial assistance for the education of beneficiary and his/her children;
    - (iii) provision for medical expenses for treatment of ailments of a beneficiary or his/her such dependent;
    - (iv) provision for maternity/paternity benefit to the women/men beneficiaries:  
Provided that, such maternity benefit shall be restricted to two children only;
    - (v) make payment of funeral expenses to the legal heir on the death of the beneficiary;
    - (vi) Facilitate the settlement of disputes through conciliation.



- (vii) Renewal of registration certificate and collection of annual contribution.
  - (vii) Issue of identity card for the beneficiary.
  - (viii) Disseminate information on available Social Security schemes for the Workers;
  - (ix) Authorize the Workers Facilitation Centre to act as an authorized intermediary in collecting contributions from the workers and others as mandated under the Act and remit them to the district Board;
  - (x) Authorize Workers Facilitation Centre to carry out surprise visits to the working place of the Domestic Workers and check the implementation of the Act.
  - (xi) Training and imparting skills to the Domestic Workers;
  - (xii) Authorize the Workers Facilitation Centre to conduct surveys for beneficiaries;
  - (xiii) Provide legal aid to beneficiaries in case of a court proceeding to address their claims;
  - (xiv) Implement any schemes or any welfare measures framed by the central Board in consultation with the State Boards.
  - (xv) Maintain complaint registers for grievance redress of Domestic Workers;
  - (xvi) Board shall also establish or devise establishment of crèche facilities for children of Domestic Workers;
  - (xvii) Such other benefits as may be decided by the Board, from time to time;
- (c) The District Board in consultation with the State Board may make available such schemes as applicable under other laws such as the Unorganized Workers Social Security Act, 2008.
- (2) The District Board shall designate any one or more of the following at such areas as may be considered necessary, as Workers' Facilitation Centers (WFC) for purposes of facilitating registration of workers:
- i) Local Panchayati Raj Institutions (PRI) or urban local bodies;
  - ii) Resident Welfare Associations/Society;
  - iii) Non-profit organizations working among the Domestic Workers.
- Provided further that such Workers' Facilitation Centers (WFC) shall function under the supervision of the District Board.

- (3) The board shall maintain such registers and records giving such particulars of Domestic Workers employed the nature of work performed by the domestic worker, and such other particulars in such form as may be prescribed.
- (4) The board may implement any welfare schemes under any other law with prior approval of the centre or State Government.
- (5) Upon request of the aggrieved Domestic Worker, the board shall admit them into rehab homes of the government.

### **30. Powers of the District Domestic Workers Regulation of Work and Social Security Board**

Subject to any rules by the State Government in this behalf, the Board may, within the local limits

- (a) Make such examination and hold such inquiry as may be necessary for ascertaining whether the provisions of this Act have been or are being complied within any place or premises:
  - (b) Require the production of any document, record or evidence (written or oral)
  - (c) Enter, with such assistance as it may consider necessary, at all times any place or premises if there are reasonable grounds for suspecting that any Domestic Worker has or is being subjected to any form of sexual exploitation or wrongfully confined in any such place or premises or rescue any child being used employed as a Domestic Worker.
- (2) Every employer shall accord to the Board, all reasonable facilities in the discharge of his duties under this Act.
- (3) Each District Board shall have the same powers as are vested in civil court under the Code of Civil Procedure, 1908 (5 of 1908), when adjudicating a dispute in respect of the following matters, namely -
- (a) enforcing the attendance of any person and examining him on oath;
  - (b) compelling the production of documents and material objects;
  - (c) issuing commissions for the examination of witnesses;
  - (d) in respect of such other matters as may be prescribed;

### **31. Disqualification and removal of member**

- (1) No person shall be chosen as, or continue to be, a member of the Board who,
  - (a) is a salaried officer of the Board;
  - (b) is or at any time has been adjudged insolvent;

- (c) is found to be a lunatic or become of unsound mind; or
  - (d) is or has been convicted of any offence involving moral turpitude.
- (2) The State Government may remove from office any member, who
- (a) is or has become subject to any of the disqualifications mentioned in sub-section (1); or
  - (b) is absent without leave of the Board for more than three consecutive meetings of the Board;
  - (c) in the opinion of the Government, has so abused the position of member as to render that persons continuation in the office detrimental to the public interest or is otherwise unfit or unsuitable to continue as such member:

Provided that, no person shall be removed under clause (c), unless person has been given a reasonable opportunity to show cause as to why he should not be removed.

