THE ROLE OF EDUCATION AND EMPOWERMENT PROGRAMS IN ENHANCING THE AGENCY OF FEMALE MIGRANT DOMESTIC WORKERS

Devarshi Mohan Neog
Research scholar
Dr. Lokendra Tomar
Guide name

Abstract

The vital significance that empowerment and education initiatives play in enhancing the agency of migrant domestic workers who are women is examined in this abstract. Female migrant domestic workers are becoming a more significant group in the world's labor markets. They frequently suffer a variety of difficulties, such as social isolation, limited agency within the homes they serve, and economic fragility. This study looks into the ways that empowerment programmers and focused education initiatives can act as triggers for positive life development. By giving these women access to education, training programmers, and chances for skill development, we can help them acquire the skills needed to negotiate fair employment conditions, navigate the challenges of domestic work, and create a feeling of self-efficacy. By building a caring community, promoting group action, and standing up for the rights and dignity of female migrant domestic workers, empowerment programmers enhance educational interventions. This abstract seeks to highlight the importance of a comprehensive strategy that combines empowerment and education to strengthen the agency of this vulnerable population and ultimately contribute to a more just and equitable global labor landscape by analysing current programmers and their effects.

Keywords: *Education, Empowerment, Agency, Female, Domestic Workers, Migrant*

1.INTRODUCTION

The workers are given the freedom to move about as they choose and are encouraged to explore for new employment opportunities in a range of different environments. Ever from the beginning of history, when accounts of it first began to be written down, it has been possible for individuals to be witnesses to it. People have a natural propensity to adjust to new situations, particularly if the conditions they are adjusting to are in some way beneficial to their health. When individuals migrate to new locations, this reality hits them particularly hard. India is on the cusp of a massive shift that will see two big historical events taking place in conjunction with one another over the course of the next few decades. This change will take place simultaneously in India. These are transitions that will take place simultaneously in migration and demography, and they will take place simultaneously. They will take place simultaneously. It may be compared to a social revolution on a scale that will influence social interactions in such a basic manner that it will simultaneously touch all sorts of social interaction as well as all communities and individuals simultaneously. This is on the grounds that it will influence social collaborations in such a central manner that it will influence social cooperation's in such a major manner. The way people connect with one another will be changed as a result of this revolution. It will have an effect on the way that social and economic interactions are organized, as well as a major influence on people's views of community, society, and their identities. Additionally, it will have an effect on the way that individuals perceive themselves in relation to others. In addition to this, the way that social and economic connections are structured will be altered as a result of its effects. This shift in paradigm will likewise bring into question previously held notions of growth and wellbeing, in addition to concepts of citizenship and community, in addition to the basis for access to economic and social prospects.

The principal drivers of this "step change" will be the twin elements of financial development drove by a youthful populace and expanded connectedness with the world outside because of globalization. These two dynamics will work in tandem to bring about this "step change." These two dynamics will work together to bring about what is being referred to as a "step change." The integration of markets for goods and capital, the reduction of impediments to international trade

and investment, and the facilitation of migration are some examples of the processes that fall under this category. The extraordinary advancements that have been made in transportation and communication, which have led to significant cost reductions, as well as the formation of transnational networks, which will enhance connectedness in ways that have never been seen before, will cause the world to become a smaller place. These advancements have led to significant cost reductions. Transnational networks will enhance connectedness in ways that have never been seen before. As a direct result of the advances that have taken place, the planet will shrink, and as a direct result of this, there will be fewer people living in it. This will be the situation as an immediate consequence of the colossal expense reserve funds that have been acknowledged as an immediate consequence of the phenomenal leap forwards that have been made in the fields of transportation and correspondence. This will be the case on the grounds that the expense reserve funds have been achieved as an immediate consequence of the unimaginable forward leaps that have been made in these businesses. The course of globalization is joined by a wide assortment of ominous results that are not to the greatest advantage of any party included. In any case, this outcomes in its own arrangement of struggles, for example, making it simpler for people with postgraduate educations to move about yet in addition prompting the removal of untalented laborers in ordinary economies. One more clash is brought about by the way that this makes it simpler for individuals with postgraduate educations to move around.

