

## **Domestic workers rights union intervention on Domestic workers Draft legislation**

### **Advocacy with the GOVT: Supreme Court Judgment on formation of expert committee and legislation for domestic workers:**

**In Jan to March 2025:** Domestic workers rights union focused more on advocacy with the Union Govt and State Govt. The domestic workers rights union representatives with the demand letter visited the State labour Secretary and labour commissioner office & explained about the recent judgement and need of formation of a committee for formulating laws for domestic workers. Domestic workers' representation is essential as they know the experience in the sector and facing daily challenges in the sector.

The legal representation letter was sent to the Ministry of Labour and Employment union of India, Office of Secretary (L&E), Ministry of Social Justice and Empowerment Union of India, Secretary of Social Justice and Empowerment. Ministry of women and child development union of India and Ministry of Law and Justice Union of India. The representation letter was drafted with the help of legal experts.

**Discussion on Need of Law for domestic workers:** continuous discussion held with domestic workers and leaders about need of law for domestic workers and about draft legislation in all the union monthly meetings, area meetings and local meetings and collected domestic workers feedback for domestic workers legislation and these discussion helped us to understand more deeper about domestic work sector and women workover and challenges faced by the domestic workers.

**Domestic workers rights union Intervention for Draft law for Domestic workers:** Domestic workers rights union joint Secretary Geeta Menon has taken the lead role in draft legislation for Domestic workers. The need for legislation for domestic workers was explained in all the meetings. In the month of April to July 2025 discussion was done with the domestic workers, union leaders, other unions and collected feedback.

### **Consultation with Domestic workers: July 2025**

NLSIU students visited field along with the Domestic workers rights union activist to field and discussed with the domestic workers and collected their feedback on law. The purpose of this discussion is to understand the domestic work sector and understand domestic workers situation, wages, various task handled by domestic workers and challenges in work place.

NLSIU The team visited Ragigudda, Arasu Colony, Thyagaraja Nagar, Bilekahalli and Koramangala area. Domestic workers shared various task involved in the work and now few domestic workers started negotiating the wages depends on the task but most of the workforce afraid to ask wage hike, increment, bonus with the employer and they also suggested domestic workers need law and work agreement and living wages and govt fixing the wages considering the living cost.



Meeting with Domestic workers at Ragigudda area



Meeting with the domestic workers at

Thyagarajanagar and Bilekahalli



Meeting with the domestic workers at Koramangala

**Consultation with union leaders and domestic workers at Jayanagar Office on July 19<sup>th</sup> 2025:** Stakeholders consultation held at Jayanagar office on July 19<sup>th</sup>, 2025. The consultation held with the domestic workers to understand the Vulnerabilities faced by the domestic workers and legislative framework should consider the vulnerabilities. In the consultation domestic workers rights union members, union leaders and NLSIU law students, Dr. Saurabh Bhattacharjee Sir from NLSIU, Rakshitha, from Social accountability forum for Action and Research, Human rights collective representatives participated in the meeting.

The meeting discussed the scope of the law, mainly it needs to cover the registration of all domestic workers, regulation, occupational safety and social security. The meeting also discussed the Need of law for domestic workers and Need for a Nodal Department and the requirement of a separate welfare board for domestic workers.

In the meeting domestic workers shared about workplace issues, no leaves, no bonus and no increment and domestic workers stressed the need for workplace regulation in new legislations. The Meeting also stressed the grievance redressal mechanism. In the consultation focused more

on domestic workers definition, employer definition, work definition, discussed about rights of the domestic workers mainly registration, smart card, unique ID, weekly leave, social security, bonus and yearly increment, minimum living wages and it should consider the health, education, livelihood and living condition, work place accident compensation and also stressed about enforcement of law and penalties.

**Photos: consultation with the domestic workers at Jayanagar office on July 19<sup>th</sup> 2025**



Meeting with domestic workers and collecting their opinion.