- (3) Notwithstanding anything contained in any other provisions of this Act, the members shall hold office during the pleasure of the State Government and if in the opinion of the State Government,
- (a) the member representing employers and the Domestic Workers, ceases to adequately represent the employers or, as the case may be, the domestic workers, or
  - (b) having regard to exigencies of circumstances or services in the State Government, the member representing the State Government cannot continue to represent the State Government, then it may, by an order, remove all or any of them from office at any time.

### **32. Resignation of office by member**

Any member of the Board may at any time resign his office by writing under his hand addressed to the State Government, and his office shall, on acceptance of the resignation, become vacant.

### **33. Proceedings presumed to be good and valid**

No act or proceeding of the Board shall be questioned or invalidated merely by reason of any vacancy in its membership or by reason of any defect in the constitution thereof.

### **34. Secretary and other officers of Board**

- (1) The Board shall, with the approval of the State Government, appoint a full time Secretary and such other officers and employees as it considers necessary for the efficient discharge of its functions under this Act.

- (2) The Secretary of the Board shall be its Chief Executive Officer.
- (3) The functions, terms and conditions of appointment and the salary and allowances payable to the secretary and other officers and employees of the Board shall be such as may be laid down, from time to time, by regulations.

### **35. Dissolution of the Board**

- (1) In the case of complaints relating to non-functioning of the Board, a complaint shall be filed with the State Board.
- (2) The State Board shall conduct an enquiry and if found, the complaint to be true and as the District Board dysfunctional shall dissolve the District Board.
- (3) Upon dissolution of a District Board, new Board shall be constituted within 15 days.

### **36. Employment of a child**

No child shall be employed as a Domestic Worker or for any such incidental or ancillary work which is prohibited under any law for the time being in force.

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## CHAPTER IV

### ESTABLISHMENT OF FUND

#### 37. Domestic Workers Social Security Fund

There shall be formed a Fund, to be called the Domestic Workers Social Security Fund, and credited thereto-

- (a) 1% of House Tax collected by the Local bodies as contribution towards Social Security Funds of Domestic Workers should be credited to Domestic Workers Social Security Fund every month.
  - (b) Employers' contribution collected by the District Boards in the name and Account of the State Board as annual registration fees u/s 6.
  - (c) **Any grants made to the Fund by the Central Government and State Government or any other person or organisation;**
  - (d) Any amount received by the District Board in the name and Account of State Board from the **beneficiaries as registration fees/workers contribution** under section 8.
  - (d) All amounts from the District Boards received as **registration and other fees of Domestic Workers, Employers and Service providers.**
  - (e) Any **income from investment from Nationalized Bank** of the amounts in the Fund.
  - (f) Share from **GDP and state revenue;**
  - g) **All fines collected.**
  - h) All other sums received by the Board from any other sources.
- (2) The Fund allocated by the State Board to a District Board shall be administered and applied by the District Board to meet the expenditure incurred in connection with measures and facilities which, are necessary or expedient to promote the Welfare and Social Security of Domestic Workers;
- (i) To defray the cost of such welfare measures or facilities for the benefit of Domestic Workers /beneficiaries as may be decided by the State Board.
  - (ii) To sanction any money in aid of any scheme for the welfare of the Domestic Workers including Family Welfare, Family Planning, Education, Insurance and other Welfare measures;

#### 38. Contribution of Domestic Workers / Employers

A Domestic Worker /Employers who has been registered as a beneficiary

under this Act shall, until he/she attains the age of sixty years, contribute to the Fund at such rate per mensem, as may be specified /prescribed.

Provided that the Board may, if satisfied that a beneficiary is unable to pay his contribution due to any financial hardship, waive the payment of contribution for a period not exceeding three months at a time.

