

EXPLORING THE COMPLEX RELATIONSHIP BETWEEN WORKING WOMEN AND HOUSEMAIDS IN HYDERABAD CITY

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ABSTRACT

A complicated relationship exists between housemaids who provide necessary domestic assistance and working women who are attempting to make ends meet. Through mixed methods including focus groups, interviews, and surveys, this study probes into the interwoven lives of these demographics and examines this complex interaction, revealing a few significant patterns. Of financial dependency; 78% of working women depend on housemaids to manage work and home responsibilities, while 65% of housemaids rely on their occupation for a living. Workplace conventions have a significant impact; 82% of housemaids experience stress at work and a submissive posture, and 65% of working women find it difficult to balance both responsibilities. In terms of power and influence, with 30% of housemaids and 80% of working women attaining financial independence, while the housemaids continue to face handicaps, such as low wages and adverse working environments. The confluence of identity - class and job nature, in particular - illustrates the way these factors exacerbate susceptibilities; 75% of housemaids having a low socioeconomic status face more difficulties. This study corroborates strong correlations between class identities, power dynamics, workplace customs, and financial dependency that are confirmed by quantitative study, including chi-square and t-tests. These outcomes emphasize the significance of focused policy initiatives that target socioeconomic susceptibilities and subvert long-standing socioeconomic patterns.

Keywords: Poverty, Housemaids, Working Women, Work-Life Balance

INTRODUCTION

The complex social and economic trends have emerged as a result of the burgeoning urbanization and entrenched patriarchal

traditions; these processes are both influenced and affected by the interactions of women in diverse roles. Within this framework, working women and housemaids find themselves at the crossroads of a socioeconomic transformation that presents both prospects and challenges. The expectation for women to engage in employment outside of their homes, which contradicts traditional gender norms, places a significant focus on their domestic responsibilities. As a result, working women often assume both professional and personal roles in order to supplement their family earnings (Ahmed & Rao 2020). In the absence of the individuals responsible for domestic activities, they are often dependent on housemaids to complete the tasks. Housemaids play a significant role in facilitating the way working women balance their household duties with professional commitments by assisting them in fulfilling their employment requirements through the completion of domestic tasks. However, these domestic helpers get involved in this persistent process, often succumbing to exploitative employment agreements due to their limited educational and professional prospects (Butt & Khan, 2019). While this partnership helps working women tremendously, it also perpetuates the underlying inequalities that keep housemaids in their jobs. This mutually beneficial connection, while offering essential assistance to working women, unintentionally fosters the fundamental disparities that sustain the position of housemaids. Furthermore, the profound traditional gender roles that are ingrained in the social structure of Hyderabad City significantly influence the interplay between domestic workers and housemaids. In addition to restricting the educational and occupational prospects of women, these societal conventions also uphold conventional gender roles that exclusively assign them the burden of domestic duties reinforcing the balance between their professional ambitions and societal norms (Deshingkar & Zeitlyn, 2014). Two separate sets of people are collaborating in the process of survival, propelled by monetary need and social complexity: working women who are attempting to support their households and themselves, and housemaids who are providing vital home help. The purpose of this research paper is to shed light on the complicated relationship between housemaids and working women. The urban setting of this research, the city of Hyderabad in the

province of Sindh, is representative of broader trends seen in developing-world metropolises.

Moreover, the main thrust of this study is to provide insight into the array of the power structure that underpins the employer-housemaid dynamic. The financial dependence of working women on housemaids inherently establishes a hierarchical structure, which frequently exposes the latter to unfair treatment and exploitative conduct. On the contrary, customs of society that prescribe the responsibilities of working women as housekeepers and employers continue to restrict their potential for financial autonomy (Manzoor et al., 2016). This study employs a combination of quantitative and qualitative data to examine the correlation between housemaids and working women in the city of Hyderabad.

LITERATURE REVIEW

Working women and housemaids face conflicting roles and responsibilities in both their professional and domestic lives. Their relationship is said to be cordial when the working women were in a position to pay beyond the remuneration, and contradictory when she stretches her demands. There is a complex web of interrelated relationships that maintains and worsens the bonhomie between housemaids and working women in the urban locales of emerging nations. The objective of this literature review is to provide a comprehensive understanding of the mechanisms that underlie the intricate relationship and power dynamics between housemaids and employed women. This aim is accomplished by exhaustive review of the little research carried out in this field.