**August 2<sup>nd</sup> 2025 Consultation with various stakeholders: Developing a Legislative Framework for Domestic Workers stakeholder consultation:** Networking and linkages developed with the National Law School, center for law Studies, Human rights collectives and Social Accountability forum for Action and Research.

The consultation with various stakeholders was jointly organized by Centre for Labour Studies, NLSIU, Domestic Workers Rights Union, Human Rights Collective. The purpose of the consultation is to gather together range of stakeholders, union members, academics, practitioner's, Labour department and civil society activists and collect the view of all stakeholders about new legislation for domestic workers

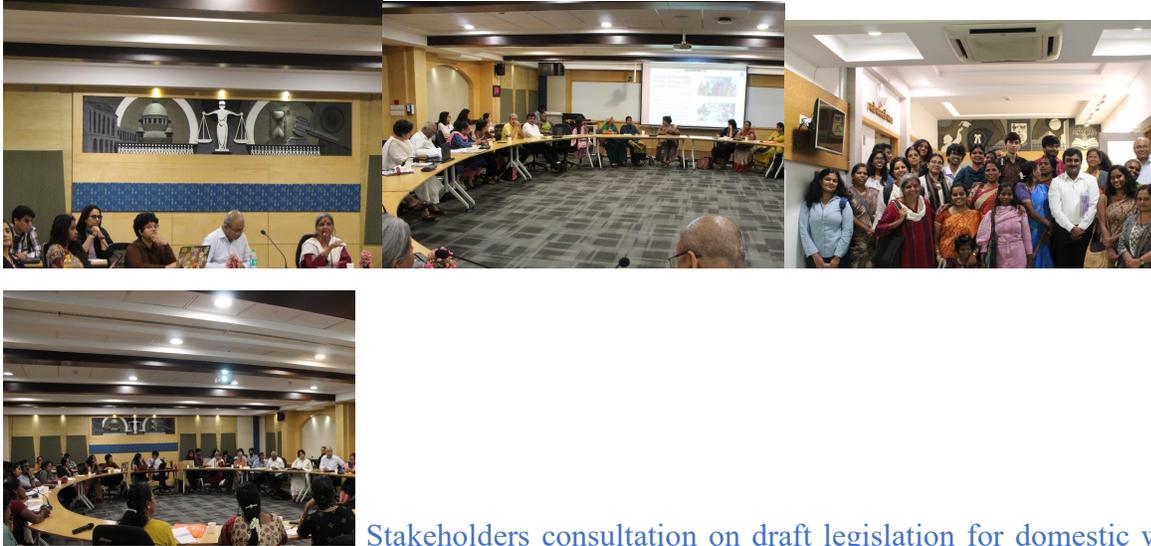
In the Stakeholders meeting legal expert team of NLSIU mainly Dr. Saurabh Bhattacharjee, Prof. Babu Mathew, Madulika T, Center for law Studies and Representatives from Human Rights Collective, Rakshitha Sway Social Accountability forum for Action and Research and Joint Secretary DWRU Geeta Menon, The Additional Labour commissioner Manjunath and other Union representatives (mainly FEDINA, Gulbarga, Belgaum Union representatives) Representative from Azim Prem Ji University, St. Joseph college representatives, Domestic workers leaders actively involved and shared their thoughts about draft legislation.

**In the consultation meeting discussed Mainly on Legal identity:** Registration card + formal recognition as workers. **Wages & Benefits:** Paid leave, maternity leave, annual bonus, annual increment

**Working condition:** Written contracts, pay slips, anti-discrimination policies. **Grievance Redressal Mechanism:** Decentralized, time-bound, appealable complaint mechanism. **Senior domestic workers /Elder Care Concessions** and pension for workers aged 60+. Social Security benefits for domestic workers and discussed the contributory model – contribution from worker, employer and govt contribution and Domestic workers demands from many years about living

wages and wages for tasks. The consultation discussed minimum wages. In consultation we came to a conclusion that we need right based law and enabling law.

