

Coping with sexual harassment: the experience of female domestic worker working in Jamshoro, Sindh, guidelines from extant literature

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Abstract

These research articles presents critique on the extant literature and provide material for ongoing debate on explore some crucial problems of domestic workers in Jamshoro; identify the underlying reasons that compel the women to join this sector. The aim of the study was to investigate domestic work and livelihood experiences of sexual harassment of female domestic worker in Jamshoro. Research published in context of female domestic worker in Jamshoro is very limited; however, the study has also confirmed the relationship between poverty and one's power to assert one's rights. Because most workers come from poor backgrounds, they tend to be vulnerable and do not bargain for their rights, making their labor cheap. The results of this study show that the hurdles of workplace sexual harassment impact on productive work environment in Pakistan the workplace environments are culturally distinct. The literature review has also identified a number of social, cultural and economic challenges that female domestic worker face and attention of decision makers and academic community has been drawn for their part to play. Implications for policymaking and research are discussed in the last section.

Keywords: Domestic Workers, Living Conditions, Sexual Harassment, Empowerment, Informal Sector, Exploitation, Abuse

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1. Introduction

The purpose of this chapter is to review and analyses some of the literature in the field of female domestic service. Although women form a very high percentage of domestic workers in Pakistan, literature on the subject is minimal. Therefore literature from North and other South jurisdictions is used as a template to draw analogies with the situation of women domestic workers in Pakistan and subsequently tested through empirical work undertaken for this study. This chapter presents a review of various books, research studies and articles on the subject of domestic service in the Pakistan.

However the purpose of review of literature is that it gives readers easy access to research on a particular topic by selecting high quality articles or studies that are relevant, meaningful, important, valid and summarizing them into one complete report. It also provides an excellent starting point for researchers beginning to do research in a new area by forcing them to summarize, evaluate, and compare original research in that specific area. Literature is a powerful source of raising awareness. In the context of women in domestic service, it acquires further significance as it highlights the problems of the vulnerable.

The main objective behind this review is as to support the ongoing research with documentary evidences that can be both quantitative and explanatory. To understand the importance of various social institutions it is important to relate them together and critically analyze them. That is why as domestic worker have emerged as a class so it is important to correlate them with the social institutions such as family. In recent years, domestic worker have received the attention of economists, sociologists and academicians as the need of domestic worker is increasing day by day in urban areas due to emergence of middle class working women. But, the security and wellbeing of domestic worker was still at stake. So, new interventions in terms of act and policies are being made for domestic workers. These all brought attention to this research to understand how domestic work became an important part of structure of our society.

2. Literature Review

A study of academic sources on a particular subject is a literature review. It offers an overview of existing knowledge, enabling you to recognize theories, approaches, and gaps in current research that are important. Previously, many authors write on the female domestic workers, their work and their socioeconomic conditions. To understand it in a better way, it is essential to review a previous literature about the female domestic workers which helps to enhance the knowledge about them in a broader perspective.

A careful review of the literature published in Pakistan on the subject of female domestic worker in Jamshoro, Sindh, explicitly indicates that there are few studies available for review such as YogitaBeri (2020) Domestic work is a hope of employment for lots of poor women. Various factors are responsible for the pathetic conditions of women in unorganized sector such as gender discrimination, poverty, lack of basic knowledge, ignorance of government, inadequate laws which are failing to prevent them. (ShabanaTunio, 2020). Numbers of socioeconomic problems were addressed by respondents in FGDs. In social problems women working in other's houses are harassed by neighbors, street passengers, and male members of family where they work and by owners of houses that they take on rent. Respondents reported insulting behavior of some women, and no pay for extra house chores in some house. In other houses domestic workers are given respect, extra pay for extra work and additional money and stuffs in sadqa/zakat. All the respondents were satisfied with their pay, which is fixed for work according to house size. But women had to give all of her earnings to husbands/father or brother. For daily expenses working women had to ask for extra pay or charity. Analyzed data has shown domestic working women face more socioeconomic at their own houses. Dr Khalid Manzoor Butt and Arooj Khan (2019).

Moreover, the exploitation of these workers is increasing due to rapid expansion of this sector but no stakeholder has paid heed to the issues of these workers. If this profession is continued without any legal cover, it will pose serious question on the credibility of Pakistan's commitment to the international community of taking measures to empower women and eliminate all forms of discrimination against women. ChetanSinha. (2019) the domestic workers in India from lower caste may be connected to their social group through the social interventions because of their social and occupational categories and are vulnerable to the discriminating at different levels and the domestic tasks. Alexia Fernández, (2018). During that time, she has mostly worked as a house cleaner for families, though she has also taken jobs as a home health care aide. She said she had to learn to hide the humiliation and shame of the repeated harassment. Hunger will make you put up with a lot of things," said Hauser, a 56-year-old mother of seven. "You realize that you have to find a way to survive, even with your dignity crushed. Elyse Shaw, ArianeHegewisch, and Cynthia Hess, (2018).

