

Unraveling Workplace Dynamics: Master-Slave Relationship Between Female Domestic Workers and their Employers in Ethiopia

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Abstract

This comprehensive analysis delves into the nuanced criteria guiding the selection of female domestic workers. It also scrutinizes the intricate interplay of authority and servility within the employer-employee relationship, shedding light on the origins of conflicts and disagreements. The study also places a strong emphasis on exploring the array of advocacy initiatives that can be employed to safeguard the rights of domestic workers. Employing a constructivist research philosophy, a cross-sectional qualitative research design was employed to collect primary data, utilizing the convenience sampling method within the non-probability sampling framework. A diverse cohort of 28 respondents, comprising domestic workers, employers, parents, and stakeholders, participated in the study across various sites. Findings underscore that employers tend to prioritize employees with limited prior experience, a degree of unfamiliarity with the urban, attendance at primary school, a lack of interest in pursue education, and age below 18. The observed employer-employee dynamics is characterized by an Master-slave type of relationship, marked by restricted communication, power imbalance, complete control, instances of rejection and mistreatment. Source of conflict for employers were failure to follow the order of the employer, inappropriate reaction and response, improper behavior, intentional sabotage of materials, long phone conversations, disobedience. Source of conflict for employees, salary control, strictness and maltreatment, dehumanizing, overlooking, and disgracing attitude. Sudden termination of employment for employees, and holding the deposited salary for employers to responded when conflict arose. Therefore, it is recommended that the government and stakeholders should advocate programs to raise awareness about the rights of domestics to society and employers; and initiate programs to basic training to domestics on transversal skills.

Key Words: Interaction Dynamics, Authority-Servility, Employers, Relationship, Hossana

1. Introduction

1.1. Background

Domestic work refers to work performed in or for a household or households; this includes home chores like cleaning the house, cooking, taking care of the children, elders, and sick members of the employer, gardening, washing and ironing, and others ((Budrich, 2018; ILO, 2013). Domestic workers are classified into two based on their living situation and time spent on their duties (Rani, 2018, pp. 577-583). The first is a full-time worker who is engaged only in domestic work and stays within the employer's home with the employer and may be residing in the employer's household ("live-in worker"). The second is part-time work; unlike full-time work, part-time work does not stay with the employers but comes and performs the expected activities in a fixed time frame. It is also called a "live-out worker". Regarding the wage, ILO declared that all domestic workers are categorized as wage workers. According to Dar et al.((2014), a wage worker is employed for remuneration as an unorganized non-agricultural worker directly by an employer or through any agency or contractor, whether exclusively for one employer or more employers, whether in cash and/or in kind. Their contribution to the global labor market is undoubtedly playing a crucial role in the economy's advancement (Rinaldi and Salerno 2020: 1467). In addition, the massive incorporation of women in the labor force, the aging of societies, the rise of work, and the frequent lack or inadequacy of policy measures to facilitate the reconciliation of family life and work underpins this trend (Phillipson, 2019, pp. 1-34).

The value of women's involvement in domestic activities often goes unrecognized, and the real significance of these contributions is a matter of consideration. While domestic non-market output undoubtedly plays a crucial role in enhancing the well-being of society, it tends to be overlooked by many researchers and institutions. Despite this oversight, families derive substantial benefits from these activities. It's essential to acknowledge the importance of these tasks in individuals' lives, as they make significant contributions to the overall well-being of both society and people's households (Nicola Jones, 2010). In developing countries like Ethiopia, the significant presence of female domestic workers shapes a substantial portion of the labor market. Ethiopia stands among the developing nations where a significant number of the labor force is dedicated to domestic employment. Within the country, women engaged in domestic work play a crucial role in both urban and rural families, constituting an essential segment of the labor force (Kidist, 2012). This workforce is diverse, comprising individuals with varying educational

backgrounds and experiences, often hailing from different regions of the nation. The demand for domestic assistance in Ethiopia is influenced by trends in urbanization, economic conditions, and cultural norms (Gebremedhin, 2016).

The employment of female domestic workers is deeply ingrained in Ethiopia's economic and cultural standards, creating a complex scenario shaped by factors such as socioeconomic inequality, lack of legal protection, and cultural expectations (Aboye & Alambo, 2019; Elsa, 2011; Selamawit Bekele, 2013). These factors collectively place the majority of female domestic workers, who are women, in a vulnerable and precarious position. Ethiopia's labor market heavily depends on female domestic labor within households, a complex power dynamic emerges (Fernandez, 2011). This dynamic mirrors a master-slave relationship. Female domestic workers find themselves in this intricate situation and the power balance is often unspoken and challenging. Understanding the intricacies of power, control, and exploitation that define this employer-employee relationship in domestic settings is crucial. The landscape that the majority of female domestic workers navigate is characterized by deeply rooted cultural norms, limited legal safeguards, and persistent socioeconomic inequality.

Most of the time, employers establish certain hiring criteria when they need to employ domestic workers. Employers frequently look for people with different standards result from a nuanced interaction between power dynamics in the workplace, economic factors, and societal norms. It is essential to comprehend the complex interplay between recruiting practices, interpersonal dynamics, and advocacy efforts to address possible vulnerabilities and guarantee the welfare of female Ethiopian domestic workers (Pramberger, 2021). These standards result from a nuanced interaction between power dynamics in the workplace, economic factors, and societal norms. It is essential to comprehend the complex interplay between recruiting practices, interpersonal dynamics, and advocacy efforts to address possible vulnerabilities and guarantee the welfare of female Ethiopian domestic workers.

1.2. Master-Slave Relationship Model

The term "master-slave relationship" historically refers to a socio-economic and legal dynamic characterized by an extreme power imbalance, where one individual, the master, holds complete authority and control over another, the slave (Hezser & Hezser, 2005).

