

**The Impact of working and living conditions on non-economic wellbeing of female
domestic workers in Pakistan**

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Abstract

Purpose: Domestic service is distinctive from various other forms of work, and so are the relationships established within it, since the work takes place in the employer's home. For the reason that, a combination of domestic work setting in the personal space of the employer and development of relationship builds distinct tensions between employer and employee appear widely across this profession than any regular office employment (Giles & Sedaf, 1994; Gill, 1994; International Labour Organization, 2011; Rollins, 1985). However recent studies have reported domestic workers' exploitation in many cases along the lines of long working hours, low wages, , unsafe and undignified work place conditions, and susceptibility to physical, mental, and sometimes sexual abuse (Brites, 2014; Chen, 2012). This study used some factors that can positively and negatively affect the non-economic wellbeing of female domestic workers.

Research Questions: This thesis investigated whether or not various factors positively or negatively related to the wellbeing of female domestic workers. Specifically, this thesis investigated whether or not the independent variables working conditions of domestic workers (the factor related to workplace) impacted non-economic wellbeing the dependent variable of the study.

Method and Analysis: This study utilized a quantitative research strategy and a pen & paper survey was conducted. Workplace conditions was measured using various workplace factors and by dividing the variable into another part or components which included employer – employee relationship while the dependent variable was non-economic wellbeing of female domestic workers. Other independent variables were, house hold conditions of domestic workers and their monthly salary. From a total of 150 questionnaires were filled through a snowball sample of female live out domestic workers in different areas of Lahore, 135 have been used in the data analysis. The collected data were analyzed using OLS regression technique.

Results: Results of the OLS regression showed that working conditions positively and significantly impacted non-economic wellbeing of a female domestic workers working in single or numerous households in Pakistan. Similar results were obtained from female domestic workers own household conditions (as the independent variable) on their non-economic wellbeing. Because their own housing conditions also impact positively and significantly to

their wellbeing. Surprisingly, Salary of female domestic workers (as independent variable and taken as economic wellbeing of female domestic workers) had showed negative and insignificant impact on the wellbeing of female domestic workers in Pakistan. Through this research, it can be concluded that despite the raise in salary of domestic workers non-economic wellbeing of female domestic workers doesn't not increase (Explanation in discussion chapter), although their non-economic wellbeing will be increased or decreased by the conditions of their work place and their own housing conditions.

Keywords: Female domestic workers; employer employee relationship; Pakistan; Non-economic wellbeing; Household conditions; workplace conditions

Declaration

I declare that this thesis was composed by myself, that the work contained herein is my own except where explicitly stated otherwise in the text, and that this work has not been submitted for any other degree or professional qualification.

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