A recent National Academy of Sciences study documented high levels of harassment of women faculty and staff in academia in science, engineering, and medicine, with women in academic medicine reporting more frequent gender harassment than their female colleagues in science and engineering (National Academy of Sciences. Bernice Young (2018). Domestic work is the crucial but unseen labor done behind the closed doors of private homes. Its broad range of conditions collides with a lack of industry regulations, so the risk of exploitation is real in domestic work especially because it has been purposely excluded from various federal labor laws meant to protect workers from abuse. Sofia Zaragocin, Diana Murillo, Gabriela Ruales, and Nataly Torres (2018)

Thus, some employers consider themselves untouchable by the law despite their infractions. In light of these violations of their rights, we insist that domestic work be recognized as regular employment, that their rights as workers be guaranteed, that their rights be enforced by the respective government institutions, and that employment agencies inform their workers about their rights and make sure they are respected. ColectivoGeografia (2018). Preliminary results of the study to document emblematic cases of gender based violence and harassment against domestic workers in the workplace in Colombia, Mexico. Martha Farrell Foundation in collaboration with PRIA, of the 11 districts in Delhi, (2018) "More than 29 per cent of women domestic workers reported sexual harassment at work, with over 65.6 per cent admitting stalking as the most common one. The extremely invisible and privatized nature of domestic work also makes domestic workers very vulnerable to sexual harassment at workplace," IzzahGilani and Shaista Pakistan Journal of Psychological Research, (2018). The results of non- significant relationship of sexual harassment with external and internal coping strategies might be justified with the reason that victims of sexual harassment are likely to use eclectic strategies to cope with sexual harassment. Iftikhar Ahmad / Sidra Nizamuddin (2018), in the end, law in itself can't protect the rights of workers since workers lack awareness and the resources to pursue legal action. There is a need to realize the limitations of the law and limit our expectations to a reasonable level. However, an inconsistent, incoherent and incomplete law is a sure recipe for laggard implementation Alexia Fernández Campbell report (2018). During that time, she has mostly worked as a house cleaner for families, though she has also taken jobs as a home health care aide. She said she had to learn to hide the humiliation and shame of the repeated harassment. Helen Schwenken University of Kassel, Germany

(2017).The network addresses the different dimensions of problems domestic workers face, like exploitation, isolation and sexual harassment. The political approach of the network is to combine individual and collective empowerment and policy interventions at different political levels. Dr.K.A Rajanna (2017)

This analysis reveals that, no doubt the role of women is indispensable in the globalization process. In recognizing that importance of gender equality a number of institution and organization have been established urgent need to improve their economics condition, political empowerment and decision making power all the efforts to improve the conditions of women depend upon the will of the government, financial resources emotional commitment and self-confidence of women. Angelica Alzona/GMG (2017).When domestic workers can file complaints; they often lack the resources to do so. Yet they have been able to make concrete gains when it comes to harassment and discrimination, despite the enormous barriers that they face, because of collective action. Their experiences should light the way for women everywhere, and their struggle should be taken up by all women who want to create a world free from sexual harassment. Senior Researcher, Women's Rights Division Rothna_Begum (2017).The women also said the men harassing them became violent when they refused their advances, threatened to dismiss them or make false claims to their wives that the women had seduced them. Several women said they could not communicate with their female employers due to language barriers or feared dismissal if they complained. .NICOLE CONSTABLE-University of Pittsburgh American Ethnologist (2017) broadly speaking, foreign domestic workers are faced with several options of clothing and self-presentation. The complicated set of choices regarding self-presentation different contradictions and sexually provocative style, and "invite" abuse and perpetuate a stereotype (Poulose, 2017).Women have key contribution in world economy. They are doing all types of jobs but have little control over their income and resources. Especially domestic working women have little bargain power, are verbally harassed by male members. There is no written contract between employer and domestic worker and no minimum wage limit. Lack of awareness of legal rights among domestic workers in main hurdle in the exploitation of their rights, Katherine Lippel (2016)

Finally, it is important to be wary of "normalization", the broadly accepted belief in a given sub-culture that violence in that sector, that type of work, or that region, is normal and part of the job or part of everyday life. ChanchalGoyal (2016). For the sake of social policy, however it is important to take up this debate and move it beyond gender research to stimulate a wider discussion in society as a whole about the future of work- a future in which domestic work is duly regarded as work and placed at the heart of a redefined concept of work.RositsaRaleva and Maria Stanisheva for human rights watch (2016)

