

NEED GAP ANALYSIS OF **CHILD DOMESTIC LABOUR** IN BANGLADESH



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Part I:

Understanding Child Domestic Labour in Bangladesh

Child Domestic Labour (CDL) is one of the most common forms of child labour. Available studies indicate that like in many other developing countries the incidence of CDL is quite significant in Bangladesh. Traditionally, more girls are employed in domestic service than in any other forms of work. CDL, due to its nature and circumstances, is susceptible to becoming a worst form of child labour. Not only are many children in domestic labour very young, but also the tasks they perform are difficult to monitor or regulate. Once a child is inside an employer's home, s/he is effectively hidden from view and as a result, employers of children in domestic service have total control over the latter's lives. This is a high-risk situation for the child who is working as a domestic labour and becomes more vulnerable to violence and abuse of many different kinds that can take place behind closed doors, unnoticed by the outside world.

The statistics on actual number of domestic workers (children or adult) in Bangladesh varies. A survey by Bangladesh Bureau of Statistics (BBS) in 2002-2003 estimated that 125,000 (1.7%) out of a total of 7.4 million working children were domestic workers. Another baseline survey by ILO in 2006 estimates that there are approximately 4,21,000 child domestic workers (CDW) between the age of 6-17 years in Bangladesh, of which around 132,000 are in Dhaka City alone¹. This total estimate makes CDW the single largest sector of child labourers in the country of which 78 percent are girls. Approximately 94 percent of CDWs are full timers (24 hours nature of work) and 6 percent of them work on part time basis². The average working hours of the child domestic workers is 14 hours and average wage is BDT 509 (less than 7 US \$) per month.

It is reported that children engaged in domestic work are often exposed to abuse, exploitation and violence, which in most cases, remain unheard and unnoticed. In Bangladesh, child domestic workers are still not protected by any national law, including the Bangladesh Labour Law (amended) 2013. Moreover, child domestic work is not included in the list of hazardous work (recently formulated by the Bangladesh Government), though it has been a demand of human rights organizations for a long time.

There are very few initiatives from the Bangladesh Government to address the issues of child domestic work. But as a result of advocacy initiatives of human rights organizations, Bangladesh Government has started to take some positive initiatives to advance the issue. The draft policy document on "Domestic Workers Protection and Welfare Policy 2010" (though this is yet to be adopted) has been appreciated by the policy makers and facilitators. This policy prohibits employing the domestic worker under age of 14 years. However, there are many things which still need to be done to bring a significant change in this field.

Demographic and Socio-economic Background of the Child Domestic Worker

According to a study by BSAF in 2010³, most of the child domestic workers are in the age group of 12-18 years of which 32 percent (highest concentration) is in the age group of 14-16 years, followed by 16-18 years (29 per cent) and 12- 14 (22 per cent). In case of gender distribution, a very large proportion, 88 percent are females, of which 7 percent are married. The study finds that the most children involved in domestic

¹ ILO Baseline Survey on Child Domestic Labour in Bangladesh, 2006

² ibid

³ BSAF, 2010 Study on The Situation of Domestic Child Workers in Dhaka City

work come from large families comprising 5-8 members. 28 percent families have 6 members, 20 percent have 7 members, 18 percent have 5 members and 14 percent represent 8 member families.

A large number of socio –economic and cultural factors affect and result in child labour such as poverty, illiteracy, inequality, cultural norms, gender discrimination, low education levels of parents to name a few.

Illiteracy

The BSAF study also finds that there is a direct relationship between the illiteracy of parents and their children. The educational qualification of both the child domestic workers and their parents is very low though the children usually are better educated than their parents. 74 percent parents and 45 percent child workers are illiterate. However, 55 percent domestic child workers are literate and 50 percent of the total children have primary education. Nevertheless illiteracy rates continue to be high among them.

Low Family Income

The fathers of child workers are usually daily wage earners like construction workers, agricultural labourers or engaged in occupations like rickshaw puller, street hawker, fishing, carpentry, blacksmith, barber, domestic worker, mechanic, security guard, caretaker, tailoring etc. The highest numbers are agricultural labourers (27 percent) of the total workers, followed by day/construction labourers (23 percent), rickshaw pullers (15 percent) and street hawkers (6 percent). The income varies with the type of occupation but a large proportion (30 percent) of the workers earn between Tk. 2000-3000. Due to the low income earnings of parents and/or death of earning family member, significant numbers of domestic child workers are forced to become the principal earners of their family.

Almost 50 per cent of the parents interviewed in a Dhaka-Bangladesh study said that the most important consideration for sending girls to domestic work was the cost of marriage, especially the dowry (**UNICEF, 2004**). Parents sent girls to work in order to save towards their dowry.