The master-slave relationship model can be applied to analyze the dynamics between employers and female domestic workers. As Johan Galtung's (1969) work on violence and power structures

provides a framework for understanding the systemic aspects of master-slave relationships in various contexts. Patterson (1982) examining the dehumanization and power structures inherent in master-slave relationships. Foucault's (1975) exploration of power structures includes insights into how institutions exert control, which can be applied metaphorically to understand contemporary master-slave dynamics. While the historical context primarily relates to chattel slavery, we can metaphorically apply the term to describe power imbalances in various modern contexts, such as employer-employee relationships, mentorship, or even certain interpersonal dynamics. Specific to the employer-female domestic workers context, the adopted model from Master-slave relationship provides a conceptual framework for understanding power imbalances in various contemporary settings. Specifically, apprehending the model in the employer-female domestic worker relationship highlights the unequal power relations, power dynamics, control mechanisms, dependency, and vulnerabilities faced by domestic workers

1. **Power Imbalance:** In an employment context, a master-slave relationship is characterized by a significant power imbalance. The employer (master) holds authoritative control, dictating tasks, working conditions, and aspects of the employee's life, creating a substantial power differential.
2. **Complete Control:** The master exercises comprehensive control over the slave's actions, decisions, and sometimes even aspects of their personal life. In the employer-employee relationship, this translates to the employer dictating daily activities, living arrangements, and aspects of the worker's personal life within the household.
3. **Dependency:** The slave's vulnerability arises from depending on the master for crucial resources, opportunities, or basic needs. Similarly, in the employer-employee dynamic, the female domestic worker often relies on the employer for wages, accommodation, and, in some cases, support for immigration status.
4. **Dehumanization:** Dehumanization occurs when the master views the slave as a tool rather than recognizing their intrinsic value. In the employer-domestic worker context, this manifests as treating the worker merely as a service provider, disregarding their feelings, needs, or individual values.
5. **Limited Autonomy:** Limited autonomy characterizes the slave's constrained ability to make independent decisions due to the master's authority. Similarly, in the employer-domestic

worker relationship, the domestic worker experiences restricted freedom and decision-making power as the employer controls their schedule, movements, and interactions.

6. Resistance and Rebellion: In response to oppressive conditions, slaves may exhibit resistance or rebellion. Analogously, domestic workers organize for better wages, reasonable working hours, and improved living conditions to challenge established power dynamics and advocate for fair treatment.

The study addresses a variety of themes about the employment of female domestic workers. Recognizing the requirements and standards that employers use to select domestic workers is one important area of concentration. Furthermore, the study analyzes how the nature of the brokers engaged is a significant factor in determining the nature of the interaction between employers and their domestic workers in the studied region. Additionally, the study finds and examines the elements that lead to disagreements between employers and domestic workers who live together in the designated study area.

2. Methodology

2.1. Research Design and Method

Constructivist research philosophy was applied in this study, and primary data were collected using a cross-sectional qualitative research technique. A convenience sample strategy in conjunction with a non-probability sampling approach was used since domestic workers lacked a fixed residence. Furthermore, the inclusion of all domestic workers who met the requirements and gave their agreement to participate in the research was made possible by the lack of formal registration data from government organizations in the research locations.

2.2. Sample Size: Twenty eight respondents in all, representing a variety of places and locales, participated in the interview. Specifically, ten female domestic workers took part in the study; six employers and four employees' parents also took part in the interview. Key informant interviews (KII) were conducted to collect data from relevant stakeholders about individuals directly or indirectly involved in the hiring process. As a result, the following individuals were chosen as key informants: two police officers, one Labor Social Affairs office, one Women Affairs Department, two licensed private employment agencies, and two unlicensed agencies.

2.3. Location for Data Collection

It was not easy to communicate with female domestics in their employers' households because employers were not comfortable allowing employees for interviews. Therefore, the researcher

mapped to contact and recruited from Private Employment Agencies (PEAs, licensed brokers), schools that hold evening classes, and water points, respectively.

2.4. Inclusion and Exclusion Criteria

The primary conditions that had to be fulfilled for domestic workers to be selected as study subjects were as follows: Initially, they should not be returnees. Second, they should actively seek employment or be engaged as paid domestic workers previously. Thirdly, they had to have worked there for at least two years. Fourth, they were employed as a live-in employee instead of a live-out or part-time worker. Finally, they needed to have worked for at least two different employers. For employers, it is recommended that they recruit at least two workers before the interview phase. In the case of parents, they ought to send their girls overseas or to the town. Additionally, they helped their daughter find work through brokers or other intermediaries or kept their daughters' monthly salaries for at least a year.

2.5. Data Collection Tools and Data Source

The interview guide was divided into sections for easy response recording and in chronological order. First, it was developed in a user-friendly manner such that it can be interviewer-administered kind of interview-guide questions. The instrument was translated into the Hadiyyissa language and then back-translated to English by an independent translator to ensure that the accuracy of thought was maintained. The data was gathered via interview from key informants and selected female domestic workers.

2.6. Data Analysis

The process of collected qualitative data was done step by step, such as transcribing audio recorded data and categorizing themes accordingly. Finally, presenting and interpreting based on each theme clearly.

2.7. Ethical Consideration

The study was carried out, carefully examining the pertinent research ethical guidelines. Before giving informed consent to participate, study participants were first made aware of the research objectives. In addition, promises of secrecy were made to research participants, and they were subsequently honored. Additionally, the respondents were free to discontinue participating in the study at any time. Finally, a consent form produced by the researcher was signed by individuals who permitted participation in the study.

3. Result and Discussion

3.1. Background of the Respondents

Participants in this study included female domestic workers, stakeholders who have contact with them directly and/or indirectly such as concerned government organizations experts (labor and social affairs, police, women affairs department experts), employers, parents/guardians of the employees and brokers (licensed and unlicensed).

Table 1. Profile of the Female Domestic Workers

No	Pseudo Name	Age	Education attainment	Family size of the employee	Year of experience	Number of employers employed so far
1	Duto	20	7	9	4	6
2	Madame	14	4	11	5	2
3	Genet	16	7	8	3	4
4	Hirut	24	8	6	7	10
5	Bertukan	16	6	8	5	4
6	Huso	15	4	9	3	6
7	Shita	14	6	8	3	2
8	Turo	18	5	6	5	6
9	Chako	19	7	11	6	6
10	Handame	15	4	7	3	4

The data reveal numerous important demographic details about the female domestic workers under investigation. The presence of underage replies is particularly noteworthy, suggesting a possible infraction of the nation's legal age limits for work. Despite this, a common educational foundation was highlighted because all participants had completed elementary school. Larger-than-average families among the respondents appear to be indicated by the revelation of an average household size of 7.2 children, which is higher than the national average. This socioeconomic factor raises the possibility of financial difficulties and cramped living arrangements. Large families make up over 90% of replies, which highlights how crucial it is to comprehend the financial environment in which these domestic workers function. The average

size of a home serves as a useful stand-in for economic status and crowdedness, offering a prism through which to examine the dynamics of poverty and family health. Furthermore, the disclosure that the respondents' average work experience was four years suggests a significant amount of time to understand the working circumstances faced by female domestic workers. This complex demographic survey lays the groundwork for a thorough investigation of the variables affecting these domestic workers' lives and professional experiences.