Moreover, the authorities have not established any official emergency shelter specifically for domestic workers exposed to abuse some embassies provide shelter and assistance to their national, but many do not. Even those that do lacksufficient capacity and adequate conditions. Some workers said when they reported abuse to their requirement agencies; agents confined them, beat them, and forced them to work for new families against their willZahrah Dominique Nesbitt-Ahmed (2016).For domestic workers, then, while their often low wages, among other things, ensure their lives are precarious, these workers still reveal the small joys of living – Sundays at church, spending time visiting family and friends, reading, resting, watching television or listening to the radio, of friends gossiping and playing cards, or music; the 'hidden' side of workers' everyday lives that came alive in a number of their accounts. Augustine & Singh, (2016).Trend of keeping domestic workers is increasing in cities due to increasing unemployment, illiteracy and poverty. Female of age groups 19 to 40 years are mostly engaged in domestic work.75% of respondents belonged to nuclear families and 70% respondents had salaries RS.3000/month. Ruth Birungi, EriaOnyangoOlowo (2015).Among others; long working hours, sub-standard sleeping places, physical and psychological abuse and, often for the girl child in particular, sexual abuse. In terms of abuse, guardiansand employers sometimes reprimand CDW physically or verbally for not doing work swiftly or failure to pay them. Muhammad JavaidIqbal (2015).Lack of awareness about labor law is also one of the reason of non-implementation of provisions regarding women workers, for instance, lady workers are engaged on temporary jobs and are not being regularized as required understanding orders ordinance. AKMAHSANULLA (2015).It is now time to revisit the conventional view that women's labor as domestic workers as a natural extension of women's traditional, unpaid role as mothers and care providers in the family. SHANA ALEXSSANDRA RUSSELL (2015)28For contemporary scholars, Mildred (and Childless) present a new andimportant image of the domestic laborer as worker, as activist, and as a central figure in the labor movement of the first half of the twentieth century. MELODY KANYEMBO (2015).It has shown that Domestic workers were also sexually and verbally abused. As a result of this, domestic workers find ways to cope and deal with their negative experiences at work to enhance their livelihood. While some coping strategies were beneficial, others might be harmful to them and the society at large MeghaAmrith (2015).This story captured the attention of media outlets because it stood in sharp contrast to the usual stories that emerge on the abuses that domestic workers around the world suffer the lack of respect for their basic human rights and their experiences of exploitation. It offered a different narrative on female migration: one of transformation and empowerment. Pakistan Daily

Times Reports (2015).Female domestic worker Sexual harassment is increasing in Pakistan Female domestic worker Sexual harassment is increasing in Pakistan. ZeenatHisam (2015).

Domestic women worker are ignored forms of the labor market Domestic women worker is a health, legal, economic and above all, a human right issue. NATHAN KLEIN (2014).