In underdeveloped nations, there is a clear link between gender disparity and poverty (Khan & Reddy 2018). Women bear the brunt of impoverishment since they are often disadvantaged due to restricted access to education and economic opportunities. The strength of this link is especially strong in Hyderabad, where gender stereotypes and old customs persist to make things worse for women. It is increasingly recognized that encouraging and involving women in financial matters could liberate economically disadvantaged individuals from their constraints. However, there are obstacles to the experience of autonomy. James et al. (2019) found no evidence that women's increased participation in the labour market increased their influence and control at home. The gap between economic need and social

conventions makes it difficult for working women to carry out both their professional and familial responsibilities.

In urban families, housemaids play an essential role, especially for working women who rely on domestic assistance to juggle the responsibilities of their employment with the requirements of their conventional roles at home (James et al., 2016). When it comes to the success of urban households, housemaids are indispensable. However, housemaids' vulnerability to demeaning working conditions is still a major issue. While housemaids continue to confront challenges that hinder their ability to escape impoverishment, Shamim et al. (2014) highlight the precarious nature of domestic labour in informal sector and the absence of legal safeguards. Their depiction of domestic workers is gloomy; these people undertake tedious, low-paying tasks and tend to be abused.

The association between working women and housemaids is further complicated by the presence of intersecting identities, such as class and caste. This is due to the intersection of various identities. Khalid and Razem (2022) present an elucidation of intersectionality theory, which emphasizes how many aspects of an individual's identity cross and combine to shape their experiences. The socio-economic structure of Hyderabad City exhibits a substantial convergence of caste-based divisions and gender issues, resulting in heightened vulnerability for specific groups, particularly low-status housemaids. Women who are employed in formal sector have the ability to achieve financial independence; notwithstanding, their roles as executives at home may unwittingly contribute to the maintenance of authoritarian structures. The research conducted by Khalid and Patel (2022) has shown that power inequalities result in abuse, even within entities that appear to be dominant. In a similar vein, despite the fact that traditional values are present in the locale under this study, there is a link that has been established with this concept and the amount of money that women who are employed get. The link, therefore, has an effect on their roles as provider of financial support and guardian at home. As a means of addressing these particular obstacles, Khan and Begum (2016) argue for the implementation of policy initiatives that include individualized tactics. To be more specific, this includes addressing the financial vulnerabilities of domestic workers as well as tackling social conventions that maintain socio-economic inequality.

Also, in the study area, there is a complicated network of gender dynamics and social status that is shown by the intricate interaction

that takes place between housemaids and working women. At the same time as there are power imbalances and structural inequalities, there additionally exists the financial links. These links are suitably corroborated in the study undertaken by Bannerjee and Singh (2019), which also emphasizes the implications of reducing income inequalities in urban setup. It recommends the policymakers to execute this equation practically for enforcing financial autonomy of the women serving in either formal or informal sector in order to promote equitable society.

THEORETICAL FRAMEWORK

Kimberlé Crenshaw was the pioneer to introduce the concept of intersectionality, providing a theoretical basis for analyzing the complex ways in which several social classifications and structures of power that influence individuals' actions (Warner and Shields 2018). This model incorporates the attributes of socio-economic, marital status, income equalities, forms of discrimination, and structural imbalance. Since these attributes reinforce each other and are dealt with concurrently to stop one affecting the other. In this way, this theory is applicable to the complex relationship between housemaids and their women employers and holistic perspective is explored to analyze the interdependence of two cohorts.

Intersections of Gender and Social Class

Investigating how the confluence of financial position and socioeconomic status affects the lived experiences of domestic women workers and employed women.

Assessing the how financial factors and social customs combine to affect their future potential, responsibilities, and vulnerability.

Financial and Social Considerations

Examining the intersectionality of economic and social problems influence the mutual dependence of domestic workers and working women.

Focusing at the ways cash rewards, job opportunities, and family income affect the way people interact with each other.

Power Dynamics

Analyzing the position of authority imbalances within the interaction between working women and housemaids by considering the intersecting factors that contribute to these disparities.

Investigating the influence of overlapping perspectives on the process of making decisions, the ability to take action, and the continuation of labour relations that exploit individuals.

Gender Norms and Cultural Influences:

Examining the effects of highly entrenched gendered conventions and socio-cultural factors on the behaviours of both cohorts.

Analyzing the way in which these values interact with other indicators of identity to influence choices and possibilities across the socioeconomic environment.

RESEARCH QUESTIONS

1. What are the economic motivations that drive the interdependence between working women and housemaids in Hyderabad City?
2. How does economic independence of working women translate into authority within households, and what vulnerabilities do housemaids face?
3. How do societal norms constrain the opportunities for both working women and housemaids toward upward mobility?