Table 2: Profile of the Employers

No	Pseudo name	Age	Sex	School	Occupation	Number of employees working currently	Number of years employ DW	Current salary paying for your employee	No of Households
1	Dero	35	F	10	Housewife	1	13	1000 ETB	6
2	Bezawit	37	F	BA	Gov.emplo Teacher	1	10	900 ETB	5
3	Mekdes	41	F	12	Gov.emplo	1	7	1,100 ETB	6
4	Tadewos	43	M	BA	Merchant	2	11	600 ETB	8
5	Wondimu	39	M	Diplom	Merchant	1	9	1,500ETB	7
6	Berhanu	37	M	BA	Gov.empl	1	8	1,200ETB	6

Involvement of private employers in this study is crucial because their relationship is strong as long as they are live-in workers in the employers' homes. As stated in table 2, their profiles are diverse in terms of sex, age, occupation, and educational status. Furthermore, some employers employ more than one domestic worker at once, and some respondents hire different domestic workers for about 13 consecutive years. Concerning wages, between 800 ETB and 1500 ETB are also identified. These diverse circumstances helped to collect variety of data from their experiences of communicating with brokers, the process of hiring, living together, and firing and replacing another employee.

Stakeholder involvement in research has a variety of advantages, including promoting acceptance of the study findings by increasing stakeholders' awareness of the evidence and identifying and prioritizing research topics. Furthermore, it has other advantages as well, like

receiving practical feedback on the research design, recruitment strategies, and data collection tools, aiding researchers in understanding stakeholders' perspectives, applying findings in policy and practice, ensuring that final products are accessible, and many others. Stakeholders can offer insightful opinions on the viability of research topics and methodologies (Powell & Vagias, 2010).

Table 3: Demographic Characteristics of the Stakeholders from the Government Organizations

No	Pseudo name	Age	Educ.	Name of Gov. org.	Work experience	Position
1	Gulmesa	39	MA	Hadiya Zone Labor and Social Affairs Department (LSAD)	11	Expert
2	Temsgen	37	BA	Hosana Police	9	Officer
3	Adinewu	36	BA	Hossana Police	10	Officer
4	Lidya	29	BA	Hadiya Zone WAD	8	Gender Expert

The role of stakeholders enriching the study with giving practical and support for the study to be scientific. Moreover, data collected from the stakeholders helps to regulate the data bias collected from the study population. Cognizant of this, in this study three government institutions participated based proponent to the domestic workers directly and/or indirectly, and experts based on their work experience in the area.

Table 4: Profile of the Broker

No	Pseudo Name	Age	Educational attainment	Work experience	License status	Number of employees per week
1	Shitaye	45	8	14	Licensed	7
2	Kufa	41	8	15	Licensed	7
3	Landore	37	10	6	Unlicensed	4
4	Hankamo	35	7	8	Unlicensed	3

Brokers play a crucial part in job facilitation, regardless of their license status. It might be easier for female domestic workers to get jobs with their assistance. Employers also required assistance in hiring employees. Four brokers from the Hossana town were questioned for this investigation. The selection process considered their professional experiences, the number of domestic workers they hired every week, and the status of their connections with institutions and government representatives (in the case of those with licenses). Two licensed brokers were chosen for an interview out of the six total. However, two unregistered brokers who were extremely difficult to

get in touch with took part in the data collecting.

Table 5: Profile of the Parents/Guardians

No	Puedo Name	Age	Educational attainment	Residence /Woreda/	Parent or guardian	Number of daughters involved in DW (locally or abroad)	Occupation	Family size
1	Larebo	57	6	Duna (Sanmera)	Father	1=Arab (ME) 2=Local	Farmer	11
2	Tomas	49	8	Lemo (Jawe)	Guardian	1=Local	Farmer	7
3	Zenebech	51	No School	Soro/ (Shera)	Mother	1=Arab(ME) 1=Local	House wife	8
4	Tesfanesh	47	5	Duna (Ansho)	Mother	2=Arab(ME) 2=Local	Farmer	8

SOURCE: Sample survey, Nov 2021, N=130

Parents and guardians were contacted throughout data collection, as shown in Table 5, following extensive diplomatic efforts. With the exception of one, everyone had a story about attending school. Seventy-five percent (75%) of respondents said they had sent their girls to the Middle East, and most of them had at least one daughter living in their own towns or cities. This shows that it is increasingly common for families to send their daughters to work as domestic workers in cities and abroad.

3.2. Impact of Type of Brokers on Employer-Employee Relationship

Employers can contact domestic workers through various channels including friends, relatives, intermediaries and someone else. The trust employers build in intermediaries (these channels) may determine the relationship between employers and employees while they are living together after employment process is over. As mentioned above, the contact with the intermediaries led to various experiences for all respondents. According to the perception of employers and employees, their preference to intermediaries varies based on their experiences. Employees' preferences for the employment is determined based on their relationship and/or the recommendation for their relatives or friends; and the same is true for the employers.

As stated earlier, brokers are categorized as licensed and unlicensed each having different characteristics. In this case, the facilitation role of brokers determines the relationship between

employers and employees. As the data below mentioned, most female domestic workers consent that using unlicensed brokers to get employment is preferable to using licensed brokers. As the data indicated that unlike licensed brokers. As a result, the kind of brokers and facilitators used determines the relationship between employers and employees, whether it is "good" or "bad."

There are consensuses among the interviewed employers regarding the preference of unlicensed brokers. In specific to employers, they prefer unlicensed brokers over licensed ones for some basic reasons. These are:

- The brokers decide the amount of salary for the employee is not exaggerated
- Prices requested by the licensed brokers for the employers are excessive and do not adequately compensate employers for the employees' skills or level of service.
- Unlike licensed brokers, unlicensed ones request a commission for their facilitation process of contacting both parties, which is also reasonable and affordable by the employers
- One of the remarkable issues was the lobbying condition of unlicensed brokers to employees I.e. unlicensed brokers do not lobby female domestics to leave their jobs to hire for a higher salary, in contrast to licensed brokers who do.
- Most of the time, employees contacted by licensed brokers might not know about their background. In the case of unlicensed brokers, the probability of knowing the employee's background will be high because the broker has full information about her family, friends, the place where she came from and how he can trace if trouble happened.

This made employers build confidence in unlicensed brokers, and those employees employed via unlicensed brokers have the possibility of creating a good relationship with their employers. Consequently, a good relationship between employers and their employees makes favorable treatment for both parties; it helps to be confident, build trust, serve wholeheartedly, and feel she is one of the family members in the home.