Some women also described how they were also subjected to sexual and physical violence. Women who have been physically or sexually abused face major obstacles to getting justice, with those who report sexual abuse also risking being charged with sexual relations outside of marriage - a 'crime' in Qatar normally punished with a year in jail and deportation. Merkin and Shah SpringerPlus(2014).Indicating that employees experiencing sexual harassment would have lower job satisfaction and higher absenteeism in Pakistan than in the US, was supported. While Pakistani employees may not be able to leave their jobs due to financial constraints, when sexually harassed, the stress may be just too great not to take off from work. The costs associated with sexual harassment are important for employers to take into account, particularly in developing Pakistan. KaterynaByelova (2014) 32This research has presented the complexity of domestic work. The practice of domestic work entails social invisibility and high level of informality related both to its non-economic scattered character and the conviction that it relates to an innate women's responsibility MananBadrunNessa Ahmed (2014). Working in violence against women means addressing the root causes of violence against women including patriarchal power structures and unequal power relations between women.Md.AhsunHabib(2014).The findings show that women workers are seemingly empowered socially and economically through their involvement in the garment sector, face restriction from their male family members when they intend to join the garment sector, which is similar to structural violence within the household. RebaseS.Meerkin& Muhammad Kamal Shah (2014).This study examined whether the experience of sexual harassment impacts job satisfaction, turnover, and or absenteeism in the US and Pakistan and distinguishes the different cultural approaches taken in response to being harassed. The result of this study show that the hurdle of workplace sexual harassment impact on productive work environment in both Pakistan and US even though the workplace environments are culturally distinct.KaterynaByelova (2014).As a result, these legal advances could introduce far-reaching cultural changes in Brazil and lead to improvement in public and social infrastructure such as, for instance, better public system to take care of the children, better quality of public transportation and of everything that makes better the life of the workers, so that people will less and less depend on the help at their homes and will divide domestic chores within their families more equally, despite gender, class and race they belong to. Senior journalist writing for citizen News Services (CNS) and is the founder Director of Schemes Foundations (2014). Women who work as domestic workers have no fixed hours of work and neither do they have a fixed minimum wages in addition to that they have no access to government run schemes and privileges like old age and widow pension, free ration, free education for their children, maternity leave and fixed paid leaves. AndualemMustefaAmza (2014)Despite male employers are the main perpetrator, brokers as well as employer's male family members and friends are known to assault FDWs. Rape, attempt rape and touching sexually sensitive body parts of the domestic workers are the prevalent forms of sexual violence committed against them. Elsa Biadegilegn(2014) Domestic work is a large and growing sector of employment for women. The social-economic, as well as for FDWs world-wide. The active participants of the sector are thus subjected to various forms of exploitation, more specifically for sexual harassment. Based on its major findings, this study concludes that FDWs are working and living in the conditions that enhance their exposure for sexual violence or harassment. Employment Questionnaire Survey for Foreign Domestic Workers Findings (2014). When the respondents encountered sexual harassment, 77% of the victims took action and many of them turned to the Consulate General for help. In this connection, Consulates General should provide more training for their staff that is designated to handle the FDWs' sexual harassment cases'. Dar Javaid Ahmad (2014) in his paper on "Socio-Economic Conditions of Female Domestic Workers in Punjab: A Case Study of Sangrur District" The paper is based on empirical work which examines the economic conditions of female domestic workers employed in households. The survey has been conducted in the urban areas of the Sangrur district of Punjab state. The study has found that the economic conditions of the female domestic workers are quite vulnerable. Hina Ansari (2013). The constitution of Pakistan does not have any law that supports their concerns. Not even social activists pay any special attention in attending their troubles and supporting their voice. Nam H.NOI, (2013).Sexual harassment in the workplace is a gender issue. Victims of sexual harassment are predominantly women, who are usually in a lowranking position, and work under the supervision of, or are dependent. Diana Vellos (2013). In this paper the authors discuss the interconnection existing between race, class, and domestic labor, a general history of immigration law, and discuss the impact that various immigration laws have had on persons of color seeking entry into the United States. Heather E. Murray (2012). They will also need to address deeply-entrenched societal factors that contribute to widespread discrimination against domestic workers and all women. (Sadruddin, 2013)

In Pakistan women are aware of their rights, sexual harassment acts and about the Protection against

Harassment of women at the Workplace Act 2010 but in spite of those women are frequently harassed at their workplace. Women don't take action and remain silent because they are bread earners of their families. Robin R. Runge(2012). Sexual assault of women in the workplace continues unabated, due to our existing legal structure's failure to discourage or prevent it. By recognizing that family and community relationships exist in workplaces, we can learn from efforts to prevent and punish the crimes of domestic violence and sexual assault in the home and create meaningful remedies for victims when they are committed at work. JayatiGhosh (2012).

Domestic workers who are undocumented or irregular migrants face particular challenges with respect to being able to fulfill their rights as workers or avail of social protection. In many countries, they are simply excluded from the purview of all the workers legislation. Qureshi,M.B; Qureshi , S.B, Taherani, A.&Ansari,S (2012). Sexual harassment was common in the hospital environments during night duties and some findings are very serious. Most of the respondents believe that the negative image of nurses as sex objects who please everyone in the hospital still exists and this produces the ground for sexual harassment.HeatherMelaughlin, Christopher Uganda (2012). Sexual harassment can serve as an equalizer against women in power, motivated more by control and domination than by sexual desire.KidistMulugetaGebre (2012). The state has failed to show any political commitment to address these injustices when they come to their attention and also has limited the spectrum for advocacy by civil societies mainly through the NGO law of the country which bans NGOs getting their funding from abroad to work in human right issues. Bivash Das (2012) "ILO).Female domestic and construction workers suffer most in terms of finding jobs, getting equal pay, enjoying leave, security of job, working in violence-free workplace, etc. Lorena SillerUrteaga, Lic. (2012).

Professionally speaking, at this point I still have to figure out what I want to do next. I am coming to the end of this project with even more questions. Sexual harassment is a very complex issue that I hope to continue to examine in the future.ILO REPORT (2012).