Contact between Child Domestic Workers and Parents

Another interesting finding of the BSAF study shows that there is no regular contact between the child domestic workers and their parents. About 44 percent children have some contact with their parents while 31 percent have contact on a regular basis. From the findings, it is seen that domestic work is fully based on a private contact basis. The highest numbers of workers (57 percent) get this work through their relatives, 19 percent by the owners. But it is seen that only six percent get this work through other domestic workers and only below one percent get work through newspaper advertisements and other media.

Education Status

According to a South Asia Regional Study by UNICEF in 2014, out of the 26 million total school- age population, a total of 5.6 million children (21.5%) in Bangladesh are out-of-school. The total out-of-school, primary school-age children are (2.6 million)⁴ as a percentage of the total primary school-age population stands at 16.2%.

Survival rates are alarmingly low at the primary education level in Bangladesh,

⁴ http://www.unicef.org/education/files/SouthAsia_OOSCI_Study_27Jan_014Final.pdf

such that 40 per cent of children who enter the cycle drop out before they reach the final grade as compared to 20 percent in India. In Bangladesh, about 20 per cent of students in the last grade of primary schooling are lost by the education system and do not transition to lower secondary education⁵.

In Bangladesh, girls are more likely to drop out from lower secondary grades than boys.

- School attendance, ages 5-14 : 81.2%
- Children combining work and school, ages 7-14: 6.8%.⁶

As per World Bank report (2008) Bangladesh has already achieved gender parity in both education levels and has made progress towards increasing both primary and secondary enrollment. About half of the 16.2 million students enrolled in the primary education institutions are female. The share of female enrollment at the secondary levels has exceeded 50 percent. While India and Pakistan exhibited a gross enrollment rate (GER) of 75.2 and 70.5 respectively, in the early 2000s, Bangladesh had achieved a GER of 86.1 percent with only Sri Lanka doing better, according to national household surveys. Similarly, Bangladesh recorded a net enrollment rate (NER) of 62.9 percent compared to 54.8 percent and 50.5 percent respectively for India and Pakistan during the same period.⁷

Employment

Child labor occurs more in rural areas than in urban areas and the type of work children are engaged in differs by geographic location.⁸

- Working children, ages 5 to 14 (% and population): 10.1 (3,717,540)
- Working children by sector Agriculture:45.5%
Industry: 18.5%
Services: 36.0

Types, nature of works, wage and allowance

The data mentioned below has been compiled from a report by BSAF in 2010 titled "The Situation of Domestic Child Workers in Dhaka City".

- **Length of work, working hours and job transfer:** 39 percent of child workers mention that they have been working at the present house for less than a year. One important cause is their frequent movement from one house to another. As a result, nearly 60 percent transfer their job between one to five times during their working life as a domestic child worker. Nearly, 56 percent of them move one to two times.

Nearly 74 percent children stated that they have to work more than nine hours a day.

- **Types of work:** A child domestic worker has to perform a number of tasks daily, which includes washing floor, cleaning and tidying rooms, cooking, dusting furniture, washing clothes, help with cooking, taking care of babies, washing dishes, boiling water, waste disposal, grocery shopping, ironing clothes, cleaning toilets, bringing kids from school, and taking care of elderly people. 90 percent child workers are generally involved in tidying and cleaning rooms, followed by washing floors (83%), waste disposal (77%), dish washing (61%), washing clothes, cooking (53%) percent, and cleaning toilet (44%).

⁵ ibid

⁶ Understanding Children's Work Project's analysis of statistics from LFSS Survey, 2005-2006.
(<http://www.dol.gov/ilab/reports/child-labor/bangladesh.htm>)

⁷ <http://siteresources.worldbank.org/INTBANGLADESH/Resources/education24.pdf>

⁸ ibid

- **Types of contact & monthly wage:** 79% children work on monthly contract basis, 3% work for only meal and accommodation. A significant number of child workers (17 per cent) are doing domestic work merely on false hopes, which includes commitment of their marriage after certain period of time, providing better job facilities for their family members, possibility of higher wages in future, solutions to resolve family crisis, etc. Nearly 80 per cent of child domestic labourers get Tk. 300-1200 per month (approx. USD 3-12). This amount looks very pitiable compared to the value of money. Around 27% of them get only Tk. 300-600 per month. They are possibly the lowest wage earners in the country.
- **Festival allowance:** The child domestic workers get festival allowance from their employers. 90% of children get this allowance, 50 per cent children get less than Tk. 1000 only. 16 per cent get Tk. 2000-3000, and 14 per cent Tk. 3000-4000.
- **Food, treatment and recreation:** 93 per cent child domestic workers get food three times a day. The recreational facilities of the domestic child workers are very limited. Watching television is the most common recreational activity of the child domestic worker. The rest of the activities include playing and going outside sometimes.