1.1 Mobility Concern to Migrant Workers

There is an innate inclination for all living organisms to move towards more advantageous environments, and humans are no different. Transferring individuals from one location to another is an intricate process. One of the most dynamic aspects of human nature has always been migration studies, and in current era of globalization and liberalization, this has become much more true. Over 13 crore people live in nations other than their birth countries, according to figures given in the World Development Report for 1999–2000. India has witnessed a notable pace of overseas migration in recent decades. Since India's independence, the 1990s have seen the highest number of people relocate than any previous decade. The country's right of free movement is guaranteed by the constitution, but uneven regional development, differing levels of desperation,

and other circumstances have led to problems. Most people move for a number of causes, such as pull and push factors combined. The dearth of job possibilities, the fragmentation of land holdings, and the decline in state investment in agriculture are the main causes of the crisis that India's rural areas are confronting. Urban locations and some rural areas with excellent agricultural production or notable industrial growth offer more opportunities for employment or self-employment.

1.2 Factors of Migration

Migration can be divided into a number of smaller categories, the most prevalent of which are movement from one country to another, migration from one state to another, and migration from rural to urban. There are two types of migration: "permanent" and "semi-permanent." In India, there are known "push" and "pull" factors that influence labour migration. The "push" and "pull" factors are the terms used to describe these variables, respectively. It is well known that each place of origin and destination has unique push and pull factors. Regarding the circumstances that promote migration, there are viewpoints that are both positive and negative. The destination works as a pull factor on the migrant when people choose to migrate in order to take advantage of employment opportunities in a new location and improve their socioeconomic circumstances. Nonetheless, there are instances where people are forced to leave their birthplace due to social exclusion or adverse social and economic circumstances. Push factors are the names given to these kinds of situations. Without a doubt, migration only occurs when there are more positive pull elements in the destination site than there are negative push forces in the origin region. Furthermore, there are two types of geographical mobility: relocations motivated by commitments or needs, and relocations motivated by wishes.

2. REVIEW OF LITREATURE

Casique I. (2000) looks into Mexican married women's autonomy and decision-making power in the house. She also examines how the wife's relative autonomy and decision-making authority are affected by marital and personality factors. The decision's power is decided by the individual making it. Research indicates that women's influence is more effective when it comes to family-related decisions, such as how to raise children, and economic decisions, such as how much money

to spend each day. The ability of women to participate in a given activity without their husbands' permission is known as autonomy. In the event of such autonomy, the wife's employment, her age and education, and the husband's education all have a positive and notable impact. However, living in a rural area and having a large family have a negative effect on women's autonomy.

In the specific social context, M. Hemanta Meitei (2001) attempts to ascertain the degree to which education, income, and resource access impact women's decision-making authority. Ten decisions that are usually taken by the husband, the wife, or both at home are used to create an index of decision making. It is shown that although working women make more decisions on their own than do non-working women, husband and wife make most decisions together. Rather than education alone, women's employment status is a key explanatory factor when other background characteristics are taken into account.

Jejeebhoy Shireen 3 & Zeba A. Sathar (2001) examine the concept of women's autonomy and its determinants using data from Pakistan and India. Many facets of female autonomy are examined, including control over financial resources, personal freedom of movement, decision-making authority, and power relations between spouses and wives. The findings demonstrate how severely restricted women's autonomy is across the whole research region. Significant geographical variations in women's autonomy levels and variables are also identified by the study. It implies that economic activity (in Uttar Pradesh) and a secondary education (in Punjab), along with elements that customarily confer status (such as family structure or lack of controls and size of dowry), are the primary causes of autonomy in the more gender-stratified settings of these states. On the other side, economic activity and education play a major impact in shaping practically all autonomous metrics in Tamil Nadu, where there is higher egalitarianism. These findings suggest that the cultural environment (geographical area) influences the traits associated with autonomy; hence, it is advised to employ context-specific evaluations of women's autonomy.

Hahahahaha Shireen J. (2002) looks at the parallels and discrepancies in how spouses and rural Indian women view different facets of women's autonomy. She also investigates the extent to which differing opinions among partners about women's autonomy affect various reproductive outcomes, including recent fertility, unmet need, contraception, and communication between

spouses. The study found that women's and their husbands' perceptions of how much autonomy women should have at home are vague at best. Husbands are more likely than wives to present a somewhat liberal view of their spouses' autonomy when arguments are discussed. It can be inferred that when asked more in-depth survey questions, men tended to provide more "acceptable" responses.

3. THE ROLE OF EDUCATION

3.1 Formal and Informal Education

Opportunities for formal education, such as language classes and programmers to enhance skills, play a key role in empowering female migrant domestic workers by providing them with essential tools to navigate the country in which they are working. Language proficiency is frequently cited as one of the most significant challenges faced by these workers. This is because excellent communication is essential not just for the completion of their day-to-day responsibilities, but also for gaining access to resources, gaining an awareness of their rights, and participating with their local communities. Their capacity to communicate successfully can be improved via the taking of language classes that are specifically designed to meet the requirements of domestic employment. These classes should include terminology that is relevant to the communication that takes place in the job and in the home.