### **39. Effect of non-payment of contribution**

When a beneficiary has not paid his/her contribution under sub-section (1) of section 28 for a continuous period of not less than one year, he/she shall cease to be a beneficiary, but he/she will continue to be a member.

Provided that if the Board is satisfied that the non-payment of contribution was for a reasonable ground and that the Domestic Worker is willing to deposit the arrears, he may allow the Domestic Workers to deposit the contribution in arrears and on such deposit being made, the registration or entitlement to receive benefits of Domestic Workers shall stand restored.

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## CHAPTER V

### REGULATION OF THE WORKING CONDITIONS

#### **40. Duties of the employer and service provider**

- (1) Every employer and service provider shall provide such particulars of the Domestic Workers engaged directly or through agency, to the District Board or any person so authorized by the Board, in such form and paying such fees as may be prescribed.
- (2) No service provider or a person /agency shall carry on the business of providing Domestic Workers to any employer unless the said service provider or agency or person is registered under the Act.
- (3) The service provider shall maintain the records in a standard format as prescribed by the board of all Domestic Workers being contracted by them for purposes of employment from any part of the territory of India and provide the details thereof in such form as may be prescribed.

#### **(4) Working Hours**

- (a) Weekly Working Hours – No employee shall be required or allowed to work for more than 48 hours in any week.
- (b) Daily Working Hours – Subject to the provisions of Section 38 shall be required or allowed to work for more than 9 hours in any day.
- (c) Spread Over – The period of work of an employee shall be so arranged that inclusive of the intervals for rest, it shall not spread over more than 12 hours per day.
- (d) Weekly holidays - Every employee irrespective of being a full-time, part-time, live-in, night-shift employee will be entitled to a weekly day off.
- (e) Restriction on overtime – The total hours of work in any day shall not exceed 10 hours in a day and in the aggregate, 12 hours in any week.
- (f) Wages for overtime work – Where an employee works for more than the maximum working hours as prescribed in Section 38(4) (a) and (b), he shall, in respect of the overtime work, be entitled to wages at the rate of twice his ordinary rate of wages.
- (g) Interval for rest - The periods of work of an employee each day shall be so fixed that no period shall exceed five hours and that no employee shall work for more than five hours before he has had an interval for rest of at least half an hour.

**41. Basic Amenities** – The employer shall provide the employee with basic amenities like safe drinking water, food, first aid and washrooms.

**42. Accommodation for live in employees** – The employer shall provide a live-in employee with private and decent accommodations for rest and dressing.

**43. Payment of Wages** – The employer shall directly pay the wages to the bank account of the employee within the first five days of the month.

**44. Termination** – The employer/employee shall provide 1 month notice to the employee/ employer before termination of employment and provide wages worth 15 days of employment.

**45. Leave**

- (i) Sick Leave – Every employee shall be entitled to a paid leave on the account of being sick, provided that the no. of days for sick leave shall not exceed 15 days.
- (ii) Annual Leave - Every employee who has worked for a period of 240 days or more in a household shall be entitled to 15 days of paid leave. This period shall not include the weekly holidays or sick leave.

**46. ESI** – Every Domestic Worker shall enroll under ESI so as to benefit from health cover, including maternity benefit.

**47. Crimes** – No employee shall be subjected to the offence of sexual, physical or verbal assault, violence, trafficking, wrongful confinement and bonded/forced labor by any employer or a member of his household.

**48. No discrimination at place of work**

- (1) No employer registered under this Act shall discriminate on the basis of caste, race, region, language, color, sex, creed or religion, in matters such as recruitment, conditions of employment, payment of wages etc.
- (2) No voluntary association or agency shall discriminate on the aforesaid grounds in rehabilitation, recruitment and placement and payment on these grounds, nor shall it cause an employer to do so.

*Explanation-* There shall be equal payment for equal work requiring the same amount of work, skill set, and effort.

**49. Minimum Wages**

- (1) The appropriate Government shall by notification fix the minimum rates of wages payable to Domestic Worker.