Violence against the child domestic worker:

Child domestic workers are often victims of physical, mental and even sexual violence by their employers. It is alleged that child domestic workers often become victims of torture including severe atrocities that may lead to fatal injury and may even lead to their death. **CRC Alternative Report 2013** from Bangladesh highlighted that out of 23 incidents, 22 depicted severe torture on domestic workers. The analysis of the report showed that the child workers were tortured for very inconsequential reasons such as not performing a duty properly, delay in work, or simply breaking a glass. The severity of torture ranged from beatings, hitting the head on the wall, burning by cigarette or any other metal things, non-payment of salary and some even suffered rape at the hands of the owner of the house which sometimes also leads to suicides by these children. Every year, a number of domestic helps are killed. It is also common to see domestic workers being sexually harassed by their employers. Child domestic workers, especially girls are victims of sexual abuse by the male members of the households. A study reveals that safety at the children's work place is a serious problem to ponder upon. Verbal, mental, physical or sexual abuses are a common problem for nearly every child domestic worker. It is worse when the child is a female since it is observed that for any indiscretion, they are slapped, kicked, punched, pulled by their hair or addressed in vulgar and obscene languages.

Main Causes of Child Domestic Labour (CDL)

Child domestic work is a multi-dimensional and complex issue. There are some broader causes and some specific reasons. Researches show that the key causes of child domestic work are economic vulnerability, inadequate legislative framework and labour laws, cultural and social inequities and inaccessibility in education, including inadequate provision of technical and vocational education etc. According to a research done by UNICEF, the major causes of child domestic work are acute poverty, inequalities in social and educational services and lack of economic opportunities between rural and urban areas, cultural norms, gender discrimination in education and other opportunities, parents' low education, vulnerabilities and social exclusion etc. There are many cases where child domestic workers are the principal money-yielding sources for their families. BSAF's research finding also shows that many of the child workers narrated that their parents forced them to go to work because they needed the money. Child domestic work is related with the low socio-economic situation of the family of the child

worker. According to the research, 90 percent of the children and 86 percent of the employers feel that poor financial conditions is the main cause for children to become domestic workers.

The other specific causes that are also related with economic factors are: large families, parent's sickness and early death of parents, polygamy, child marriage, debt and natural disasters. Other causes include social insecurity for the girl child at their village home. In the rural areas, where many families experience extreme food scarcity, women and girls do work outside the home out of necessity. But, for unmarried adolescent girls this is not socially respectable. Therefore, some parents send their girls' in urban middle class homes as they think that their girls are protected there.

Case Story

1. Romela, a little girl brutalized at the home of a police personnel

Romela, a 10 years old girl from Pabna district, had been working for Shahed Ali, Sub- inspector of Sitakunda Police Station, Chittagong. Since the beginning, Shahed's wife named Sweety, tortured the girl. On 10 November 2011, Sweety pushed her into hot water as Romela had failed to carry out her instructions. Sweety pressed a hot spoon on the back of the girl several times. The Sub-inspector and his wife never bothered about any medical care for the poor girl, who was living far away from her parents residing in Kashinathpur Gotanga village in Santhia Upazila, Pabna. On the occasion of Eid-ul-Azha, the Sub-inspector came to his father in-laws' home at Verakola in Bera Upazila under Pabna. Only then could Romela's father, Riaz Uddin, know about Romela's misery. It was a big shock to him. He found that there were deep marks of torture at several places on Romela's body. Immediately he took his daughter to Pabna District Hospital and made arrangements for admitting her. According to the medical report Romela had critical burn marks almost all over her body. They would take a long time to heal, and the marks were so deep that they would never completely go away.

Swarnali Mohila Samity (SMS), Pabna, one of the member NGOs of BSAF responded to the case and took steps for proper medical treatment of Romela. At first the police refused to register any case stating reasons like the place of occurrence lay in another district. Then SMS along with other NGOs and civil society collaborated with the media about this brutal incident. When the incident was disclosed in print and electronic media, the Superintendent of Police (SP) of Pabna, visited Romela at the hospital on November 11, 2011 and directed Santhia police to take the case and transfer it to Sitakunda Police Station. He also informed Chittagong police of the incident and requested for necessary action against Sub-inspector (SI) Shahed. SMS regularly communicated with District Administration and Police for updates on the case and medical facilities for her. Deputy Commissioner of Pabna granted 10,000 (ten thousand taka) for her treatment. BSAF closely monitored the case and helped her family financially so that she does not need to work anymore and can be enrolled in education again. The girl had to undergo a long treatment process. Local members of Parliament took the responsibility for the treatment and her education. Now she is continuing her education and her parents do not send her to work anymore.

2. Sonia returned to her family and received assistance for income generating activities as a part of rehabilitation assistance from BSAF

Sonia Khatun, a 16 year girl from Mohazonpur Village, Mujibnagar Upazila of Meherpur district, was trafficked to India in January 2012 and had to stay in several brothels in Kolkata and Delhi. Through the help of other sex workers Sonia was rescued by the Delhi Police and stayed for a few months in the safe custody of the Delhi Police. When informed about the case through media, local Member NGO of BSAF, Manab Unnayan Kendra (MUK) communicated with the local government representatives and local police station and regularly liaised with Border Guard Bangladesh (BGB). BGB helped the child to return to Bangladesh with the assistance of Border Security Force (BSF) of India. Due to MUK's continuous effort, the girl was finally returned to her family.