Regarding the preference of brokers, one of the 25 years old female domestic workers who was interviewed in Alemu WoldeHana school replied as follows:

Compared to licensed brokers with offices in cities, unlicensed brokers are much better for us because we know them, they know us, and they do not mistreat us. Even if they abuse us, we will call the family and/or friends who contacted us because they are known by my friend and her family as well. In the case of licensed brokers, those found in the office in the town, it does not work because, in the first place, we do not have strong

attachments like those who are not licensed. Second, they favor employers over employees, and they do not trust domestic workers, but rather take the employers' accusation as it is." (Age of 25 years female domestic worker during data collection, interviewed in Dec 2021

The data states that the distrust of licensed brokers stems from perceived biases and favoritism toward employers rather than employees. The worker believes that licensed brokers prioritize employers' interests and are more inclined to believe accusations made by employers. The lack of strong attachments with licensed brokers further diminishes their perceived reliability. Overall, the paragraph highlights the significance of personal relationships, trust, and a sense of community in finding domestic work, and it underscores the worker's preference for informal, unlicensed brokers due to these perceived advantages. Therefore, the status of the brokers can be the determining factor on the relationship between two parties.

Furthermore, as for the workers, they are hopeful that unlicensed brokers will help them get employment rather than licensed brokers. Female domestic addressed that the aggressive behavior of licensed brokers toward female domestic workers during the disputes happened between employers and employees, and their biased judgement. From this vantage point, they believed that, even in cases where employers mistreated them, licensed brokers consistently hardcover employers. It makes sense that the connection between the two parties would suffer, and the other party's welcoming view would be diminished when one party is suppressed by the other for the advantage of a third party. Because of the third party, a lack of trust in licensed brokers to facilitate employment will thus generate a mismatch in the two parties' relationship.

An employer interviewed in the field stated about the role of brokers to the relationship between employees and employers that

Employees that I hired through unregistered brokers and relatives got along well with my family. This was my experience recruiting female domestic workers because they are obedient, innocent, and from a rural upbringing. However, the domestic workers hired through licensed intermediaries are extremely intransigent, untrustworthy, and disrespectful. When there was a dispute between my family and/or me, the workers immediately decided to step down. The connection would be stacked as a result.

Employers, therefore, believed that the status of the facilitator of the hiring process determines the relationship between employees and employers. Logically, employers prioritize their safety and security, which may sometimes fail due to misbehaved employees. Therefore, the possibility of a smooth relationship between employers and employees would be high when employees are contacted via unlicensed brokers. This shows that to make a good relationship between employers and employees, contacting unlicensed brokers to hire domestic workers is essential. This suggests that, compared to those employed by licensed brokers, female domestic workers who obtained their jobs through unlicensed brokers are more likely to have amicable working relationships with their employers. On the other hand, employers who reached out to workers through unregistered brokers would be more likely to establish a positive working connection than those who did so through licensed ones.

3.3. Contested Family Status of Domestic Workers

The phrase "contested family status of domestic workers" refers to a circumstance where there is discussion, controversy, or uncertainty about domestic workers' roles or positions in their families. It suggests that there may be different points of view, contradicting beliefs, or doubts about how these workers are viewed or handled in family relations. The idea might include conversations on whether or not domestic workers are seen as members of the employer's family, about their commitments to their families at home, or about acknowledging their obligations to their families outside of the workplace. Cultural, societal, or economic issues that affect how domestic workers are treated and expected in the context of family structures might cause this ambiguity or argument. Understanding the contested family status of domestic workers is crucial for addressing issues related to their rights, treatment, and integration within the households where they are employed.

Consideration of female domestic workers as family members entails calling them by name, showing respect, taking the time to listen to and consider their ideas, treating them kindly, and being aware of their situation, feelings, and other hardships, as well as their family background and other circumstances. This consideration benefits both parties, including assisting with stress management, encouraging better behaviors, boosting self-esteem, improving well-being and mental health, and fostering trust between individuals and others (Kim & Marler, 2020).

In the case of migrant female domestic workers, however, they agreed that their employees have not often witnessed this kind of consideration on the part of their employers. Instead, they have

been ignored, unwilling to understand how they are feeling, unwilling to treat them with kindness and respect, and unwilling to accept their difficult circumstances as the norm.

As responded by interviewed female domestics,

“Some employers view their domestic workers as commodities to be purchased off the market rather than considered valuable family members. Mistreatment of this type is primarily the result of female employers as opposed to male employers. It is inconceivable to conceive domestic workers as family members; treating them like people is sufficient.”

Most of the time, madam (women employers) spend with their employees and their ongoing involvement in household administration and interaction with them is high than men employer. Due to this, the tendency to get in conflict might be increased with madams than men employers. The increased likelihood of conflicts between female domestic workers and their female employers (madams) compared to male employers can be attributed to several factors. According to interviewed employers their reason were active involvement of madams in household particularly when she has no employment out side the household spend more time engaging directly with domestic workers, fostering an environment where conflicts are prone to emerged. The active participation of madams in household administration leads to higher expectations and specific directives for domestic workers, increasing the potential for conflicts when expectations are not communicated or aligned with the workers' perceptions of their responsibilities. However, the perception of employees is not only in this but also the power dynamics between two parties. Byron and Thomas (2007) argued that madams, actively involved in household administration, ongoing interaction contribute to emotional involvement between madams and domestic workers, heightening sensitivities and susceptibility to conflicts, mainly when unmet emotional needs. The unique communication preferences of female employers, such as madams, may differ from their male counterparts, contributing to misunderstandings and conflicts. The power and influence wielded by madams in household administration may further lead to conflicts, especially if there is a perceived imbalance in decision-making or if domestic workers feel dis-empowered to express their opinions.

On the side of the employers, there was not a uniform type of response gathered regarding considering employees as their family members. On the other hand, some employers aligned

with the connotation mentioned earlier. However, some employers disagree with the idea mentioned above due to their own "justification" that has been stated.

A 41-year-old woman employer depicted her stand regarding employees working in her home and stated as follows:

"To be frank, I do not think it would be easy to consider a female domestic workers as one of the family members in the household because she is from a different family; our relationship with her is not like other family members who do not need any payment to do chores in the home. Still, female domestics are here to give service and to collect their monthly salary as compensation from the family (relationship based on benefit). So, how could it be possible to consider them as family members? On the other hand, domestic workers act in their best interests; if they find a household that pays them more, they will quit at any time. Consequently, I wish to draw a line between our family and domestic workers without using any violent restraint. This is it." (Interview from Hossan Town, Dec 2021).

The aforementioned account highlighted that the relationship between employers and employees cannot be compared to a family relationship; rather, it is a give-and-take relationship (based on personal interests) distinct from a family relationship. In a specific sense, the remuneration made to employees by their employers acts as a leverage point, preventing their connection from being family-like.

