

Sumangali scheme	Working hours	Minimum-Trainee wage 282.40 a day	ESI	EPF	Trade Union	Workers committee	Restricted freedom of movement	Abuse and harassment
Sumangali scheme	>60 hours a week	Wages below the minimum wage	No ESI deductions	NO EPF is deducted	No trade union presence	No workers committee	Freedom of movement is restricted	Harassment of female workers takes place
No Sumangali scheme	between 48 and 60 hours a week	Minimum wage or more is paid	ESI deductions*	EPF is deducted*	Trade union presence	At least one workers committee as defined by	No restrictions on freedom of movement	No harassment of female workers
	< 48 hours a week							

* When EPF and ESI are deducted, this does not necessarily imply the employee benefits from these forms of social security.

In this research we have not checked if the withheld amount is actually transferred to employee's account