**photos of the stakeholder's consultation held at NLSIU on August 2<sup>nd</sup> 2025:**



Stakeholders consultation on draft legislation for domestic workers with different stakeholders at NLSIU

**Stakeholders Meeting: Meeting with Govt /Labour department: Karnataka Domestic Workers (Social Security and Welfare) Bill 2025:**

The State Govt has Published draft bill for domestic workers in GOVT Gazette on October 15<sup>th</sup> 2025 & called **Karnataka Domestic workers (social Security and Welfare Bill 2025**. Before publishing draft legislation, the Labour department called stakeholders meeting **on sept 22<sup>nd</sup> 2025** at Vikasa Soudha with the chairmanship of Labour Secretary and our union also part of the consultation. From DWRU Geeta Menon and Union leaders Vijaya, Sangeetha and Radha involved in the stakeholders meeting.

The State Govt has given one-month time for sharing the response with suggestions for the draft bill. After many years of the Domestic workers rights union, the government took steps to draft legislation for domestic workers and published the laws but bill in the Govt Gazette. But the current bill lacks provisions promising certain labour protections deemed core labour standards by the international labour organization ILO. Hence Domestic workers rights union took initiative to collect feedback response from various stakeholders about law.



Stakeholders meeting on DW draft bill (Social Security bill

2025)

**Public meetings and Stakeholders consultation: Various actions taken by DWRU on draft Bill Karnataka Domestic Workers (Social Security and Welfare) Bill 2025:**

**Feedback on Domestic workers draft bill:** Domestic workers rights union initiated draft bill discussion with domestic workers in various monthly meetings and collected feedback on draft law.

**Online meeting held with various stakeholders to collect response and suggestions on domestic workers draft bill.** DWRU, NLSIU, Human rights collectives, Legal experts and other domestic workers rights union members participated in the online meeting and after the meeting with the help of prepared DWRU response for the draft bill.

**Meeting with domestic workers and AZIM Premji university students about law:** Collected domestic workers feedback about domestic workers legislation on 29.09.2025 and discussed about domestic work task, domestic workers shared by various task performed by them. most of the domestic workers shared not getting weekly off.



Meeting with union representatives and Azim Premji Students to collect feedback about draft law to domestic workers. (29.9.2025)

**Public meeting on domestic workers draft bill: Domestic workers rights union called a public meeting to collect the response to the draft bill from all the stakeholders on November 8<sup>th</sup> 2025 at JP Nagar, Jayanagar. (after the bill was put up in the public domain)**

**In this public meeting** more than 130 domestic workers and other domestic workers rights union representatives participated and shared their feedback and response to the law. In the public meeting Geeta Menon explained about the draft bill and discussed our union responses. Domestic workers leaders Pushpa, Vijaya and Gayatri shared their views on law. Vinay from the Alternative Law Forum spoke about new law and the need for more awareness on legislation and reaching all domestic workers and collecting their opinion is very important.



Public Meeting on Collecting response to DW draft legislation

**Major demands of memorandum and feedback to draft law:** DW Draft legislation in English and union requesting state govt to publish in Kannada because most of the domestic workers are unable to read the bill and respond to the bill. The Kannada version of the bill must be immediately released and a further thirty days must be given for consultations with workers and unions.

- The Union urges the state govt to revise the draft bill considering the suggestions of DWRU and various stakeholders.
- The Karnataka State government has the responsibility to hold consultations in all districts, with all stakeholders, and disseminate the draft to all corners of the state and reach 15 lakhs domestic workers and employers, live-in migrants’ workers and agencies!

