

REVIEWER'S REPORT

Manuscript No.: IJAR- 58861

Title: THE PRESENT-DAY VERACITIES OF THE DOMESTIC WOMEN WORKERS IN INDIA- A STUDY.

Recommendation:

Accept after minor revision

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality			✓	
Clarity			✓	
Significance	✓			

Reviewer's ID: Abdul Haseeb Mir

Detailed Reviewer's Report

Overview

The manuscript examines the socio-economic vulnerabilities, structural marginalization, and legal rights deficits faced by domestic women workers within India's informal economy. Grounded in a qualitative legislative and policy analysis, the study addresses how liberalized economic policies (LPG) have increased female labor participation in informal domestic roles while leaving workers devoid of basic legal protection, minimum wages, and social security. The author outlines the historical context of domestic labor in India, highlighting how private household work is culturally devalued, feminized, and excluded from standard labor definitions such as the term "industry" under existing legal frameworks.

The study discusses key national and international legal instruments, noting India's enactment of the Unorganized Workers' Social Security Act, 2008, the inclusion of domestic workers under the Sexual Harassment at Workplace Act (2013), and the notification of minimum wage schedules in select states. However, it critically highlights India's failure to ratify ILO Domestic Workers Convention No. 189 (2011) despite being a signatory, leaving a significant gap between the cost of compliance and the cost of rights violations. The paper concludes with suggestions for structural reform, emphasizing the formalization and professionalization of the sector through skill development programs, compulsory registration, umbrella national legislation, and effective complaints mechanisms.

The topic is both relevant and crucial to contemporary socio-legal discourse on gender, informal labor, and human rights in India. The manuscript demonstrates strong normative engagement with International

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Labour Organization (ILO) standards and Constitutional principles. However, to meet publication standards for a high-impact academic journal, the paper requires significant revisions regarding citation hygiene, structural formatting, empirical depth, and grammatical editing.

Detailed Recommendations for Improvement

1. Citation Hygiene & Reference Management

- Footnote Discrepancy & Misattribution:** The manuscript contains significant referencing errors that must be corrected. For example, Footnote 1 refers to "*An Analysis of the Situation of the Filipino Domestic Workers*" (line 31), which is entirely disconnected from the Indian socio-legal context of the main text. Furthermore, Footnote 23 cites a government report with an erroneous date ("Aug 28, 204" on line 354).
- Inconsistent Reference Formatting:** Footnotes throughout the manuscript lack uniform academic formatting (e.g., standard Bluebook or APA styles). The author must standardize all citations, ensuring complete bibliographic details including volume, issue, year, and page numbers.

2. Structural Scaffolding & Manuscript Formatting

- Line-Numbering & Textual Cleanliness:** The draft contains raw line numbers (lines 1–367) embedded directly in the body text. These must be removed prior to final formatting.
- Redundant & Repetitive Sections:** The section titled "SUGGESTIONS" (lines 280–363) repeats several points across multiple sub-headings. For instance, points regarding "skill development," "training," and "professionalization" are repeated under separate bullets (lines 327–337, 339–347, and 359–362). Synthesizing these into cohesive, non-repetitive thematic subsections will significantly improve readability.

3. Legal Analysis & Temporal Updating

- Analysis of Recent Labor Codes:** Footnotes 13 and 14 mention that "Recently, in the year 2025 the new labour codes have come into force..." (line 274, 307). The author should expand the main body text to critically evaluate how the four new Indian Labour Codes (specifically the Code on Social Security, 2020) impact domestic workers, rather than relegating key legal updates to brief footnotes.
- Empirical Grounding:** The paper relies primarily on normative arguments and secondary policy literature. Integrating specific empirical data or state-level case studies (e.g., comparing welfare board implementations in Maharashtra/Tamil Nadu versus Delhi) would provide stronger analytical weight to the author's claims.

Final Recommendation

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Decision: Revisions

Note to the Editor

The manuscript titled "*THE PRESENT-DAY VERACITIES OF THE DOMESTIC WOMEN WORKERS IN INDIA- A STUDY*" addresses a significant issue within informal sector labor welfare and gendered rights in India. The author effectively argues for the formalization of domestic work through ILO alignment, skill mapping, and national legislation.

However, the manuscript in its current form requires revisions before it can be accepted for publication. The paper suffers from notable reference errors (including mismatched footnotes and typos in dates), line-number artifacts, and redundant formatting in the concluding recommendations. Substantively, the legal discussion needs to be updated to integrate the impacts of recent labor code reforms directly into the primary body text. I recommend returning the manuscript to the author for **Minor Revisions**.