Sonia's parents have six other children and they are too poor to maintain such a big family. They have to depend on weekly rice distribution of the local mosque. Unable to cope with hunger, Sonia responded to the proposal of domestic work by one of her neighbors. Unfortunately, the neighbours sold Sonia to a miscreant group in India who in turn sold her to the ringleader of a brothel in Kolkata, India.

BSAF official visited the house of the victim, talked to Sonia, her parents, the neighbors and the authority of Manab Unnayan Kendra (MUK). As per provision, BSAF provided support to the victims' families so that their parents can enhance their income through some income-earning activities. In this case also, BSAF extended support to the victim's family. BSAF provided two goats to the family and also imparted training on goat rearing which eventually helped the family in increasing their income. MUK also provided educational materials to the girl like school dress, school bag, books and workbook and other materials so that she can go to school and continue her education. During the distribution of goats and other education accessories, Upazila Nirbahi Officer of Meherpur Sadar Upazila, Amjhupi UP chairman and some local elites were also present. Now the girl is continuing her education and her family income has increased by rearing goats. Sonia's parents are happy with their daughter and she is also keen to study further.

Part II:

National Response to Child Domestic Labour, Trafficking and Associated Gender- Based Violence

This section will help build an understanding on the national and international framework present in country to help eliminate child domestic labour.

International Conventions Ratified by Bangladesh

- ❖ UN Convention on the Rights of the Child;
- ❖ ILO Convention on the Worst Forms of Child Labour (No. 182);
- ❖ ILO Night Work of Young Persons (Industry) Convention, (No. 6);
- ❖ ILO Night Work of Young Persons (Industry Revised) Convention (No. 90);
- ❖ ILO Minimum Age (Trimmers and Stockers) Convention (No. 15);
- ❖ ILO Minimum Age (Industry Revised) Convention (No. 59);
- ❖ ILO Forced Labour Convention (No. 29);
- ❖ ILO Abolition of Forced Labour Convention (No. 105).
- ❖ Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography

Constitutional Provisions on Child Rights

- The Constitution of Bangladesh guarantees realizing the rights of all children. To translate the constitutional spirit into reality the country has taken a number of legislative and policy actions towards national adoption of the global commitments including the Children Policy 2011. In recent years, the government also adopted National Plan for Action (NPA) to National Child Labour Elimination Policy (NCLEP), Human Trafficking Deterrence and Prevention Act and most laudably, the Children Act 2013.
- Article-27 (4): Nothing in this article shall prevent the State from making special provision in favour of women and children or for the advancement of any backward of citizens.
- Article-32: No person shall be deprived of the protection of right to life and personal liberty.
- The Constitution of Bangladesh mandates the establishment of a society based on the rule of law, justice, and the respect for human dignity and worth of all persons. The Constitution bans forced and bonded labour (Article 34) , and imposes a duty on the State to prevent and suppress prostitution and guarantees a number of fundamental human rights. The Constitution provides an obligation for the State to prevent violation of human rights in any form, including human trafficking. There are also a number of statutes and policies which provide for the legal regime against human trafficking.

Existing legal frameworks to address child domestic work

Bangladesh Government is legally bound by a number of international instruments (i.e. UN CRC, ILO Conventions) to ensure the rights of the children, especially the working children. There are particular articles of these instruments which ensure the right of the child domestic worker and prohibit some forms of child work. There are also a number of national policies and acts that ensure the rights of the working children in particular the children working as domestic helps. This section of the report will cover the scope and gaps in the existing national and international legal instruments.

A Brief Review of International Instruments; Scope, Gaps and Recommendations

Bangladesh ratified the **United Nations Convention on the Rights of the Child (CRC) in 1990**. Although the convention does not contain any specific article on child domestic work, there are many articles which explain the rights of the child. Article 32 of CRC clearly speaks about the protection of the children from any kind of work that is harmful for their physical and mental health. There are other articles that talk about non-discrimination for the child, educational development, psychological development, protection from exploitation which is not being implemented for the child domestic workers. *Although as a signatory of CRC, this is the responsibility of the state, but Bangladesh Government so far has not enacted any specific policy or act in this regard.*

Another international binding for the Bangladesh state is the **International Labour Organization (ILO) Convention 182** on the Worst Forms of Child Labor which has been ratified in 2001. The convention does not directly prohibit child domestic work, but as a signatory of the convention, Bangladesh state is bound to identify the worst and hazardous forms of work for children. After 12 years of ratification of the convention, Bangladesh government recently (in March 2013) formulated a list of hazardous work. *However, the list of hazardous work completely ignored the domestic child labour issue which is invisible and not included in most of the policy frameworks.* According to Article 3 of ILO Convention 182, the worst forms of child labour are “debt bondage, forced or compulsory labour and other”. The situation of child domestic work in Bangladesh shows that in some cases child domestic labour involves debt labour and forced work.