Female Domestic worker Harassment is social problem in Pakistan' so further research will be more needed Female domestic worker 30to 60 women killed per year in Pakistan. Tessa Wright (2011). The research has highlighted the interconnections between the historical, political and economic context and the implementation of strategies to address women's under representation in non-traditional work, noting that during the period of the research, political and economic circumstances changed radically, as Britain entered a major economic recession and period of drastic reductions in public spending. Vlieger, A.R (2011). Domestic workers in Saudi Arabia There are customary, contractual, an overview of these norms, factors influence the Islamic, customary, contractual and formal legal norms that both parties (may) refer to in conflicts. SaimaNazir(2011).Domestic workers in Saudi Arabia There are customary, contractual, an overview of these norms, factors influence the Islamic, customary, contractual and formal legal norms that both parties (may) refer to in conflicts .Bino Paul G D, SusantaDatta, Venkatesha Murthy R, (2011). Domestic violence, attitude of domestic workers towards gender, consumption under PDS system, time use, health, household assets and liability, habitat, demographic features, work profile of the domestic workers, nature of services, are being discussed in the report.(Nazir, 2011).Study conducted on migrant population who were working as domestic workers in Faisalabad found that 43.3% population were engaged in work of dish washing. Married and young domestic workers were facing more problems than older and unmarried workers. Study also revealed the fact that educated domestic workers were facing less number of problems, and newly migrated population were facing more issues. Channar, Abbasi, &Ujan, (2011).Gender discrimination at workplace is seen in all public as well as private organizations which has a negative impact on employer. It increases stress level among employers. Kaythrine E. Wilson (2010).study and the interview materials show that the status of women in rural households in Uganda is highly vulnerable to poverty and that this, in return, has a huge impact on women's roles in agriculture production and within the household economy. the findings attribute such discrepancies to gender stratification. For example, most of the young girls interviewed were forced to stop their education at the primary-school level to fulfill or take over their mothers' role in the household. Maureen Murdoch, MD, MPH, Kristin L. (2009).Histories of domestic violence within the past year and of sexual harassment while in the military are common among women veterans. Both may be associated with adverse effects on mental and physical health. Dr. DzodziTsikata (2009)the absence of regulation, domestic work remains characterized by long and unspecified hours of work, the performance of a variety of tasks, including washing, cleaning, shopping, doing the laundry, taking care of children, and caring for old or sick members of the household. Most domestic workers come from economically deprived households and work for a wide range of households, both rich and poor. The vast majority of domestic workers are female. Eros R. DeSouza (2009).The current study advances our understanding of sexual harassment by examining its incidence and consequences in a diverse sample of poorn a patriarchal country such as Brazil, new laws and procedures to prevent sexual harassment and promote gender equality may not be diligently enforced because they conflict with hundreds of years of the cultural scripts of machismo that is, such laws and procedures may be on the books.Lisa Maria Lazard (2009) It would seem that the difficulty of communicating non-consent

lies not only in gendered practices around sexual consent and refusal (see, for example, but also how these practices become interwoven with broader cultural notions of 'rejection' and how these issues become enmeshed in other relevant cultural expectations. Bobbi Jo Hardimon (2009) these results indicate that workers do not differentiate between male or female victims of sexual harassment in unambiguous cases. It is suggested for future research to consist of ambiguous cases. Prof. Dr. Gay Youn (2009) Domestic female worker face work long and unlimited hours Violence and abuse at work place, low wages. Catharina P. Williams (2008). The practice of negotiating the stages of migration was also a journey of shifting subjectivities for the women. Yusuf Noah (2008) 71 As the study has shown, many women who experience sexual harassment are not willing to report. Such avenue would afford such victims of discriminatory practice to voice their complaints. Report submitted to the 42nd session of the CEDAW Committee (2008). Workers in Bahrain originating from Southeast Asia, Union report conditions that indicate trafficking, such as withholding of passports, restrictions on movement, and physical or psychological intimidation to work. Some victims reported being forced into commercial sexual exploitation; however, the most common forms of trafficking in persons involve unskilled construction laborers and domestic workers. Parveen Azam Alil, Matria Irma (2008).

The proposal framework which had intrinsic factors within people, extrinsic factors. The socio economic political and cultural system of Pakistan and the influences of surrounding countries as determinants of violence against women provided useful insights towards the understanding of the phenomena Ragnhild Finne Tho (2008) the current law on sexual harassment in Korea is modeled on the existing US laws and despite some shortcomings maybe considered relative progressive. Mahesh Puri (2007). In our view, the broader policy implications of these results relate to advocacy and consciousness rising rather than service provision. As in other societies, the sexual abuse of women in Nepal is deeply rooted in gender inequalities. Zeenat Hisam Reports in (2007). The report, compiled a researcher in labor issues, and said that women working in hospitals, banks, offices, factories, brick kilns and private homes (as domestic workers) faced sexual harassment of different forms. Home-based women, contrary to prevalent perceptions, it said, do not fare much better. SANDY WELSH (2006) this analysis highlights how current conceptual and legal understandings of sexual harassment are not always meaningful and may not capture the experiences of many women, especially women of color. Siddhartha Sarkar (2005) Female domestic workers are subject to variety of exploitation starting from low wages to maltreatment and sexual harassment by the employer. However, with a view to improving the working conditions of female domestic workers. Faye Meriden Dussart (2005). Such work could bring us to a deeper understanding of the ways in which imperial identities were configured through the intimacies shared by master and servant, ruler and ruled, and the ways in which the contents of 'the nation' and 'the colonial' were variously constructed across time and space. International Labor Organization (2004). Domestic workers in the United Arab Emirates are to move them from the category of unskilled workers to the category of skilled workers. These changes would bring domestic workers under the protection of labor laws. Unless this change is made, domestic workers will continue to live at the mercy of individual employers and sponsor study of academic sources on a particular subject is a literature review. It offers an overview of existing knowledge, enabling you to recognize theories, approaches, and gaps in current research that are important (Kumar, (2004). Researcher have found and reviewed the literature for the systematic analysis of theories and concepts define by different researchers in order to understand the phenomena. Kristi L. Graunke U.S. Court of Appeals for the Ninth Circuit (2002) this article has sought to explore the enduring problem of abuse suffered by women who perform paid domestic work in private homes. The problem of abuse is compounded by the legal and societal marginalization of the low-income, immigrant women of color who typically perform paid domestic work. Christine Alksnis (2000). However this study presented here indicate that individual-level sexism, likely still plays a role in maintaining a gendered wage gap. Stereotypes about women's occupational and familial roles continue to be associated, with differential valuing of male- and female-typed jobs and differential access to jobs on the basis of gender and gender role. Previously, many authors write on the female domestic workers, their work and their socioeconomic conditions. To understand it in a better way, it is essential to review a previous literature about the female domestic workers which helps to enhance the knowledge about them in a broader perspective.