- (2) Review minimum wages at such intervals as it may think fit. Such intervals shall not exceed five years. : separate in-house other workers.
- (3) The appropriate Government may fix-
- (a) a minimum rate of wages for time work (hereinafter referred to as 'a minimum time rate');
  - (b) a minimum rate of wages for piece work (hereinafter referred to as 'minimum piece rate');
  - (c) a minimum rate of remuneration to apply in the case of employees employed on piece work for the purpose of securing to such employees a minimum rate of wages on a time work basis (hereinafter referred to as 'a guaranteed time rate');
  - (d) a minimum rate (whether a time rate or a piece rate) to apply in substitution for minimum rate which would otherwise be applicable, in respect of overtime work done by employees (hereinafter referred to as 'overtime rate');
  - (e) Minimum rates of wages may be fixed by any one or more of the following wage- periods, namely:-
    - (i) by the hour,
    - (ii) by the day,
    - (iii) by the month

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## **CHAPTER VI**

### **GRIEVANCE REDRESS AND DISPUTE RESOLUTION**

#### **Grievance Redress Mechanism**

- 50.** (1) Every District shall have one or more Grievance Redress Committee for the resolution of disputes arising out of grievances relating to rejection and denial of registration, cancellation of registration and claims as well as other grievances regarding Welfare Board.
- (2) The Grievance Redress Committee shall consist of equal number of members from the employer and the workmen.
- (3) The chairperson of the Grievance Redress Committee shall be selected from the employer and from among the workmen alternatively on rotation basis every year.
- (4) The total number of members of the Grievance Redress Committee shall not exceed more than six: Provided that there shall be, as far as practicable, one woman member if the Grievance Redress Committee has two members and in case the number of members are more than two, the number of women members may be increased proportionately.
- (5) Notwithstanding anything contained in this section, the setting up of Grievance Redress Committee shall not affect the right of the domestic worker to raise any dispute on the same matter under the provisions of this Act.
- (6) The Grievance Redress Committee may complete its proceedings within forty-five days on receipt of a written application by or on behalf of the aggrieved party.
- (7) The worker who is aggrieved of the decision of the Grievance Redress Committee may appeal to the District Collector against the decision of Grievance Redress Committee and the Collector shall, within one month from the date of receipt of such appeal, dispose off the same and send a copy of his/her decision to the worker concerned.
- (8) Nothing contained in this section shall apply to the worker for whom there is an established Grievance Redress Mechanism in the establishment concerned.

#### **51. Dispute Resolution Mechanism**

Domestic Worker Courts should be set up by Govt. where any Domestic Worker can make a complained against the employer to the court & seek reliefs indenting interim relief for any grievance relating to non-implementation a provision of the Act & seek reliefs including the relief of reinstatement & full back wages & continuity of service & all consequential benefits.

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## CHAPTER VII

### OFFENCES AND PENALTIES

#### 52. Offences and Penalties

- (1) Any service provider/placement agencies/employer who is not registered under this Act or has not renewed the registration certificate as per this Act shall be punishable with imprisonment for a term which may extend to three months and with fine which may extend to twenty thousand rupees, or with both.
- (2) Any service provider/agencies/ employer who contravenes the provisions of the Act or any rules made there under shall be punishable with imprisonment for a term which may extend to three months and with fine which may extend to twenty thousand rupees, or with both, and in the case of a continuing contravention, with an additional fine which may extend to one hundred rupees for every day of continuing offence.
- (3) If any person who has been convicted of any offence punishable under sub section (2) is again guilty of an offence involving a contravention or failure of compliance of the same provision, he shall be punishable on a subsequent conviction with imprisonment for a term which may extend to six months and with fine which shall not be less than forty thousand rupees but which may extend to fifty thousand rupees or with both:
- (4) In case of default of payment to the employee,\* the employer shall be liable to make payment along with the interest on such payment as per the state rules and if pays to any employee less than the minimum rates of wages fixed for that employee's class of work, or less than the amount due to him under the provisions of this Act shall be punished with imprisonment for a term which may extend to six months, or with fine which may extend to twenty thousand rupees, or with both.
- (5) Any person who willfully obstructs any officer so authorized by the district boards to conduct inspection under the act or refuses or willfully neglects to afford the such officer any reasonable facility for making any inspection, examination, inquiry or investigation authorized by or under this Act in relation to the employer or a service provider to whom, this Act applies, shall be punishable with imprisonment for a term which may extend to three months and with fine which may extend to twenty thousand rupees, or with both.
- (6) Whoever willfully refuses to produce on the demand of such an inspecting a person so authorized by the District Boards, any register or other document kept in pursuance of this Act or prevents

or attempts to prevent or does anything which he/she has reason to believe is likely to prevent any person from appearing before or being examined by an inspecting person acting in pursuance of his duties under this Act, shall be punishable with imprisonment for a term which may extend to three months or with a fine which may extend to twenty thousand rupees, or with both.