By broadening their capacities, skill-building programmers make a significant additional contribution to the process of emancipation of female migrant domestic workers. These programmers can teach participants a wide range of skills, from the fundamentals of household management to more advanced talents that may increase their marketability to potential employers. These women will not only be able to raise their economic value via the acquisition of these skills, but they will also develop a sense of self-sufficiency and independence. This, in turn, contributes to a power balance within the relationship between the employer and the employee that is more egalitarian.

In addition to receiving a formal education, female migrant domestic workers can benefit greatly by participating in informal education programmers. These programmers include community-

based learning and peer support networks. Both of these types of programmers play an important part in the development of a feeling of community and shared empowerment. These unofficial networks provide as a forum for the exchange of information, insights, and methods of coping with difficult situations. Community-based learning projects may include workshops on legal rights, health awareness, and financial literacy to address the complex difficulties that these women face on a daily basis. The often lonely and unstable nature of the domestic service industry makes it especially important for individuals to have access to peer support networks that foster a sense of community and provide both emotional and practical assistance.

The impact of informal education extends beyond the acquisition of useful knowledge; it also contributes to the formation of a common identity and an appreciation of the distinct challenges that are experienced by female migrant domestic workers. Because women who feel a sense of solidarity are more willing to defend their rights and confront unjust working conditions, this shared empowerment is a potent instrument for advocacy and collective action. This is because women who feel empowered are more likely to take action. Overall, the combination of formal education opportunities and informal community-based initiatives addresses both the practical and psychological dimensions of empowerment. This enables female migrant domestic workers to be equipped with the instruments and support necessary to navigate and overcome the complexities of their host country.

3.2 Digital Literacy

Literacy in digital media has emerged as a critical component in the process of empowering female migrant domestic workers by providing them with the resources necessary to navigate the increasingly digital landscapes of the countries in which they are employed. In the modern era, having access to information and communication technology is an essential component of living a normal life, and digital literacy provides these women with the skills necessary to make efficient use of the resources they have at their disposal. Programmes designed to teach digital literacy can cover a wide range of competencies, from the most fundamental aspects of computer use to more complex competencies such as internet navigation, online communication, and the utilisation of digital platforms to gain access to information.

One of the most important aspects of digital literacy is the ability to understand how technology may improve communication and connection. A significant number of female migrant domestic workers are cut off from their families and communities; yet, if they have a basic understanding of digital technology, they are able to bridge these gaps by using virtual contact channels. This can be helpful in reducing the sensation of solitude that is commonly associated with doing housework and can give the necessary emotional support for their wellbeing. In addition, digital literacy gives these women the ability to access information about their rights, resources, and services that are available to them, which fosters a broader grasp of the social and legal environment in which they operate.

In addition to this, having a strong grasp of digital technologies helps individuals gain economic independence. The internet provides opportunities for a variety of activities, including job hunting, the improvement of skills, and even business startup. A working knowledge of digital tools gives female migrant domestic workers the ability to investigate different potential sources of income and to broaden their professional networks. In addition to this, it improves financial literacy, which gives people the ability to better manage their earnings, gain access to banking services, and conduct secure online financial transactions.

On the other hand, it is absolutely necessary to accept the possibility of obstacles, such as restricted access to technology and worries about the integrity of digital data. It is important that programmes teaching digital literacy be developed to address these concerns, with a focus on promoting inclusiveness as well as the responsible and secure utilisation of technology.

4. EMPOWERMENT PROGRAMS

4.1 Legal Literacy

In supplying female migrant domestic workers with crucial knowledge about their rights, labor laws, and options for seeking redress, legal literacy programmers comprise an essential component in the process of empowering these individuals to achieve their full potential. These programmers are educational initiatives that try to bridge the knowledge gap, which is frequently made worse by language obstacles and unfamiliar legal systems. Their goal is to close the gap. These women

are more equipped to handle the complexity of their employment as a result of their increased grasp of local labour laws, contractual rights, and available legal channels. As a result, their susceptibility to exploitation is reduced.

Legal literacy programmed are extremely important in educating female migrant domestic workers about their basic rights, such as the right to fair remuneration, appropriate working hours, and safe working conditions. They also teach participants about the unique legal protections granted to domestic workers, making certain that these women are aware of the legal frameworks that are in place to defend their well-being and ensuring that these women are aware of the legal safeguards afforded to domestic workers. Employees who are aware of the rights to which they are entitled are better able to advocate for themselves within the context of the employer-employee relationship, leading to a more balanced distribution of power.