3. Methodology and Research Design

The first phase of the study was involved to identify and critically review extant literature on female domestic workers. The central objective of this study, therefore, is to present critique on existing literature. Through criticism this study identifies issues of critical importance that affect the female domestic worker in Sindh. The approach taken for this study was first to identify and second to critically review research on female domestic worker in Sindh. female domestic worker in Sindh extensively reviewed. female domestic worker in Sindh, literature published in high impact factor peer reviewed

journals in the fields of social sciences, psychology, sociology, organizational studies, economics and female domestic worker in Sindh between 2000 to date. In an attempt to review top-rated literature, authors surveyed top-ranked journals. Moreover, we logged on: scholar.google.co.uk and searched web-based sources with following key phrases and terms: Female domestic workers challenges and opportunities of Female domestic workers in Jamshoro, Sindh

4. Procedure of Review Literature

Firstly, authors collaboratively searched extant literature on female domestic workers with special focus on theory, empirical evidence and case studies in different country contexts. Secondly, large numbers of papers were downloaded, carefully reviewed and only most relevant research studies were selected for further review and reporting in the study. Thirdly, abstracts, models, conceptual and theoretical frameworks, theories, methods, conclusions and recommendations were extensively reviewed. Finally, the journal papers and reports which were most relevant to the central research question of this study were selected for detailed review and reference. The most recent studies of Yogita Beri (2020) and Shabana Tunji (2020). Used similar method for literature review which is commonly used for surveying literature.

5. Finding and Discussion

After reviewing the literature, the researcher extracts that Pakistani, as well as Sindhi society people are forced in to domestic employment for various reasons including: the lack of formal jobs available (UN employment), as a result of a divorce (women), because they have been orphaned and have no alternative home, because they have to drop out of school due to poverty. The relationship between poverty and one's power to assert one's rights. Because most workers come from poor backgrounds, they tend to be vulnerable and do not bargain for their rights, making their labor cheap. The reason of harassment is recorded as consequence of the female domestic workers in the study area are subject to gross human rights violations, exploitation and abuse such as lack of clear contract and in applicability of contracts, long hours of work and overload, violation of privacy, verbal, physical and sexual harassment, Inadequate food and accommodation and Poor payment. Only 2 of them i.e. 2.3% of them said that they quit their jobs when they were sexually harassed. This yet again brings out the extremely vulnerable situation of domestic workers; their household poverty and lack of alternative livelihood options prevents them from workplace.

Major challenges of female domestic workers

From the subjective account of the female domestic workers the following major categories were identified. Lack of Education, Lack of Support, Acceptance of Harassment due to Poverty, Unskilled labor, Health care and maternity leave, Psychological Impacts & Financial Impacts,. Living in Silence, Awareness of law

Lack of Education:

Researcher found that most of the workers being less educated, the awareness to form a union is lacking among them. As there is no such domestic servants' unions formed across the country, they cannot raise their voice against employers' negative attitude.