Another important international instrument is **ILO convention 138**. It talks about the minimum age for work. It makes the state responsible to specify a minimum age for admission to work and that is the age of completion of compulsory school which is not less than 15 years. *Bangladesh however, has not ratified C138, the rationale being that the age standards in its domestic labour laws are set in conformity with relevant ILO instruments and there is, therefore, little point in ratifying C138.* Bangladesh government has formulated a Child Labor Elimination policy 2010 in accordance with the conventions.

The most recent ILO convention that particularly focused on domestic work is **ILO 189 titled Decent Work for Domestic Workers**. This convention has a scope to bargain about different rights issues (i.e. contract, safe work environment, minimum wage) of domestic workers through domestic workers’ association/ union and at the same time the employers’ association and recruiting agency. At the international level the usability of the convention is higher than at the domestic level. At the domestic level, the domestic work sector is still very informal in Bangladesh, especially the process of employing domestic labour. This convention asserts the fundamental rights of domestic workers; it sets minimum labour standards for domestic workers. *Though Bangladesh Government has not ratified the convention yet but if the Government ratifies the convention, it will provide an opportunity for the advocates of this issue to bargain about the rights of the workers.*

A Brief Review of National Legal Frameworks; Scope, Gaps and Recommendations

Labour Act (amended) 2013: Bangladesh has enacted a unified and updated labour Act in 2006 and that is amended in 2013. The Labor Act has fixed the minimum age for admission to work at 14 years and for hazardous work it has been fixed at 18. *But this law does not apply to domestic workers as the labor law does not include the informal sector labour like domestic work.* Labour law further defined light work of children between the ages of 12-14 years as non-hazardous work which does not impede education of the children. *Although, the law is in place, but there is so far no indication that the law is implemented in this regard.* Based on the act, a gazette notification has been published in March 2013 wherein the government categorized a number of hazardous works. *But this list does not include child domestic work in this category.*

The National Children Policy 2011 has mentioned a number of steps to mitigate child labour. Following are the relevant steps that have been mentioned in the policy. The policy mentions that there must be some provisions for education and recreation for the child worker (article 9.2), the owner must arrange education, food and lodging for the full time child domestic worker and ensure that the child does not engage in any risky activity (9.5). The policy also mentions that the domestic child worker will get the chance to meet their parents at least once a month (article 9.4). *The initiatives that have been mentioned in the policy is undoubtedly positive but it needs to be accompanied by proper implementation and monitoring plan.*

The National Child Labour Elimination Policy 2010: The key objective of the policy is to withdraw working children from different forms of hazardous work and the worst forms of child labour by 2015. In accordance with the ILO conventions 182 on the elimination of worst form of child labour, the National Child Labour Elimination Policy 2010 broadens the scope to defining hazardous work for the children under the section on working environment for the working children. This section generally provides the definition of hazardous and non-hazardous working environments for the children. This section, divided into 7 parts, describes most of the relevant matter for the working children. This includes non-hazardous work considering the children's capacity, condition of employment, working environment, education and recreation, health services, meeting with family members and future security provisions etc. This can be seen as a first ever policy which has high relevance for explaining the matter of domestic child work. The policy is also accompanied by a strategic plan indicating the specific time frame and coordinating body for the implementation. *But this strategic part of the implementation has ignored the informal sector like the domestic child labour sector. It is also important to be noted that there is a contradiction between policy and its implementation strategy.*

According to the policy, Bangladesh Government is planning and implementing different short, medium and long term strategies and programs to eliminate various forms of child labour by 2015 but there is no emphasis on the elimination of the child domestic work.

The Domestic Worker Protection and Welfare Policy 2010 (draft): This is the first ever national policy in Bangladesh that deals specially with the issues of domestic work. *It's been two years that the policy has been drafted but it is yet to be enacted.* The policy has been drafted to ensure the registration, work nature, security, working environment, wages and welfare, specific rules and regulation between workers and

employers, conflict resolution etc. The policy clearly defined the role and responsibility of the relevant stakeholders (i.e. worker, employer, government, administration and local government). The policy keeps a provision that in case of employment of a child/ adolescent (between age of 14-18), an agreement needs to be made between guardian of the child domestic worker and employer. This arrangement has been kept in the policy as the legal age for the employment is 18 according to the national legal standard. That means that the policy is allowing the employment of children in domestic work. The policy also mentioned that in general the working hour will be 8 hours for the domestic worker and there is need to arrange education for the child domestic worker (clause 5 and 7 of section A). *If it also applies for the child worker, it will be a complete violation of the ILO C182 and also the national standard (i.e. National Child Labour Elimination Policy 2010). As per the standard, in case of child labor, the working hour has been set to 5 hours a day with the arrangement of formal education and adequate rest and recreation. Otherwise it will be identified as hazardous work.*

The policy has also set some bindings in regard to age that is not less than 12. It also mentioned about other bindings (i.e. children should not be locked in the house, employers need to ensure that the child worker do not engage in any risky activity, do not use sharp utensils etc). In case of 12 year of age of the child worker, the employer has to ensure her/ his schooling and work safety. The policy also outlines the complaint mechanism in case of any violation along with a helpline system where a worker can complain, in case of any violations.