**Media Coverage of our work:**



**Domestic workers' union urges State govt. to revise draft welfare**

**The Hindu Bureau BENGALURU**  
 The Karnataka Domestic Workers' Rights Union has urged Karnataka government to strengthen the proposed Domestic Workers (Social Security and Welfare) Bill, 2025, calling it a historic and progressive step, but warning that procedural and substantive gaps could mar its effectiveness.  
 At a meeting held to collect responses from stake-

holders to draft a comprehensive law for domestic workers and said that Karnataka now carries the responsibility of ensuring that the legislation is well thought out and centred on workers' rights.  
**Concerns**  
 Raising concerns, the union said only the English version of the Bill has been released so far, while most domestic workers have not studied English, which makes it impossible for

tion period by another 30 days. The letter also pointed out that the title of the Bill does not clearly mention protection of domestic workers' working conditions.  
 It recommended that the title should be changed to reflect that this is a rights-based legislation. It further asked that the definition of 'child' should match the one in the Child Labour (Prohibition and Regulation) Act, 1986, which defines a child as

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**public meeting on collecting domestic workers' response on draft law.**

## State proposes law to fix minimum wage, work hours for domestic workers

Rishita Khanna  
BENGALURU

The State government is expected to soon regulate domestic work through a new law that will make written agreements compulsory between employers and domestic workers, sources told *The Hindu*.

The proposed Bill, a preliminary draft of which is now under consideration, aims to ensure that no household or agency can hire a domestic worker without a written contract. The proposed law will include rules on wages, work hours and leave entitlements. It is expected to apply primarily to metropolitan areas.

### Penal provisions

Employers or service providers failing to register or renew registration, paying less than minimum wages, or violating other provisions can face imprisonment of up to six months and fines from ₹20,000 to ₹50,000, the draft bill says.



The government will regulate working conditions in consultation with the Karnataka State Domestic Workers Social Security and Welfare Board, K. HIRAJI KUMAR

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To enforce these rights, the proposed law would make registration mandatory for domestic workers, employers, and service providers. Workers must register as beneficiaries through a digital portal, with illiterate or migrant workers to be registered by employers or agencies on behalf of the workers. Registration certificates are valid for three years

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The proposed Bill also establishes a Workers Social Security and Welfare fund financed through registration fees, up to fare contributions from workers' municipal property tax levies, fines, and grant grants.

The fund will provide accident compensation, health coverage, maternity or paternity medical expenses, educational assistance, workers' children, funeral support, and support for retired or disabled workers.

Municipal corporations will remit a 1% property tax welfare fee toward the fund for workers employed in buildings.

A grievance redressal mechanism will be set up at the district level, resolving disputes on employment terms, working conditions, and payment of dues.

"This is a preliminary draft and is cur-

## Domestic workers social security bill 2025 – protest held at Belagavi Suvarna Soudha on Dec 17<sup>th</sup> 2025

Domestic workers rights union Karnataka organized one day protest at: **Suvarna Vidhana Soudha, Halaga, Belagavi. In this protest 80+ domestic workers from Belagavi. Other inter district unions mainly representative from Davangere, Gulbarga, Bengaluru and Belagavi union representatives joined the protest.**

Main purpose of the protest is: request govt to share the revised bill again in public domain and consider calling for an open, detailed consultation.

- Presently only an English version of the bill has been released. Most of the domestic workers are unable to understand and provide their feedback on the bill. Hence requesting Kannada version of the bill and a further Sixty days must be given for consultations with workers and unions.
- Consider the feedback suggestions and objections of the domestic workers rights union in revised bill.

Minister Public workers Sri Jaraki Holi visited our protest tent and listen to us and collected our demands of memorandum. Geeta Menon explained about need to legislation for domestic workers and considering suggestions.

Additional Labour commissioner Dr. Manjunath visited our protest place and collected our demands of memorandum.



Dec 17<sup>th</sup> Protest

held at Belagavi – Infront of Suvarna Vidana Soudha and demanded revised bill and kannada version of the draft bill.



DWRU members submitted demands of memorandum mainly feedback on domestic workers legislation and requested for revised bill to Minister Sathish Jarakiholi.



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