Lack of Support:

The initial findings of the rapid survey clearly establish that domestic workers are affected by sexual harassment at workplace on a regular basis and lack the necessary support and redressed mechanisms to deal with it. The anecdotes shared by the domestic workers also bring out how they lack support in their own communities and families when they are faced with this issue. While governance institutions have to be strengthened, community sensitization and mobilization will also be imperative to ensure that domestic workers have support from every sphere and class, caste and gender barriers can be overcome to generate collective action for change. The social norms, beliefs and attitudes toward domestic work are problematic in their nature. The traditional perception of domestic service among many countries creates a fertile ground for FDWs to be sexually exploited in a closed door. The social stigma attached to it and the financial pressure to remain in the job no matter what, prevent domestic workers from filing complaints against members of the employer's family who abuse them. Those who do, rarely obtain a verdict against the employer, particularly if the victim is a poor worker. Discussion at length the constraints that domestic worker face when sexually harassed by their employers "Women who work as domestic workers have no fixed hours of work and neither do they have a fixed minimum wages in addition to that they have no access to government run schemes and

privileges like old age and widow pension, free ration, free education for their children, maternity leave and fixed paid leaves.

Acceptance of Harassment due to Poverty: Researcher found that every single inequality whether it is major or minor will attain a serious concern; First of all, domestic workers are employed in private homes, rather than formal workplaces like firms, organizations or companies. This makes them invisible and isolates them from others in the sector also, their working conditions are dependent on the good or bad will of the employer, Domestic workers lack job security and employers often tend to dismiss them for petty reasons like 'excessive leaves', 'breaking a utensil' because of a huge supply of paid domestic workers in a given area, there is always the threat of losing the job.

Unskilled labor: Researcher found that female domestic workers were very poor, illiterate and they have no formal training for any skilled labour. Therefore the only way left for us is to earn a living by performing domestic service in other households. Poverty and reduced livelihood opportunities for women in the rural areas, has forced them to migrate to the urban areas in order to secure viable options of employment. They have no choice for another job and they want to support their family

Health care and maternity leave: The vast majority of domestic workers do not enjoy any employment benefits such as health care and maternity leave. While individual employment contracts could theoretically remedy the failure of national labor laws and work permit regulations to guarantee domestic workers these benefits, they rarely do. Domestic workers rarely have written contracts, or, as in the case of Asian migrant workers, typically have vague and poorly enforced employment contracts through labor agencies or national embassies. Lack of health insurance, grossly inadequate wages, and separation from family and other support networks leave most domestic workers dependent on their employers for medical care. In reality, many domestic workers never receive adequate medical attention or treatment, even for work-related injuries, and are often required to continue working while ill. When employers do take their domestic workers to a doctor for treatment, they often deduct the costs of the visits and medicine from the workers' wages.

Maternity leave: Domestic workers rarely enjoy any rights to maternity leave. Indeed, in most cases we documented, domestic workers who became pregnant lost their jobs; domestic workers who become pregnant are either fired, or kept on only until the pregnancy begins to impede carrying out her duties, or until the birth of the baby. Pregnant workers can sometimes face pressure to give up the baby in order to keep their jobs.

Psychological Impacts & Financial Impacts.

This study examined whether the experience of sexual harassment impacts job satisfaction, turnover, and or absenteeism in different cultural approaches taken in response to being harassed. Being sexually harassed can devastate your psychological health, physical well-being and vocational development.

Financial Impacts: Financial abuse or economic violence includes regulating the overall ability of a victim to access, use, and preserve financial capital. This study founds, strong evidences of financial violence which impacts women empowerment and well-being. Having no right on husband's income, Having no liberty to generate personal income, No financial liberty; participants have no liberty on their earned money

Living in Silence: This study examined that in Pakistan "After the construction site workers the largest workforce in the country in the unorganized sector is that of the domestic workers, yet their rights are openly violated and they have no hearing if they are exploited both sexually and economically. It is ironical that on one hand the government is enacting laws to protect women who face sexual harassment at the workplace and on the other hand the Sexual Harassment at Workplace Bill 2010 which deals with the issue totally ignores the domestic workers.

This, despite the fact that they are facing such harassment day in and day out at their workplace at the hands of their employers. It is a serious problem as over 90% of this workforce is living below the poverty line and are more oppressed by their employers. Thus it is imperative that such women also be brought under the ambit of the Sexual Harassment Bill 2010." Discussing at length the constraints that domestic workers face when sexually harassed by their employers, "Women who work as domestic workers have no fixed hours of work and neither do they have a fixed minimum wages, in addition to that they have no access to government run schemes and privileges like old age and widow pension, free ration, free education for their children, maternity leave and fixed paid leaves.

Awareness of law: In all 25 semi-structured interviews, the researcher used to inquire regarding the Sexual Harassment at Workplace Bill 2010 from the participants, however the data results that all participants

expressed that they did not know about any type of law in the favor of women in Sindh. This research found that female domestic workers in Jamshoro are not aware of the law, they are eager to seek help but no channel or support system is available in their surroundings. This study also found that female domestic workers in Jamshoro are reluctant to go to male police stations they are afraid of custodian violence and harassment by the male police staff. The Researcher has been found that some female domestic worker have an idea about female police station at Hyderabad, however, they don't know how to reach there, and they did not find anyone who can help them to reach there.