The recent order of the Writ Petition no. 3598 of 2010 is one step forward in regard to deal with the issue of child domestic worker. It emphasizes the implementation of the draft policy of Domestic Worker Protection and Welfare Policy 2010. It also ordered the government to monitor and prosecute the perpetrator in case of violence against domestic worker and the order mentioned that it is government's duty to prosecute the perpetrators as the victims come from marginalized sections of the society.

It is important to mention that the country does not have any legal provision at the moment to protect child domestic workers from all forms of abuse and exploitations. It was very unfortunate that the Ministry of Labour and Employment did not include child domestic work in the recently approved list of hazardous work for children despite a popular demand made by the civil society organizations. Therefore, children engaged in domestic work will have to live on the mercy of their employers and will be often be subjected to severe forms of violence.

The Ministry of Labour and Employment claimed that considering the sensitivity of the issue they have decided to adopt a separate policy to protect the rights of the child domestic workers. This policy (Domestic Workers' Protection and Welfare Policy) was drafted in 2010, which is yet to be finalized and approved. On the other hand, the provisions proposed in the draft policy also contradict with the National Child Labour Elimination Policy 2010 and revised Labour Act. Because the draft policy said children under 14 years of age should not be recruited for domestic work, whereas the two other policies clearly stated that children under 18 years should not be employed for any hazardous work. And this is beyond debate that child domestic work is one of the most hazardous work considering the working environment and conditions of children involved in domestic work.

Part III:

Gaps and Recommendations

Despite the measures taken by the government and legal fraternity, significant gaps still exist and needs to be addressed in order to eliminate the problem of child domestic labour. Some of the gaps identified are as follows:

- **Policy shortcomings**

Basis the above review of international and national policy frameworks it is evident that although the Bangladesh government has taken some steps in the right direction to address issues of child labour, there still exists ample scope for further strengthening the existing laws and regulatory frameworks to further reduce instances of child labour, especially in the area of domestic work since this work is usually termed invisible and therefore difficult to tackle.

- **Implementation and monitoring**

Though there are some policies in place for the protection of children in domestic work, their implementation is weak or missing. Moreover lack of political and administrative will at the local, state and district administration level further adds to the problem. For eg: delays in rewarding rehabilitation benefits and compensation to the rescued child labourers results in increasing vulnerability of the victims which leads to situations of re- trafficking of these victims.

- **Insufficient resources**

Inadequate allocation of financial and human resources by government authorities to address the issue of child labour in domestic work further complicates the degree of the problem. Insufficient funds lead to delays in disbursement of rehabilitation benefits to the rescued children leading to re-engagement of these children in employment.

- **Lack of data**

No centralized system to record and register number of child labourers in domestic work. There exists heavy reliance on unofficial estimates given by NGOs working on the issue of child domestic labour.

Annexure i



Forging Civil Society Against Child Domestic Labour to Combat the Gender Disadvantage A Training Workshop for Civil Society Organisations

1st-2nd March, 2015, Dhaka, Bangladesh

PROGRAMME SCHEDULE

Day 1

10:00-10:30	Introduction
10:30-11:00	Child Labour in Domestic Work (CDL): Context
11:00-11:15	Tea Break
11:15-11:30	Documentary/ Video on Child Labour in Domestic Work
11:30-11:45	Discussion and Sharing
11:45-1:00	Legal Matrix: CDL and Gender Based Violence
1:00-2:00	Lunch
2:00-2:15	Video
2:15-4:00	Substantive and Special Laws on CDL in India
4:00-4:15	Tea Break
4:15- 5:00	Capacity Building of CSO's to tackle CDL and Gender-Based Violence

Day 2

9:30-10:15	The Road Ahead : Ways to Tackle Child Domestic Labour
10:15-11:00	Group Activity on Case Studies
11:00-11:15	Tea Break
11:15-12:00	Group Activity Continued
12:00 -1:00	Suggestions, Recommendations & Feedback
1:00	Lunch

Annexure ii



Training of CSOs on Child Domestic Labour Dhaka, Bangladesh 1st-2nd March, 2015

PRE-TRAINING ASSESSMENT QUESTIONNAIRE

1. Demographics

Gender: Female _____ Male: _____

Age: _____ years

2. Representative from

Government _____, Trade Union _____, Domestic Workers Trade Union _____, NGO _____, Academics _____,