Of course, there is evidence that reveals the relationship between female domestic workers and employers could be intimate without any discrimination and outlook shown by the employers' family as their employee and/or outsider. The evidence from one of the interviewed employers revealed that female domestics are their family members as long as they live with the other family in the home. In the holidays, for example, they bought clothes for the children in the home, and they bought for the female domestic workers as well. They considered their employees in necessary issues that allowed them to be involved in their perspectives.

Furthermore, pieces of evidence mentioned by the man's employer interviewed during the data collection articulated as follows:

"Around ten years ago, I knew a man (primary school teacher) who hired a rural female domestic worker in his home to give domestic service to the family. Sometimes, he permitted her to attend the adjacent school's evening session for schooling. She went to

school, finished grade 10, and began taking four years of technical and vocational classes in the town's surveying department. After graduation, she got employed at a government agency, started her private life, and married. She is now considered a close friend or family member of the teacher, and even her child and husband pay frequent visits to the former employer. Employer-employee connections are permissible up to a point." (Interview from Hossan Town, Dec 2021).

According to this story, the employer-employee relationship can get so intense that it is as if both parties are being sacrificed for the other. In addition to this, an employee gave a testimony about her sister who is found in UAE and worked for about six years. She articulated that

My sister's employer in Ethiopia became an extended family during her six-year tenure. They treated her as a valued family member, showcasing their generosity during holidays by purchasing clothes for their children and including her without any discrimination. Remarkably, they diligently deposited her salary over six years and even took the initiative to construct a house for our family in a rural area. They also demonstrated a strong commitment to her education by sending her to school, where she progressed to grade 10. As an extraordinary gesture, they covered the expenses for her passport and travel costs, ensuring her journey to the Middle East. This support was provided voluntarily, and not a single coin was solicited from my family, emphasizing the employer's genuine kindness. The impetus for facilitating her journey to the Middle East was linked to their travel plans to the USA as a family.

The story describes a highly positive and benevolent relationship between the sister and her employer in Ethiopia, transcending the conventional boundaries of employer-employee interactions. The employer's actions during holidays underscore the employer's generosity and the inclusive nature of their relationship. The paragraph further highlights the employer's exceptional commitment to diligently facilitating help to her family. These actions go beyond typical employment benefits, illustrating a genuine concern for the well-being and stability of the sister's family. The strong commitment to education reflects a dedication to personal development and a recognition of the importance of education. The extraordinary gesture of covering expenses for travel signifies a level of support that goes beyond the norm, and it emphasizes the employer's authentic kindness. The narration conveys a profound story of generosity, care, and familial support in the employer-employee relationship.

However, this kind of scenario is rare because of the conflicting interests of both parties, a lack of communication, and a lack of trust between employers and employees. Additionally, as mentioned in the section on the role of parents of employees, some parents refuse to send their daughters to school because of the monthly payment they receive. However, even some employees are reluctant to pursue school because, their ultimate objective is to travel to the Arab countries to work as domestic servants. In general, the lack of compatibility between employers and employees and parental interference affects their relationship not to be "pleasant."

3.4. The Nature of Interaction Between Employers and Employees

3.4.1. Master-Slave Relationship

A relationship between a master and the person who serves them is called a "master/slave relationship" in the pre-modern era. This kind of relationship can exist, for example, between a king and his knight, a master and a maid, a queen and her follower, a boss and a subordinate, and so on (Hezser & Hezser, 2005). The servant should swear his unshakable loyalty and extreme obedience to their master in whatever situation. Further, their relations include being governed by exploitation and command and submission under the master's authority and intimacy. One of the components of the master-slave relationship is characterized by a mutual dependency: the master is dependent on the slave's loyalty and the slave is dependent on the master's maintenance and humane treatment of him. At the same time, enslaved people had to bow to their master's wishes under the constant threat of punishment (Snelgrove, 2021).

The employer-employee relationship and interaction in this study can be categorized under the master-slave kind of relationship. Specifically, employees' connection with employers was centered on the label "master," and they also had a limited form of communication that mainly consisted of following orders from superiors and refraining from speaking unless those superiors expressly permitted it. As employees underscored, if they reacted/replied to the command and/or anything from their employers ("masters"), their reaction is not considered correct; rather, it leads to some punishment such as physical punishment, beating, insulting (psychological aggression), and salary punishment (economic abuse) as well. But, the truth is that because of a wide range of factors out of their control, employees are more susceptible to being exploited by their employers and others. Due to this circumstance, their relationship was no longer one of mutual dependence but rather that of master and slave, operations and suppression.

One example about this situation is narrated by the female domestic worker

Four years ago, I worked as a domestic worker in the Hossana slum. I was about 17, and it was my second home. I did not know anyone and was new to homework. One day, I asked my employer, madam, to pay me the last deposited monthly salary to send to my family living in a rural area because it was summer and I planned to buy agricultural equipment. She reacted very aggressively and insulted me. She thought that if I collected my monthly salary deposited with her, I would leave employment. Due to this, while I was preparing dinner for the family in the kitchen, she beat me and threw me into boiling water and I was burned. I cried loudly. Her husband gave me medication from home, and I stayed at home for a whole week without treatment for my burns until I ran away to tell the police what had happened and was taken to the hospital. However, nothing was done to them as a punishment; rather, they pressured me. Come and look at my hands; this is a scare of the boiled water. Thanks to God, I regained my strength a few months later with frightened hands and a frightened body.

According to this story, the employer-employee relationship benefits from reciprocal dependency since employers have payments to make but little free time to relax because of their workload, schedule, health, and other factors. Employees have labor and time that employers do not, and they lack resources that employers do have (money). Thus, mutual dependence should be the foundation of their connection. However, employees are alienated from the services they provide to their employers. They are not free to feed the food they prepared to the household; it is a luxury to sleep on the sheet they washed, it might be unthinkable to sit on the sofa they cleaned, it is not easy to access their monthly salary and sometimes it is not easy to use dishes they washed for the household. All this situation affects the relationship between employers and employees to be suspecting one another. Therefore, their relationship look like master slave type of interaction (Handbook, 2014; Anderson et al., 2016; Nayak, 2020).

3.4.2. Authority vs. Servility

Another challenge for domestic workers is their authority-servility relationship with their employer's within a home, there are many centers of authority and power dynamics. Specifically, multiple centers of authority and command influence the domestic workers in a single family. Evident to this, the narration of an employee interviewed during the data collection revealed that within a home at a given time frame, commands may be more than two, such as a command from

the madam, a command from the husband, and their elder son and/or daughter to perform an activity.