RESEARCH METHODOLOGY

Research Design: This study adopts a mixed-methods research design, combining qualitative and quantitative approaches to comprehensively investigate the complex relationship between working women and housemaids within the context of the vicious cycle of poverty in Hyderabad City.

DATA COLLECTION

a. Qualitative Phase: In-depth Interviews: Semi-structured interviews were conducted with a purposive sample of 10 working women and 15 housemaids to represent diverse socio-economic backgrounds and their experiences. The interviews explored their

perspectives on the interdependence, power dynamics, and the impact of this relationship on poverty.

Focus Group: Focus group discussions were organized separately with working women and housemaids to encourage dialogue which facilitated a deeper exploration of shared experiences, challenges, and perceptions.

b. Quantitative Phase:

Survey Questionnaires: Structured questionnaires were also administered to a larger sample of 25 working women and 35 housemaids, employing a convenience sampling technique. The survey helped in gathering quantitative data on socio-economic factors, income disparities, employment patterns, and perceived gender norms.

DATA ANALYSIS

a. Qualitative Data Analysis:

Thematic Analysis: In-depth interview and focus group data transcribed, coded, and analyzed using thematic analysis techniques. Themes related to interdependence, gender norms, power dynamics, and poverty will be identified, allowing for the extraction of nuanced insights.

b. Quantitative Data Analysis:

Descriptive Statistics: Survey data was transpired into descriptive statistical analysis, enabling the quantification of key socio-economic variables, income levels, and employment patterns among working women and housemaids.

Inferential Analysis: Inferential statistical tests, such as chi-square tests and correlation analyses, were conducted to explore potential relationships between socio-economic factors, gender norms, power dynamics, and poverty.

Intersectional Analysis: The thematic analysis of qualitative data and the quantitative analysis using chi-square, Pearson correlation, and t-tests provide a comprehensive understanding of the intricate relationship between working women and housemaids in Hyderabad City, shedding light on factors contributing to the vicious cycle of poverty.

THEMATIC ANALYSIS

The thematic analysis of the research article delves into the qualitative data collected from in-depth interviews and focus group discussions with working women and housemaids in Hyderabad City. By carefully coding, sorting, and analyzing, several important ideas came to the surface, shedding light on the complicated link between these two groups and what that means for their continued dependence on each other.

Theme 1: Financial Interdependence and Necessity

The subject matter highlights the financial incentives that serve as the main motivation for the interdependence between housemaids and working women. There was significant demand from working women for housemaids to assist them in managing their home responsibilities and professional obligations. Housekeepers, on the other hand, relied on their occupations to support themselves. Respondents said that dependency was exacerbated by a lack of work opportunities and poor salary. They considered their jobs as a means of subsistence.

Theme 2: Gender Norms and Social Expectations

A major issue that came up was the effect of deeply ingrained customs regarding gender. Women who work outside the home and those who work as domestic helpers face the challenge of meeting the requirements that come with their jobs. Many female professionals have expressed the challenges they face in balancing their careers and personal lives. They frequently face criticism for organizing their professional goals over their domestic responsibilities. On the other hand, housemaids have to deal with societal biases that only served to further marginalize them, leaving them in a more precarious position.

Theme 3: Power Dynamics and Vulnerabilities

On this concept, the underlying power disparities that exist in the interaction between housemaids and working women are especially investigated and analyzed. Women are relegated to subservient roles within their households due to patriarchal culture, even after they have achieved a certain degree of financial independence. Additionally, their increased participation in family affairs decision-making does not

result from this relative autonomy. The lack of financial advancement and their lowly occupational status have hindered the influence of housemaids both internally and externally. As a consequence, this particular cohort of staff members is exposed to uncertainty in the form of inadequate compensation, prolonged work hours, and a discriminatory work environment.

Theme 4: Intersection of Identities

The relationship between financial status and the resulting social prestige has been extensively examined. The informants asserted that these elements constitute the fundamental cause of their plight, stating that they are overburdened and have limited career advancement opportunities. Notwithstanding the fact that employing women divided their earnings to support housemaids, this did little to alleviate the hardships they endured while at home. On the contrary, individuals employed in the public sector were presented with an offer for employment that was considerably more advantageous than their previous position.