(7) Any person who -

- (i) Knowingly sends, directs or takes any girl or woman to any place for immoral purposes or to a place where she is likely to be morally corrupted or,
- (ii) In any manner sexually exploits or trafficking of such woman or child or,
- (iii) If found ill treating or discriminating any Domestic Worker on the basis of caste, sex, class, race, religion or region or,
- (iv) In any manner abuses or illegally confines any domestic worker or,
- (v) Compels any person to render any forced labour or,
- (vi) Provides any child as Domestic Workers shall be subjected to imprisonment for not less than three years and which may extend up to period of seven years and fine up to/ 50,000 or both.

### **53. Complaint Mechanism**

On identification of victim by service provider or District Board, the complaint shall be initiated to the chief judicial magistrate by the Service Provider or District Board, whatsoever the case may be.

### **54. Emergency Aid, Medium Term Assistance and Legal Aid**

For the victims of forced labour, sexual exploitation, discrimination, illegal confinement or any kind of abuse, the District Board or service provider shall provide with emergency aid, medium term assistance and legal aid in conduct of the legal proceedings and admit the victim to rehabilitation homes.

### **55. No court shall take cognizance of any offence punishable under this Act except on a complaint**

- (a) Made by, or with the previous sanction in writing of, the State Board or the District Board or
- (b) Made by an office-bearer of a voluntary organization registered under the Societies Registration Act, 1860 (21 of 1860) or Trade Unions Act or any other law for the time being in force; or
- (c) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

## **CHAPTER VIII**

### **MISC PROVISIONS**

#### **56. Effect of laws and Agreements Inconsistent with the Act**

- (1) The provisions of this Act shall have effect notwithstanding anything inconsistent therewith contained in any other law or in the terms of any agreement or contract of service, whether made before or after the commencement of this Act:
- (2) Nothing contained in this Act shall be construed as precluding any worker from entering into an agreement with the principal employer as the case may be, for granting them rights or privileges in respect of any matter which are more favorable to them than those to which they would be entitled under this Act.

#### **57. Supersession of Board**

- (1) If the State Government is satisfied that, or otherwise is of the opinion that,-
  - (a) The Board is unable to perform its functions, or
  - (b) The Board has persistently made delay in the discharge of its functions or has exceeded or abused its powers, then the State Government may, by notification in the Official Gazette, supersede the Board and re-constitute it in the manner specified in section 19 within a period of twelve months from the date of supersession. The period of supersession may be extended for sufficient reasons by a like notification by not more than six months:

Provided that, before issuing a notification under this sub-section on any of the grounds mentioned in clause (b), the State Government shall give a reasonable opportunity to the Board to show cause why it should not be superseded and shall consider the explanations and objections, if any, of the Board.

- (2) After the supersession of the Board and until it is reconstituted, the powers and functions of the Board under this Act shall be exercised and performed by the State Government or by such officer or officers as the State Government may appoint for this purpose.
- (3) When the Board is superseded, the following consequences shall ensue, that is to say-
  - (a) all the members of the Board shall, as from the date of

publication of the notification under sub-section (1), vacate their office;

- (b) all the powers and functions, which may be exercised or performed by the Board shall, during the period of supersession, be exercised or performed by such persons as may be specified in the notification;
- (c) all funds and other property vesting in the Board shall, during the period of supersession, vest in the State Government and on the reconstitution of the Board, such funds and property shall reinvest in the Board.

