

Pradesh), Shri Banshilal Gurjar (Madhya Pradesh) and Shri M. Mohamed Abdulla (Tamil Nadu).

Now, Shri M. Shanmugam, 'Need to Bring a Comprehensive Legislation for the Welfare of Domestic Workers and to Constitute Labour Welfare Boards.'

**Need to bring a comprehensive legislation for the welfare of domestic workers and to constitute Labour Welfare Boards**

SHRI M. SHANMUGAM (Tamil Nadu): The Minimum Wages Act was extended to domestic workers in 12 States but was not included in the Central rules, with the result that it could not be fixed in many States and UTs. In the kinds of work that domestic workers do, be it cooking, caring for children and sick and old persons, these are all skilled jobs and wages should be based on this category. The fixation of wage can be on hour basis or per day or per month. It should be treated that employer's home as the workplace of the domestic workers. According to the Wage Code, although domestic workers are wage workers and can be covered by the Code, the way the establishment is defined, excludes the private home. The ILO Convention advocates and guarantees many aspects of social security, namely, medical care, sickness benefit, unemployment benefit, old-age pension, employment injury benefit, family benefit, education of children, maternity benefit, invalidity benefit, funds in case of natural death, funeral expenses and survivor's benefit. Therefore, it is very important that Domestic Welfare Board should be constituted by the Union Government through which these workers will get social security benefits. Medical benefits should be provided to them by extending ESI Scheme to the workers. As part of resources mobilization by the State, a percentage of house tax can be transferred to the Boards. I would urge the hon. Labour Minister to bring a comprehensive legislation for constituting Boards all over the country with welfare measures and social security.

MR. DEPUTY CHAIRMAN: The following hon. Members associated themselves with the Special Mention made by the hon. Member, Shri M. Shanmugam: Shri Haris Beeran (Kerala), Shri R. Girirajan (Tamil Nadu), Shrimati Mahua Maji (Jharkhand), Dr. V. Sivadasan (Kerala), Shrimati Jebi Mather Hisham (Kerala), Dr. Kanimozhi NVN Somu (Tamil Nadu), Dr. John Brittas (Kerala), Shri M. Mohamed Abdulla (Tamil Nadu) and Ms. Dola Sen (West Bengal).