"I once worked for an employer who gave all the family members (madam, husband, son, or daughter) one day to do tasks like laundry, shoe cleaning, and lunch preparation. They all command me as they leave the house early in the morning. The fact that each command is different, just like each person's individual interests, can add to my daily workload and make certain tasks more challenging to complete quickly; instead, they must occasionally be completed one at a time. If it is not completed per their time without considering my workload, they argue with me rather than recognize my predicament. They have even physically abused and/or insulted me on occasion for failing to fulfill their interests.

As indicated in the interview, the most usual authorized body in the household is the wife, husband, son, daughter, mother-in-law, and sister-in-law. Sometimes, due to their diverse interests and power dynamics within a home, they engage in conflict with one another, vent their resentment at her, and even beat her. Due to this power struggle, the work of domestic employees is precarious. This is why the relationship between employers and employees looks like an authority-servility type of relationship rather than based on mutual benefits. The authority-servility relationship may contribute to situations of abuse, harassment, or mistreatment, as domestic workers may fear retaliation or job loss if they speak out against unfair treatment. Domestic workers, especially live-in workers, may experience a lack of privacy due to their proximity to their employers. This can contribute to a sense of intrusion and limit their ability to establish personal boundaries. The constant power imbalance can lead to emotional and psychological stress for domestic workers. Fear of losing their job, constant surveillance, and mistreatment can take a toll on their mental well-being.

The authority-servility relationship between employers and domestic workers involves a complex interaction of power structures, cultural norms, and economic variables, resulting in the authority-servility dynamic. Being the ones that provide jobs, pay, and frequent housing, employers are usually in a position of dominance in this relationship. The employer's view of their role in the home environment is affected by historical precedents and cultural expectations, which frequently serve to strengthen this authority.

On the other hand, domestic employees are placed in a subservient position and are accountable to their employers. This tension is exacerbated by the nature of domestic employment, which frequently entails private and intimate chores within the employer's home. The inherent power imbalance can influence how tasks are assigned, wages are negotiated, and boundaries are established within the employer-domestic worker relationship.

This was evident in the response from the interviewed female domestic workers stated as follows:

“She (Madam) does not like to see when I change my clothes at home because she suspects that when I dress elegantly as a mechanism to deceive her husband, that is why my clothes are always closed in the closet, especially the husband and her stayed at home and/or he is at home. Therefore, the use of my own clothing is dependent on the goodwill of my employers, especially my madam.”

Instead, employers complained about the dress style of their employees, i.e. domestic workers being accused of lack of elegance and style in their bandages.

Complain of the employers was as follows:

"I do not allow my employee to use her mobile phone because if I allow her to do so, it will be a threat to my house and the possibility of theft will be very high. Not only that, but when employers allow mobile phone use, they spend time talking to someone outside the home and she will not do her homework. In addition, she made calls and communicated with friends of strangers in the middle of the night, disturbing my family. To communicate with my family, I have a non-mobile phone to take any message from her family and me when I go to work. Before beginning employment, all these preconditions were confirmed and I agreed not to use them. "

The authority-servility dynamic's economic component is most noticeable in the interaction between employers and domestic workers (Boris & Fish, 2014). Employers that set the terms of employment have the power to impose restrictions on pay, work schedules, and job security. However, because they rely on their jobs, lack of other options for employment, and sometimes unstable immigration status, domestic workers may find themselves in a hazardous situation. This economic power dynamic may further sustain the authority-servility connection, since domestic workers may be forced to put up with harsh working circumstances. The fear of job loss or deportation can limit the ability of domestic workers to negotiate for fair treatment, contributing to the entrenchment of the authority-servility dynamic within the employment

relationship. Cultural and societal norms also play a crucial role in shaping the authority-servility relationship between employers and domestic workers. Gender roles, racial stereotypes, and class distinctions may intersect to reinforce traditional power structures. Employers may unconsciously draw on these societal expectations to justify their authority, while domestic workers may internalize these norms, affecting their perception of their place within the household. Breaking free from these entrenched patterns requires a nuanced understanding of how authority and servility are socially constructed, challenging stereotypes and fostering more equitable and respectful employer-domestic worker relationships. Addressing this dynamic necessitates not only legal and policy changes but also shifts in cultural attitudes and a commitment to recognizing domestic workers' inherent dignity and rights.

3.5. Prerequisites and Criteria for Hiring Female Domestic Workers

Employers' choices for domestic employees are not constant; rather, they change depending on their interests, income level, family type, number of members, and other aspects.

Table 6: Preference of Employers to Employee Female Domestic Workers by Employers

	Item	Freq	%		Freq	%
1	Less years of domestic work experience (working in different households) (Why)	4	66.6	Have better experience in domestic work (Why)	2	33.3
2	Unfamiliar with urban i.e. rural background (Why)	5	83.3	No problem to familiarity of urban (Why)	1	16.7
3	Primary school Attendee (Why)	3		More than primary attendance (Why)	3	
4	Having no interest in pursuing education (Why)	6	100	Eager to continue their education (Why)	0	0
5	Younger than eighteen (Why)	5	83.3	Age is above 18 years (Why)	1	16.7

The majority of employers, however, agreed on the following concepts while hiring employees:

Less Experienced in Domestic Work (working in different households):

As depicted in the table 6, more than half of the respondents were inline with preferring domestic workers who have less years of work experience in different households as domestic worker. As their aggregated reasons for this selection was related to employers' safety. Their main defense for requiring inexperienced domestic workers was that she would bring numerous "unnecessary" experiences from her work for other employers. Additionally, she is molded by the households in which she previously worked, making it challenging to match her interests with those of her new

employer. Therefore, hiring no female domestic workers or ones with "less" experience would be preferable. The employers interviewed did not share the same opinions or reactions. Since employees have experience managing their responsibilities with the three Cs (caring, cooking, and cleaning) to the employers, it stands to reason that the work experience of the employees working in various families appears to be good.

3.5.1. Newcomers (unfamiliar to urban i.e. rural background): The employers that conducted the interviews revealed that the recently arrived females are unfamiliar with the town's surroundings. The majority brought up the benefits of recruiting immigrant females, including their low pay, ease of management, obedience, readiness to learn, and lack of interaction with outsiders. Nonetheless, a few employers did remember to mention how much money and effort they had to invest in training their employees on hygienic practices, kitchen management, urban living, and personal cleanliness. Additionally, if they were not given training and demonstrations on handling electric equipment in the house, newly hired domestic workers occasionally set fire to it and damaged things. It would be preferable to hire domestic workers with prior job experience because of these costs. However, the respondent who prefer employees with familiar with urban argued that employing domestic worker unfamiliar with urban has many disadvantages such as giving training about how to use kitchen materials, hygiene, communication, cooking and others. These all demands time to train and instruct. Therefore, it would be advantages to employee domestic worker who is familiar with domestic work in other household previously.