In addition, legal literacy programmers teach female migrant domestic workers about the different channels through which they can seek remedy in the event that their employment rights have been violated or that they have been mistreated. This information is critical in empowering these women to take proactive efforts to improve exploitative working conditions, as it provides them with the knowledge necessary to do so. It contains advice on how to communicate with labor authorities, file grievances, and seek legal support when necessary. These programmers help female migrant domestic workers to advocate for their rights with self-assurance and to navigate legal channels with more efficiency. They do this by removing the mystique around the legal processes.

Accessibility, cultural sensitivity, and the cultivation of an atmosphere of support are three essential components that must be present in order for legal literacy programmers to be successful. It is absolutely necessary for these programmers to take into account the varied backgrounds of the participants and to address the specific issues that female migrant domestic workers encounter in a variety of settings. In addition, continuous support systems like legal aid programmers and advocacy networks can be used as a supplement to legal literacy initiatives. This ensures that women have the resources and encouragement necessary to put their newfound knowledge into practice.

4.2 Leadership and Advocacy Training

Training programmes that focus on leadership and advocacy constitute a transformative approach to the empowerment of female migrant domestic workers. These programmes aim to strengthen the self-confidence and skills necessary for active engagement in advocacy activities, both individually and collectively, and they do so by teaching participants how to advocate for themselves and others. Women who frequently function within the limitations of isolated household settings might develop a sense of agency through the participation in these projects since they act as catalysts for personal and community progress. Participants in leadership training are provided with the resources necessary to cultivate self-confidence, assertiveness, and effective communication skills, which enables them to traverse difficult social and professional contexts.

Training in advocacy provides female migrant domestic workers with an in-depth grasp of their rights, the mechanics of social change, and effective tactics for effectively conveying their needs and concerns. This further strengthens the capacities of female migrant domestic workers. The empowerment of these women to explain their experiences and push for policy changes that address the unique issues they confront is dependent on their having this knowledge, which is why it is so important. In addition to this, receiving advocacy training helps to foster a sense of community and togetherness among female migrant domestic workers by encouraging the formation of collective voices. These programmes allow women to form networks, support one another, and amplify their effect through collective advocacy activities. This is made possible because they foster a shared awareness of challenges that are common to all women.

Training in leadership and advocacy has an effect that goes beyond merely empowering individuals; rather, it contributes to a larger-scale transformation of society by questioning preconceptions and pushing for systemic changes in the way domestic workers are treated. Women who participate in such training not only become advocates for themselves, but also become agents of change in the communities in which they live. As leaders, they serve as an inspiration to followers, motivating those followers to oppose discriminatory practises and contributing to the development of a society that is more fair and just.

However, the efficacy of training in leadership and advocacy is dependant on the existence of ongoing support networks, mentorship programmes, and the provision of safe spaces where women may put their newly acquired abilities into practise. To have an effect that is sustainable, one must take a comprehensive approach that tackles the structural hurdles that continue to keep female migrant domestic workers in their precarious positions. In conclusion, training in leadership and advocacy is crucial in order to empower these women to become agents of change. This training helps to create confidence, abilities, and a collective voice that goes beyond the boundaries of domestic work and contributes to larger social changes.

5.CONCLUSION

In conclusion, it cannot be denied the transformative nature of the role that education and empowerment programmes play in increasing the agency of female migrant domestic workers. Formal education opportunities, such as language lessons and skill-building programmers, serve as fundamental pillars, providing these women with the practical tools that are important for managing the problems of their host nations, as is examined in this theoretical study. Informal education, which can take the shape of community-based learning and peer support networks, helps to cultivate a sense of togetherness and shared empowerment by addressing not just the gaps in practical knowledge but also the emotional and psychological facets of their experiences. Literacy in digital technology has emerged as a potent driving force, providing female migrant domestic workers with the means to interact, access information, and investigate economic opportunities in a society that is becoming increasingly digitalized. Concurrently, legal literacy programmes play a crucial role in equipping these women with the knowledge of their rights and avenues for redress, empowering them to fight exploitative working conditions. These women are armed with this information, they are able to confront exploitative working conditions. Training in leadership and advocacy is the pinnacle of empowerment since it gives female migrant domestic workers the confidence and skills, they need to actively participate in advocacy initiatives. These programmes contribute to the deconstruction of structural barriers and the challenging of cultural norms that perpetuate the precarious position of this marginalised population. They do this by encouraging individual growth as well as the use of collective voices.

REFRENCES

1. Babar, Z. (2014). The Cost of Belonging: Citizenship Constuction in the State of Qatar. The Middle East Journal 68(3), 403-420.