6. Limitations

This study is based on review of literature as a result it bears a number of limitations in terms of criticism, findings and conclusions drawn. Although an extensive and careful search of extant literature on the subject under discussion was made however, there may be some pertinent studies unattended which may impact the findings and conclusions of current research.

Limitations require academic community to contribute an empirical and rigorous research on large scale at cross-section to examine the subject under investigation. This research, however, attempted to open up fresh dialogue in academic and professional settings regarding importance and challenges of Female domestic workers in Sindh and its role in poverty alleviation and minimizing marginalization of rural women. Researcher focuses on two areas: 1) female domestic working conditions and experiences of sexual harassment, In particular, Sindh focused research will allow researchers to extend and revise existing knowledge about and theory on Female domestic workers through the consideration of new country contextual variables. Fine tuning existing theories will allow researchers to develop new theories and constructs which will be generalizable at cross national level

7. Conclusion and Recommendations

This study investigated domestic work and livelihood experiences from a gender perspective. It was a case study based on women working as live-out domestic workers in jamshoro colony. Although there is considerable gender division of labor in the allocation of domestic work, there are many instances when gender dimension does not affect the allocation of tasks. The relationship between domestic workers and their employers in the current study is characterized by prominent inequality. It is the lack of equality between domestic workers and employers that may allow for exploitation of domestic workers.

The findings indicate that domestic workers faced labour and human rights violations in the sense that their respective employers had control over their freedom of movement, and they lacked respect for privacy regarding their personal life. The very reality of the workers is not acknowledged as they are treated like things or objects. It just lays a very general obligation statement on the employer to „respect the workers human dignity“. Experiences of domestic workers with their jobs were largely negative. They recounted long hours of work, sexual harassment, verbal abuse, poor health consequence, low salaries and unequal relationships with employers. One of the most striking findings of this research was that respondents have accepted their conditions as natural to their work.

However, the cooking is assigned to the expert workers. The wages of the female domestic workers are very low compared to other workers in the informal sector. The domestic servants enjoy both money wages as well as real wages. The female domestic servants have to face a lot of problems at the work place which include low level of wage, a minimal pay or no pay for extra work, absence of leave facility, sexual harassment by male employer etc. These problems can never be overcome until the concept of unionism is developed among the female domestic workers. The economic compulsion is the main hardship for taking the job as domestic servants. The general educational status of the female domestic workers in the Jamshoro is not satisfactory. The workers contribute a lion part of their earnings to the family and few of them have saving potentials too. Since wages of the female domestic servants are very low, they have been worst exploited. The female domestic workers are subject to variety of exploitation starting from low wages to maltreatment and sexual harassment by the employer.

The study found that the high prevalence of sexual violence or harassment among FDWs in the study area. Despite male employers are the main perpetrators, brokers as well as employer's male family members and friends are known to assault FDWs. Rape, attempt rape and touching sexually sensitive body parts of the domestic workers are the prevalent forms of sexual violence committed against them. As a social impact, blamed by offender's families, the victimized domestic workers have migrated to other places, got ostracized and lost their jobs. Despite they have faced all these types of social impact; many assaulted or harassed female domestic workers ignore the incidence of sexual violence and keep silence. The prevailing reason for not reporting the incidence of sexual violence to all concerned bodies at different levels is fear of losing their

jobs. Against this backdrop, there are also other FDWs who have accepted the incidences as normal in contexts of domestic work. Surprisingly, few domestic workers are not aware of the incidence inflicted on them is a crime until they are informed by others. In conclusion, the current study argues that female domestic workers are living and working in those conditions that have increased their chances of getting sexual assault or harassment. It is, therefore, deduced that unwanted pregnancy and consequently abortion, infection and vaginal trauma are the main physical impacts of the raped FDWs in this study. The most prevalent psychological and mental health impacts observed on assaulted female domestic workers are depression and feeling of ashamed.

A further recommendation of the study is to propose that domestic workers be included in the definition of a 'worker' and like other countries such as Argentina and South Africa a separate legislative code be framed to regulate the working conditions of domestic workers. The original contribution of this study has been the attempt to provide a deeper insight into the lived realities of women domestic workers in Jamshoro, Sindh Pakistan. It also questioned the efficacy of law as a tool for empowerment and explored different possibilities for improving women domestic workers' situations. It has highlighted the issue of women domestic workers in Jamshoro, Sindh Pakistan, as the literature reviewed. The government under the Ministry of Labor should increase the minimum wage policy for domestic workers. This will also help reduce health problems experienced by domestic workers due to financial pressure. The situation of domestic workers must be included in all agreements and laws aimed at eliminating violence against women. It explains the dearth of research studies and surveys on domestic workers in the country.

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