3.5.2. Primary school Attendee (Lower Grade School attendants):

In most cases, employers feel uncomfortable hiring domestic workers who have completed secondary, preparatory, TVET or University education. The main argument against them was about their privacy and security. Specifically, they pointed out that domestic workers who have completed secondary or higher education create many problems against employers and in the household when working at home, such as disobedience, rude manner, impolite character, undisciplined manner behavior towards employers, claiming to leave home without other family members, and the mistreatment of children and even fighting with other family members (sons or daughters of the family). In addition, they interact with external agencies and are suspected of stealing household items. Therefore, as stated in the table 6, out of concern for family safety, half of the respondents did not feel comfortable hiring domestic workers with a college degree.

4.5.3. Having No Interest in Pursuing Education: Employers may reject female domestic workers who desire to pursue their education. Employers consider how their employees could manage family chores as effectively as feasible if they are interested in attending school. Also, female domestic employees may attend evening classes, are exposed to abuse, and have the potential to steal items by contacting acquaintances outside. Thus, employers do not want their employees to attend school. With rare exceptions, some employers have ultimately rejected this idea. If they are not permitted to enroll in school, whether for daytime or evening sessions, the future of the social group (domestic workers) may be jeopardized and in danger.

In line with this argument, one of the interviewed employers stated:

"After all, the domestic worker is employed to do the homework (household works), but not to send them to school. I am not obliged to send her to school. Besides, I don't want to take the risk of evening classes, including the risk of safety and possible troubles against herself (sexual relations with classmates) which has serious consequences to me as an employer. Besides, I hired them to do the homework my daughters cannot do because of school. For this reason, I am not responsible for sending them to school, and from the very beginning I do not hire a domestic worker who wants to go to school."

In this corner, some employers refuse to recruit domestic workers who want to attend school. The results of this study indicate that their employers denied a significant number of female domestic workers in the studied area access to education. This clearly violates their human rights, as education is a fundamental right for all individuals, regardless of their occupation or social status. Studies have shown that access to education is crucial for empowering women, protecting them from exploitation and abuse, and promoting human rights and democracy (Willems & Vernimmen, 2018). However, the lack of support from employers has resulted in a significant number of these workers being denied this right.

3.5.3. Age less than 18: All respondents (employers) agreed upon this point. Of course, it is related to the above-stated points. Employers often set age as a precondition for hiring domestic workers, i.e., younger domestic workers (age under 18) are often preferred by employers to hire. Hiring female domestic workers below the age of 18 has many advantages for the employers, such as the fact that the wage is not expensive, they are totally obedient to the employers, there is no threat of privacy or insecurity, it is not challenging to let them have children, and they are

ready to learn. But in the case of domestic workers who exceed the age of 18, employers are not comfortable hiring them because they have some awareness of their rights to claim, they are not easily manipulated and controlled by the employers, and they may not be "obedient" to the employers' orders to do what they have been told to do in the home. This indicates a tendency of child labor exploitation by employers whether deliberately or not. Most employers are aware of the minimum age for hiring domestic workers. Despite their knowledge of labor laws, they still prefer to hire underage employees to work as domestic workers in their homes. The findings of this study are consistent with those of Erulkar (2022), and Nazir, (2011); they revealed that young people are more mobile than other social groups, and they prefer domestic work as a preferred form of employment to be involved and are not resistant to or react negatively to their employers.

3.6. Conflicts between Employers and Employees

Depending on the nature of the relationship between the employer and employee, as well as the type of work, there are a variety of circumstances that can lead to conflict in the workplace between employers and workers. Regardless of how much the disagreement varies, conflict between employers and domestic workers is frequent and unavoidable. Some of the following conflict-generating elements were identified by both employers and employees in the research region. These include bullying and harassment, bad work atmosphere, poor communication, unjust treatment, and poor management. Every employee has wants and expectations at work, and when those needs and expectations are not satisfied or are being disregarded, conflict may occur. Moreover, employers who establish unreasonable expectations or disregard workers' needs can create conflict at work. Generally, the source of conflict between the two parties and their perspective on the conflict are displayed.

Employers' Perspectives

- Absence of Skill and poor management
- Life skill, Kitchen management, food preparation and material handling, dissatisfaction in their performance
- Relation with brokers (some employees create contact with brokers to abscond their employment)
- Disobedience (failure to follow the order of the employer, inappropriate reaction and response, improper behavior, intentional sabotage of materials, long phone conversations

with outsiders)

- Suspicion of physical seducing/entice
Dressing type, continuous chat with husband
- Social interaction and relationship
- Phone usage/Mobile telephone
- Lack of interest for the work
- Personal hygiene and sanitation problem

Employees' Perspectives

- Workload (unable to finish work given per day; overload without any compensation)
- Salary control and unwillingness to pay on time
- Strictness and rigidity of the employers (considering employees as scapegoats for everything that happens in the home), not understanding that employees are tired of the workload
- Underestimating attitude and calling derogatory names (Dehumanizing practices)
- Reaction of Children towards employees
- Privacy (personal issues)
- Dehumanizing, underestimating, overlooking, and disgracing attitude, intervention on personal and private issues
- laughing at their employees when their children beat/insult employees

3.6.1. The way of Conflict Handling Mechanism

Conflict is common among people who live together, work together for the same goal, and so on. But, the way parties manage the conflict is the most despicable issue to be addressed. In this case, the way that employees would follow to resolve conflict between themselves and their employers (Irumba, 2020). Interviewed respondents have reflected on different ways that they suppose it is a mechanism to resolve the problem.

One of the female domestic workers interviewed reported as follows:

"Conflict is a part of the lives of domestic workers while they are living with their employers. When a conflict arises, the only thing I can do is remain silent because if I react in the same tone as madam/others, they will beat me and fire me within an hour. Even sometimes they punished me by holding food in addition to physical abuse."

On the other hand, other interviews were reported.

"Conflict is caused between employers (most of the time with Madame) and employees due to their extreme interests. After the conflict, they punished me by keeping their silence, ignoring me, laughing at me, rejecting me, and in other ways. They do not give a chance to discuss because they underestimated and undervalued me and even nagging towards me. I have no power to reply to their reaction because I am from a poor family and I have no one to tell."