2. Bailey, R. (2010). Immigration and Migration. New Delhi: Viva Books.

3. Balu, F. D., & Ferber, M. A. (1992). The Economics of Women, Men and Work. New Jersey: Prentice Hall.

4. Banu C.P, S. (2017). Resettlement of Indian transnational labour migrant families of Gulf: questions of income, neoliberal subjectivity and oikonomia. In S. Rajan, India Migration Report 2016 (pp. 23-35). New York: Routledge.

5. Bedi, A. S., Rajan, S., & Seshan, G. (2017). Coming to Qatar: A snapshot of the experience of Indian labour migrants. In S. Rajan, India Migration Report 2016 (pp. 106-121). New York: Routldge.

6. Bhaskar, T. (2017). Protection of labour migrants at destination countries: A note on the Indian Community Welfare Fund. In S. Rajan, India Migration Report: 2016 (pp. 133-145). New York: Routledge

7. Biswal, T. (2006). Human Rights Gender and Environment. New Delhi: Viva Books Private Limited.

8. Bladwin-Edwards, M. (2005, September). Migration in the Middle East and Mediterranean. Policy analysis and Research programme. Greece: Global Commission on International Migration.

9. Bodvarsson, O. B., & Berg, H. V. (2009). The Economics of Immigration: Theory and Policy. New York: Springer.

10. Bohidar, N., & Navneeth Kaur. (2015). Reducing vulnerabilities of 'women migration' : cross-border migration experience within South Asia. In S. Iruda Rajan, India Migration Report 2015: Gender and Migration (pp. 137-156). New Delhi: Routledge.

11. Borjas, G. J. (2014). Immigration Economics. London: Harvard University Press. Bose, A. (2003). Migrant Wome Workers. Economic and Political Weekly, 1- 7.

12. Boyd, M. (2004, January 14). International Labour Migration of Women: Past, Present and Future Challenges in North America and Europe. Migration and Mobility and how this movement affects Women (pp. 1- 19).

13. Sweden: United Nations Dovision for the Advancement of Women. Breeding, M. E. (2017). The micopolitics of Indian recruitment agencies: India-Gulf migration from local Indian perspective. In S. Rajan, India Migration Report 2016 (pp. 184-201). New York: Routledge.

14. Cassarino, J. P. (2004). Theorising Return Migration: The Conceptual Approach to Return Migrants Revisited. International Journal on Multicultural Societies, 6(2), 253-279.

15. Chadiac, O. (2014). Migrant Construction and Domestic Workers in the Arab Gulf States: Modern-Day Slaves? LLM Theses, 16. Toronto.

16. Chanda, R., & Gupta, P. (2018). Indian Migration to the Gulf: Overview of Trends and Plocy initiatives by India. In P. Fargues, & N. Shah, Migration to the Gulf: Policies in Sending and Receiving Countries. Gulf research Center.

17. Chiswick, B. R. (2005). The Economics of Immigration: Selected Papers of Bary R Chiswick. UK: Edward Elgar Publishing Limited.

18. Chyrmang , R. (2017). Cross-border migration and conflicts in Assam. In S. Rajan, India Migration Report 2016 (pp. 261-280). New York: Routledge.

19. Cochran, W. (2007). Sampling Techniques. Wiley. Davika , J. (2009, February 16). Bodies Gone Awry: The Abjection of Sexuality in Development Discourses in Contemporary Kerala. Indian Journal of Gender Studies, 21-46.

20. De Bel-Air, F. (2018). Demography, Migration and the Labour Market in the UAE. Gulf Labour Markets and Migration.

Author's Declaration

solely/entirely responsible for any legal issues. I have been informed that the most of the data from the website is invisible or shuffled or vanished from the data base due to some technical fault or hacking and therefore the process of resubmission is there for the scholars/students who finds trouble in getting their paper on the website. At the time of resubmission of my paper I take all the legal and formal responsibilities, If I hide or do not submit the copy of my original documents (Aadhar/Driving License/Any Identity Proof and Photo) in spite of demand from the publisher then my paper may be rejected or removed from the website anytime and may not be consider for verification. I accept the fact that as the content of this paper and the resubmission legal responsibilities and reasons are only mine then the Publisher (Airo International Journal/Airo National Research Journal) is never responsible. I also declare that if publisher finds any complication or error or anything hidden or implemented otherwise, my paper maybe removed from the website or the watermark of remark/actuality maybe mentioned on my paper. Even if anything is found illegal publisher may also take legal action against me

Devarshi Mohan Neog
Dr. Lokendra Tomar

******