Others (Please specify) _____

Please also specify the name of the organisation you are representing _____

3. Knowledge and skills on Child Labour in Domestic Work

Please circle the most appropriate response using the rating scale given below:

5: Strongly agree **4:** Agree **3:** No opinion/Not applicable **2:** Disagree **1:** Strongly disagree

Statements	Rating Scale				
I can define child labour in domestic work	5	4	3	2	1
I understand the difference between <i>child labour in domestic work</i> and <i>child domestic work</i>	5	4	3	2	1
I understand the situation of child labour in domestic work in Bangladesh	5	4	3	2	1
I understand the socio-economic factors contributing to children's work in domestic work	5	4	3	2	1
I understand that access to education for all child labour in domestic is important to address this form of child labour	5	4	3	2	1
I understand the national legal and policy framework for tackling child labour in domestic work	5	4	3	2	1
I understand the different challenges and gaps in addressing child labour in domestic work	5	4	3	2	1
I am aware of the different strategies for addressing child labour in domestic work	5	4	3	2	1

I understand how to use advocacy for tackling child labour in domestic work	5	4	3	2	1
I understand that advocacy should be sensational and not based on facts	5	4	3	2	1
I have the skills to work with the government for legal/policy changes in favour of children's rights	5	4	3	2	1
I have the skills to work together with civil society for legal/policy changes in favour of children's rights	5	4	3	2	1
I understand that employers do not have a role in tackling child labour in domestic work	5	4	3	2	1

4. How would you rate your level of knowledge/skill/ability on a scale of 1 to 5, (5 being very good, 4 being good, 3 being average, 2 being poor, 1 being very poor) **before** you attend this course? _____

5. Why do you want to participate in this training?

6. What knowledge and skills about tackling child labour in domestic work do you hope to learn from this training?

7. What do you hope to do differently/better after participating in this course?

Annexure iii



Training of CSOs on Child Domestic Labour Dhaka, Bangladesh 1st-2nd March, 2015

POST-TRAINING ASSESSMENT QUESTIONNAIRE

1. Demographics

Gender: Female _____ Male: _____

Age: _____ years

2. Representative from

Organisation _____

Issues _____

Please also specify the name of the organisation you are representing _____

3. Knowledge and skills on Child Labour in Domestic Work

Please circle the most appropriate response using the rating scale given below:

5: Strongly agree 4: Agree 3: No opinion/Not applicable 2: Disagree 1: Strongly disagree

Statements	Rating Scale				
I can define child labour in domestic work	5	4	3	2	1
I understand the difference between <i>child labour in domestic work</i> and <i>child domestic work</i>	5	4	3	2	1
I understand the situation of child labour in domestic work in Bangladesh	5	4	3	2	1
I understand the socio-economic factors contributing to children's work in domestic work	5	4	3	2	1
I understand that access to education for all child labour in domestic is important to address this form of child labour	5	4	3	2	1
I understand the national legal and policy framework for tackling child labour in domestic work	5	4	3	2	1
I understand the different challenges and gaps in addressing child labour in domestic work	5	4	3	2	1
I am aware of the different strategies for addressing child labour in domestic work	5	4	3	2	1
I understand how to use advocacy for tackling child labour in domestic work	5	4	3	2	1

I understand that advocacy should be sensational and not based on facts	5	4	3	2	1
I have the skills to work with the government for legal/policy changes in favour of children's rights	5	4	3	2	1
I have the skills to work together with civil society for legal/policy changes in favour of children's rights	5	4	3	2	1
I understand that employers do not have a role in tackling child labour in domestic work	5	4	3	2	1

4. How would you rate your level of knowledge/skill/ability on a scale of 1 to 5, (5 being very good, 4 being good, 3 being average, 2 being poor, 1 being very poor) **after** you attend this course? _____

5. Why did you participate in this training?

6. What knowledge and skills about tackling child labour in domestic work did you learn from this training?

7. What would you do differently/better after having participated in this course?

8. Feedback on trainers/resource persons

Please circle the most appropriate response using the following rating scale:

5: Very good **4:** Good **3:** Okay **2:** Poor **1:** Very poor

	Rating Scale				
Knowledge of trainer/resource person	5	4	3	2	1
Quality of workshop/sessions	5	4	3	2	1
Overall arrangements (tea, meals, conference facilities)	5	4	3	2	1

9. Any comment/suggestion to improve the training.

Annexure iv

Bangladesh Shishu Adhikar Forum (BSAF)

House # 42/43, Road # 2, Janata Cooperative Housing Society
Ring Road, Adabar, Dhaka - 1207