The majority of the interviewed migrant female domestic workers underscored that sudden termination of employment without any precaution was the way that employers responded when conflict arose between employees and employers. This is the main challenge that female domestic workers face when conflict arises.

The aforementioned employees claim that employers are not willing to negotiate a resolution to the issue; instead, they prefer to abruptly terminate domestic worker contracts. Because of how they view domestic workers, it might not be suitable for them to address issues like positionality and authority-servility that have been raised here. These concepts are unquestionably essential and demanding for employers because employee can not discuss with their employers due to their positional difference. Some employers might feel that sitting down and discussing a tough issue with one of their employees is unethical and dishonorable.

The points of view of the employers about conflict management were reported in several dimensions based on their readiness and the "manner" of the employees. Some of the interviewed employers claimed that they resolve disputes between workers and other family members, including themselves. They like to give advice to their employees not to bring up the same problem that brought them into disagreement. Other respondents, on the other hand, did not agree with this point (advising their employees), and instead, based on the seriousness of the conflict, they chose different methods.

Interviewed women employer disclosed about conflict management as follows:

"In essence, conflict will occur when employees choose to quit their employment, not over common issues. The most typical way for workers to leave is in this manner. She won't be ready to improve due to her intent and motive, even if I give her advice on how to prevent such issues in her environment. Personally, I don't let them stay at my house when a conflict breaks out because if I let them stay there after the dispute, they might

attack the family, destroy dishes, steal things, and sabotage. As a result, I forbid them from staying in the house after a conflict."

This shows that conflict itself may have occurred because of the intent of employees i.e. employees use this as a mechanism to shift from one home to another and/or to terminate the work. Therefore, conflict management ways are not effective and efficient as long as they are in this motive.

On the other hand, other respondents replied that

"People frequently face conflict for a variety of reasons. In the case of an employer-employee relationship, both parties may accentuate their own interests in respecting and occasionally imposing on one another. Conflict could arise when someone is unable to handle and manage his/her responsibilities. It's simple to resolve this kind of argument and get the relationship back to how it was. However, the majority of the time, as an employer, we are not prepared to address the issue and instead choose to utilize coercive techniques (beating) and overburden them with tasks as a means of control. On the other hand, employees are also not willing to be advised, especially when their monthly salary has been deposited and the amount is increased. Therefore, letting them stay in the home may result in problems in the family. "

This also emphasizes that the relationship between both parties is based on their mutual interests, and when one party is not satisfied by the other, conflict occurs, which is the best way to terminate their relationship. Generally, the post-conflict management mechanism between employers and employees, as reported, was very poor. Further, both parties are not open to resolving the problem to keep their relationship as strong as before. Due to this, the reported ways of conflict mechanisms were physical attack, punishment, absconding, and sudden firing.

4. Conclusion and Recommendation

4.1. Conclusion

The text critically examines the master-slave relationship model as a lens to understand the dynamics between employers and female domestic workers. It draws on the works of scholars like Johan Galtung, Patterson, and Foucault to provide a conceptual framework for analyzing power imbalances in contemporary contexts. The metaphorical application of the master-slave relationship to employer-female domestic worker dynamics reveals a complex web of unequal power relations, control mechanisms, dependencies, and vulnerabilities.

The relationship between domestic workers and employers, viewed through the lens of the master-slave relationship model, reveals a pronounced power imbalance. This power dynamic is a defining feature of the master-slave framework, where one party – the employer, in this context – wields authoritative control over the other – the female domestic worker. The requirements employers establish before recruiting domestic workers when viewed through the master-slave model, expose a systemic vulnerability and exploitation present in the domestic labor market. Specifically, the need for workers with less school attendees, unfamiliar with urban, and who are under the age of eighteen highlights a conscious preference for those who might be more vulnerable to exploitation. As a result, there is a situation where some social groups—like immigrants and those with low levels of education—become more open to exploitation because of their perceived obedience, compliance, and readiness to take cheap pay. This can be an evidence that the employer's authority extends beyond work tasks, encompassing the determination of working conditions and even influencing aspects of the domestic worker's personal life. The prerequisites set by employers which are favoured employers serve as indicators of the heightened vulnerability experienced by domestic workers, and this authoritative control establishes a substantial power differential, echoing historical master-slave relationships. Furthermore, complete control is evident in the employer's dominance over the domestic worker's actions, decisions, and, at times, personal life. Analogous to the master's comprehensive authority over the slave, employers exercise significant control over various facets of the domestic worker's daily existence. This includes dictating not only their work-related activities but also the intricacies of their personal life, such as living arrangements, clothing choices, and interpersonal interactions within the household. The employer's power extends to the point where they can influence and regulate almost every aspect of the domestic worker's life, mirroring the all-encompassing control observed in historical master-slave relationships. The study's description of the employer-employee relationship—marked by an authority-servility dynamic with little communication, rejection, and mistreatment—highlights the vulnerability of domestic workers even more. Their labor is inherently insecure due to the power dynamics inside the home, which various centers of authority and command characterize. The implications of this power imbalance and complete control are far-reaching. The employer's authority to dictate professional tasks and personal aspects creates a vulnerability for the domestic worker. This vulnerability is exacerbated by the limited agency and autonomy afforded

to the domestic worker, echoing the subjugation observed in historical master-slave dynamics. Generally, the finding is straightforward with the master-slave dynamic, pointing to a one-sided power structure that severely disadvantages domestic workers and lacks the reciprocal advantages that ought to define a just and equitable working arrangement.

4.2. Recommendation

Policy Reforms Addressing Prerequisites: Advocate for policy reforms that address and regulate the prerequisites set by employers for hiring domestic workers. Governments could establish guidelines that discourage exploiting vulnerable groups and encourage fair employment practices within the domestic labor sector.

Education and Awareness Campaigns: Implement educational and awareness campaigns targeting employers and domestic workers. These initiatives should promote fair employment practices, emphasizing the importance of respecting the rights and dignity of domestic workers.

Develop transversal skill training: Transversal skill training focuses on enhancing abilities that are valuable in a wide range of personal settings communication, problem-solving, teamwork, adaptability, and time management. It aims to improve these skills help individuals become more versatile, adaptable, and effective in diverse situations.

Labor Market Monitoring and Enforcement: enhance oversight and enforcement systems for labor market laws, especially for domestic employment. This entails thorough inspections, reporting procedures, and sanctions for employers that use abusive labor practices. Provide domestic workers with knowledge of their rights so they may report mistreatment without worrying about facing reprisals. Collaboration with advocacy organizations and NGOs, among other stakeholders, may also be beneficial in identifying and resolving weaknesses in the home labor market.

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