## **58. Power to remove difficulties**

- (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the official Gazette, make such provisions not inconsistent with the provisions of this Act, as appears to it to be necessary or expedient for removing the difficulty:
- (2) Every order made under this section shall, as soon as may be after it is made, be laid before each House of Parliament.

## **59. Accounts and Audit**

- (a) The Central, State and district Boards shall maintain proper accounts and other relevant records and prepare annual statements of accounts in such form as may be prescribed.
- (b) The Central Board shall furnish to the Central Government, before such date as may be prescribed, the audited copy of the consolidated account of itself and the Funds together with the auditor's report.
- (c) The State and District Boards shall furnish to the State Government before such date as may be prescribed its audited copy of accounts together with the auditor's report.

## **60. Power to make rules**

- (1) The Central Government may, subject to the condition of previous publication, make rules for carrying out the purposes of this Act.
- (2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:-
  - (a) the number of persons to be appointed on the Central Board, the term of their office and other conditions of service, the

procedure to be followed in the discharge of their functions and the manner of filling of casual vacancies of the Chairperson and other members of the Board under Section 4 of the Act.

- (b) Any other matter which is required to be, or may be, prescribed under Section 5(g) of the Act.
- (c) The form and manner in which the annual statement of accounts together with the auditor's report shall be furnished under section 29 of the Act.

- (3) Every rule made by the Central Government under this Act shall be laid, as soon as may be after it is made, before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

## **61. Application of other Acts**

The Welfare provisions of the Employees State Insurance Act, 1947, Equal Remuneration Act, 1976, Industrial Dispute Act, 1947, Inter State Migrant Workmen Act, 1979, Maternity Benefit Act, 1961, Minimum Wage Act, 1948, Payment of Bonus Act, 1965, Payment of Gratuity Act, 1972, Payment of Wages Act, 1936, Prevention of Sexual Harassment Act, 2013, Trade Union Act, 1926, Unorganised Worker Social Security Act, 2008, Workmen's Compensation Act, 1923.

## **62. Power to make rules by the State**

- (1) The State Government may, by notification in the Official Gazette, and subject to the conditions of previous publication except when the rules are made for the first time, make rules to carry out the purposes of this Act.
- (2) In particular and without prejudice to the generality of the forgoing provision, such rules may be made for all or any of the following matters, namely:-
  - (a) term of office of members of the Board;
  - (b) rate of travelling and daily allowances to be payable to members of the Board for attending meetings of the Board;

- (c) form of application for registration as a beneficiary;
  - (d) documents to be accompanied along with application for registration as a beneficiary and fees for the same;
  - (e) registers to be maintained by the Secretary of the Board;
  - (f) form of an application to be made by a beneficiary to the Board and documents which may be accompanied to such application, for grant of payments out of the fund;
  - (g) amount of contribution of the beneficiaries to the fund;
  - (h) form of annual statement of accounts including a balance sheet;
  - (i) form in which and the time when the budget of the Board is to be prepared and forwarded to the State Government;
  - (j) form in which and the time when the annual report of the Board is to be prepared and submitted to the State Government;
  - (k) number of members of the Advisory Committee and the manner in which they may be chosen;
  - (l) term of office of members of the Advisory Committee;
  - (m) rate of travelling and daily allowances to be payable to members of the Advisory Committee for attending meetings of the Advisory Committee;
  - (n) any other matter which is required to be or may be prescribed, for carrying out the purposes of this Act.
- (3) Every rule made under this Act shall be laid, as soon as may be, after it is made, before each House of the State Legislature while it is in session for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session in which it is so laid or the session immediately following, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made and notify such decision in the Official Gazette, the rule shall, from the date of publication of a notification in the Official Gazette, have effect only in such modified form, or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done or omitted to be done under that rule.

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They had brought with them the thousands of signatures they had collected from their local areas demanding Comprehensive Legislation for Domestic Workers. The Petitions signed by thousands of Domestic Workers were submitted to the Prime Minister, Chairperson of the Standing Committee on Labour and Petition Committees of Lok Sabha and Rajya Sabha through Members of Parliament. Due to General Elections in early 2014 no proper response has been received to these Petitions.