List of CSOs having activities on CDW

#	Name of Organization and its Location
1.	Centre for Services and Information on Disability (CSID) , Dhaka
2.	Dhaka Ahsania Mission (DAM), Dhaka
3.	Shishu Polli Plus (SPP), Dhaka
4.	Assistance for Slum Dwellers (ASD), Dhaka
5.	Manab Unnayan Kendra – Meherpur
6.	Advancement Bureau for the articles of Society (ABAS), Habiganj
7.	Action In Development (AID), Jhenaidah
8.	Ain O Salish Kendra, Dhaka
9.	Bangla-German Sampreeti (BGS), Dhaka
10.	Bureau of Human Rights Bangladesh (BHRB), Dhaka
11.	Bangladesh Nazarene Mission, Dhaka
12.	Bangladesh National Woman Lawyers' Association (BNWLA), Dhaka
13.	BRAC, Dhaka
14.	Bulbul Samaj Kallyan Sangstha (BSKS), Jessore
15.	Coastal Development Organization for Women (CDOW), Satkhira
16.	Community Participation and Development (CPD), Dhaka
17.	Coalition for the Urban Poor (CUP), Dhaka
18.	Democracy Watch, Dhaka
19.	Ghashful, Chittagong
20.	National Girl Child Advocacy Forum (NGCAF, Dhaka)
21.	Jugantar Samaj Unnayan Sangstha (JSUS), Chittagong
22.	Local Education and Economic Development Organization – LEEDO, Dhaka
23.	Lady's Organization for Social Welfare (LOFS), Rajshahi.
24.	Mothers Development Society (MDS), Narsingdi
25.	Nari Maitree, Dhaka
26.	Child Rights Governance Assembly (CRGA), Dhaka
27.	Participatory Development Acton Program (PDAP), Dhaka
28.	Nari & Shishu Kallyan Sangstha (NSKS), Natore
29.	Program for Eco-social development.(PESD), Bogra
30.	Rural Association for Nutrition Improvement (RANI), Naogaon
31.	Rights Jessore, Jessore
32.	Rural & Urban Poor's Partner for Social Advancement (RUPSA), Khulna
33.	Society Development Agency (SDA), Dhaka
34.	Social and Economic Enhancement Program-SEEP, Dhaka
35.	SOS Children's Village, Dhaka
36.	SUROVI, Dhaka
37.	TCM Bangladesh, Dhaka
38.	TMSS, Dhaka
39.	UCEP Bangladesh, Dhaka
40.	Village Education Resource Center (VERC) , Dhaka
41.	Village Integrated Development Association-VIDA, Dhaka
42.	UDDIPAN, Dhaka
43.	Al-Falah Bangladesh, Dhaka

Annexure v

Bangladesh Shishu Adhikar Forum (BSAF)

House # 42/43, Road # 2, Janata Cooperative Housing Society
Ring Road, Adabar, Dhaka - 1207

List of Organisations Working on Trafficking

SI #	Name of Organizations
1	United Development Initiatives for Programmed Actions (UDDIPAN), Dhaka
2	Ain O Salish Kendra (ASK), Dhaka
3	Dhaka Ahsania Mission (DAM), Dhaka-
4	Bangladesh National Women Lawyers Association (BNWLA), Dhaka
5	Association for Community Development (ACD), Rajshahi
6	Rights Jessore, Jessore
7	Action in Development (AID), Jhenaidah
8	Rural and Urban Poor's Partner for Social Advancement (RUPSA), Khulna
9	Association for Realization of Basic Needs (ARBAN), Dhaka
10	Maer Anchol, Khulna
11	Association of Voluntary Action for Society (AVAS), Barisal
12	Bangladesh Legal Aid and Services Trust (BLAST), Dhaka
13	Community Participation and Development (CPD) Dhaka
14	Debi Chowdhurani Palli Unnayan Kendra (DCPUK), Rangpur
15	DRISTI, Comilla
16	Habitat and Economy Lifting Program (HELP), Satkhira
17	Lady's Organization for Social Welfare – LOFS, Rajshahi
18	Light House, Bogra
19	Local education and Economic development Organization (LEEDO), Dhaka
20	Manab Unnayan Kendra (MUK), Meherpur
21	Manosika, Lalmonirhat
22	Mukti Nari -O-Shishu Unnayan Sangstha, Kushtia
23	Nari Maitree, Dhaka
24	Jugantor Samaj Unnayan Sangstha (JSUS), Chittagong
25	Population Services and Training Center (PSTC), Dhaka
26	Program for Eco-`Social Development (PESD), Bogra
27	Nari O Shishu Kalayan Sangstha (NSKS), Natore
28	RDRS Bangladesh, Rangpur
29	Manab Kallayan Parishad (MKP), Thakurgaon
30	Society for Uddyog, Dinajpur
31	Ghashful, Chittagong
32	Winrock International, Dhaka
33	Plan Bangladesh , Dhaka
34	Centre for Women and Children Studies (CWCS), Dhaka
35	Manusher Jonno Foundation (MJF)
36	Atsec Bangladesh

References: Child Rights NGO Directory of BSAF 2014



GLOBAL MARCH

Against Child Labour
Contra el Trabajo Infantil
Contre le Travail des Enfants

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