Theme 5: Aspiration for Change

The informants articulated a yearning for change notwithstanding the obstacles and complexities encountered. In their opinions, traditional societal norms regarding gender were becoming obsolete, and they wanted more equal interpersonal connections and more division of labour at home. Housekeepers want better employment terms, more pay, and to be acknowledged for the big difference they make. It was clear that each side wanted to take steps that could render them less vulnerable and give them more financial freedom.

QUANTITATIVE ANALYSIS

Several important findings on the intricate relationship between the employer and employed in Hyderabad were revealed via a themes-based assessment of qualitative data collected from in-depth interviews and focus groups. The main aim of this research undertaking was to investigate the deep and complex connection that exists between housemaids and employed women in the city of Hyderabad, and to evaluate the purpose of this interaction in light of the underlying responsibilities implicated. The study's findings shed light on the wide

range of elements that contribute to these phenomena, providing valuable information for interventions in policymaking and transformational change. As a consequence of conducting an exhaustive investigation of the prevalent socioeconomic situation as well as the connection between influence and status, this outcome was achieved.

Quantitative data reveals a high correlation between the economic interdependence of working women and housemaids. 78% of working women identified a compelling need for housemaids to manage their professional commitments and domestic responsibilities, with 65% of housemaids confirming reliance on this employment for livelihood. The Chi-Square test was applied to examine the association between the economic interdependence of working women and housemaids.

TABLE-1
ECONOMIC DEPENDENCY

Economic Interdependence	Working Women	Housemaids
High Dependence	78%	65%
Low Dependence	22%	35%
Chi-Square Value	$\chi^2 = 10.50$ ($p < 0.01$)	

The observed percentages are presented in the contingency Table 1. The calculated Chi-Square value of 10.50 is statistically significant at the 1% level, indicating a significant association between the economic interdependence of working women and housemaids.

TABLE-2
GENDER NORMS AND SOCIAL EXPECTATIONS

Roles and Anticipations	Working Women	Housemaids
Struggle to manage work and home	65%	82%
Societal bias and subservient position	35%	20%
Chi-Square Value	$\chi^2 = 14.21$ ($p < 0.01$)	

Table 2 indicates an association between gender norms and the experiences of working women and housemaids. As such, 65% of

working women struggle to manage work and home, while 80% of housemaids face societal bias and a subservient position. The chi-square value and p-value signify the significance of the association. Also, there is a strong negative correlation ($r = -0.75$) between the struggle of working women and the societal bias faced by housemaids, indicating a significant association.

TABLE-3
POWER DYNAMICS IN THE
WORKING WOMEN-HOUSEMAIDS RELATIONSHIP

Influence Factors	Working Women	Housemaids
Economic Independence Achieved	80%	30%
Authority Exercised Within Households	70%	20%
Increased Decision-making Power	45%	10%
Vulnerability Due to Socio-economic Status	15%	80%
Susceptibility to Exploitation	30%	85%
Low Wages	25%	90%
Harsh Working Conditions	15%	80%

Table 3 shows 80% of working women achieve economic independence, while 30% of housemaids share this accomplishment. The percentages illustrate key aspects of power dynamics, vulnerability, and exploitation, providing insights into the disparities within the relationship.

TABLE-4
INTERSECTION OF IDENTITIES

Overlapping Aspects	Working Women	Housemaids
Heightened Vulnerabilities	75%	30%
Compounding Impact of Identities	80%	25%
Acknowledgment of Intersectional Constraints	90%	40%
Recognition of Socio-Economic Privileges	20%	75%

Table 4 indicates 75% of low-status housemaids face heightened vulnerabilities due to the compounding impact of multiple identities. Working women, on the other hand, acknowledge the intersectional constraints they navigate, with 40% recognizing the privileges associated with higher socio-economic statuses.

TABLE-5
CONFORMITY CALCULATIONS

Variables	Working Women	Housemaids
Economic Obligations	85%	98%
Breaking Free from Gender Norms	30%	5%
Upward Mobility	10%	2%
Societal Norms Constraints	75%	90%

Results from Table 5 indicated a significant association, $\chi^2 = 20.2$, $p < 0.01$, suggesting that working women's economic obligations are significantly linked to the perpetuation of poverty. A t-test was performed to compare the ability of working women and housemaids to break free from traditional gender norms. The results revealed a significant difference in means, $t(1,18) = 4.8$, $p = 0.001$, indicating that working women have a significantly higher likelihood of breaking free from gender norms compared to housemaids. Another t-test on the upward mobility of housemaids compared to working women showed a significant difference in means, $t(1,18) = 2.5$, $p = 0.02$, suggesting that working women exhibit higher upward mobility compared to housemaids. Besides, analysis of variance (ANOVA) was used to explore the impact of societal norms on working women and housemaids. The results indicated a significant difference between the groups, $F(1, 35) = 8.6$, $p = 0.005$, suggesting that societal norms significantly constrain opportunities for both working women and housemaids.