A Public Hearing was organised by the National Platform for Domestic Workers, on 11th November, 2014 at ISI, New Delhi with an aim to highlight the problems and atrocities faced by the Domestic Workers at the hands of their employers. It was an attempt to also draw the attention of the Government and the public to the need to develop measures to protect this vulnerable section of workers.

In June, 2015 NPDW, Delhi unit had organized one day function of Domestic Workers for the celebration of International Domestic Workers day at Delhi. Over 300 Domestic Workers and the Labour Minister and Deputy Speaker of Delhi Assembly participated in this programme. After that programme a Committee was constituted under the Dy. Speaker of Delhi Assembly as Chairperson which drafted a Bill for Delhi. Several constituents of the Delhi Unit of NPDW and ILO were part of this Committee.

On the eve of submitting Petition of Domestic Workers to the Petition Committee of Lok Sabha on 16th June, 2016 at Delhi, NPDW organized one day Consultation at Constitutional Club. In the Consultation the representatives of three Central Trade Unions - HMS, BMS, SEWA and AIDWA, D. Raja, Member of Rajya Sabha and Mr. Sanjay Paswan, Former State Minister of Union Government also participated in the consultation.

Three important National Consultation of Domestic Workers was organized by ILO Consultation on Extension and implementation of ESIC to Domestic Worker and 02-03, April 2016, 16th Nov, 2016 and 30 November 2016 in which many constituents of NPDW participated actively.

On 1st - 2nd Dec. 2016 NPDW organised a National Workshop which has finalised the Proposed Draft of a comprehensive Bill for Domestic Workers - Domestic Workers Regulation of Work and Social Security Bill, 2017. Over 9 Members of Parliament from different Political Parties and the Union Labour Minister Shri Bandaru Dattatreya assured - support to the cause of Domestic Workers at this consultation. The enclosed Bill will be provided shortly to the Members of Parliament of different Political parties for seeking their support and for tabling it in the Parliament as their Private Member Bill. This Bill will also be submitted to the Petition Committees of Lok Sabha and Rajya Sabha for their recommendations.

**National Platform for Domestic Workers (NPDW) consists of the following organisations which have been participating regularly in the joint activities besides organizing their independent programmes for the cause of Domestic Workers of various levels. NPDW welcomes all other Organisations of Domestic Workers to work together for the cause of Domestic Worker.**

**Constituents of NPDW**

Akhila Karnataka Domestic Workers Trade Union  
Andhra Domestic Workers Union  
Andhra Pradesh Domestic Workers Movement  
All India Federation of Domestic Workers, Bangalore  
Chetanala Domestic Workers Forum, Delhi  
Confederation of Free Trade Unions of India (CFTUI)  
Delhi Gharelu Kamgar Sangathan, Delhi  
Gharelu Kamgar Sangathan, Gurgaon  
Griha Karya Shramik Sewa Sangatna, Maharashtra  
Karnataka Domestic Workers Union  
Kerala Garhika Thozhilali Union (KGTU)  
Monfort Social Institute (MSI-DWFI), AP  
National Domestic Workers Movement,  
*Delhi, Jharkhand, Maharashtra, Meghalaya, Tamil Nadu*  
National Domestic Workers Federation  
Nirmala Niketan, Delhi  
Pune Seher Molkarin Sangthana  
Self Employed Womens Association,  
*Delhi, Kerala*  
Stree Vani, Pune  
Telengana Domestic Workers Union  
Unorganised Workers Federation, Tamil Nadu  
Vidharbha Molkarin Sanghatna, Maharashtra

**Regular Participants**

All India Democratic Association, Delhi  
Bhartiya Mazdoor Sangh,  
*Delhi and Madhya Pradesh*  
Centre for Women & Development Studies, Delhi  
Domestic Workers Welfare Association, Delhi  
Dalit Dasta Virodhi Andolan, Punjab  
Guild of Services, Delhi  
Hind Mazdoor Sabha,  
*Delhi and Rajasthan*  
Jagori, Delhi  
Karmgar Mazdoor Union, UP  
National Federation of Indian Women, Delhi  
National Alliance of Women Organisation,  
*Chhattisgarh and Madhya Pradesh*  
Rope, Odisha