DISCUSSION

Triangulating the two types of data allows for a thorough comprehension of the intricate dynamics between the employer and employed women in Hyderabad. Numerous complex issues were brought to light by the thematic analysis, such as the enduring nature

of impoverishment, societal stereotypes, structure of authority, intersecting of perspectives, and financial dependency. The main concepts were subsequently measured in quantitative terms to develop statistical linkages and links in order to improve the accuracy of the results.

The reliance of women working in formal sector on the female house servants and either cohort's financial obligations were significantly correlated, according to the results of the Chi-Square test. The intricate dynamics of women employed by women employers in Hyderabad can be fully elucidated by the definition of data categories. Numerous complex issues, including the sustainability of poverty, the social character of society, the distribution of ballots, and financial dependence, are exposed through thematic analysis. Following the measurement of crucial concepts, statistical relationships and correlations are established in order to enhance the precision of the outcomes. The results presented here align with those of a number of additional studies cited in the research conducted by Rani and Singh (2021), which places particular emphasis on the financial components of this regression. This comprehensive survey examined the socioeconomic status of employers and brought attention to the challenges they face with regard to work and family matters. Additionally, the research investigated the routine obstacles encountered by the domestic women labour. The close relationship between these characteristics is evidenced by the fundamental contradiction that exists between them. The inferential statistics was utilized to determine the disparity between power, influence, affluence, freedom of choice, monitoring, and influence, the results are in conformity with Gupta and Choudhry (2018) emphasizing the intricate patterns that emerge from the interaction among working women. The research employs statistical methods to verify the hypothesis regarding the growing influence of financial dependence and social class on recipient interactions. Experimental studies provide support for the socio-economic status considered in Chatterjee and Dutta (2017) through the statistical significance of financial commitments, the rejection of employment contracts, the ability of social classes to advance, and the limitations of social norms. The research offers valuable insights for individuals concerned with poverty reduction and social equity through an examination of the

intricate dynamics among the women employed in both formal and informal sectors of Hyderabad. Additional research may be conducted on targeted interventions that can introduce novel modifications to the daily routines of women in both of these categories in light of these findings.

CONCLUSION

Housemaids and women employed in the formal labour sector have a strong financial interdependence. This is an inevitable occurrence. Women need female housekeepers to effectively manage their domestic duties and attend to their family's needs. Female housekeepers are compelled to engage in pay negotiations since they are the only recipients of compensation for this occupation. This is due to the economic downturn and high unemployment rates, which have played a role in causing this predicament. Given these circumstances, individuals are susceptible to exploitation as a result of their predicament. The following connection emphasizes the significance of financial limitations on cultural norms and expectations. The way in which women from both groups interact serves as proof of intersectionality in several aspects. Employed women from disadvantaged socioeconomic origins may have challenges in balancing their professional ambitions with their family responsibilities, which might hinder their ability to establish influence in society. The findings of the theme analysis revealed that housekeepers, who have traditionally faced social and economic marginalization, had a discerning attitude about the extent of their domestic and non-domestic workload. The varying power dynamics among the housekeepers reflect a complex and multifaceted struggle for possession of the home. Despite the financial contributions made by working women in their households, they often have far less influence in making financial decisions at home. Consequently, women who work remotely have challenges in attaining equitable compensation and improved working conditions due to their status and the demanding nature of their male colleagues. This is due to the fact that they work remotely. Further proof of the complexity of this connection is the association between the identities of the parties engaged. Due of the secular nature of housemaids, they faced additional obstacles. Moreover, the circumstances they experienced

before obtaining employment were rather favourable in contrast to the subsequent mistreatment that women faced within the existing social framework. The escalating impact across several dimensions underscores the need for comprehensive measures to combat workplace injustices and foster a harassment-free atmosphere, both in terms of verbal and physical mistreatment. The report emphasized the crucial need for robust legal measures to address the challenging conditions faced by women workers in both the informal and official sectors. Implementing specific legislative measures has the capacity to enhance the collaborative relationship among diverse groups of women in the pursuit of a more equal society. This fosters a conducive climate for female employers of housekeepers, facilitating their career growth via mutually advantageous collaborations.

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