

Hidden Slavery

Child Domestic Workers



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BSAF





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Hidden Slavery: Child Domestic Workers (Study on the Situation of Child Domestic Workers in Bangladesh)

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Message from the Chairperson



I am delighted that Bangladesh Shishu Adikar Forum (BSAF), the largest networks in Bangladesh working on the issues of child rights has conducted this good study on 'The Situation of Child Domestic Worker in Bangladesh.' This work has been proved as an excellent piece of work as study of this kind is not found in plenty in our country. So as a national level network exclusively working on the issue of child rights can claim that they are one of the pioneers that have introduced a study in this category.

The study has unveiled many untouched parts and human issues of the lives of the child domestic workers in Bangladesh with solid information, checked data and genuine statistics which are very important and have significance to draw attentions from the relevant stakeholders and government machineries. The deplorable conditions of the community of 'Child Domestic Workers' in and around the country is beyond imagination. To some extent it reaches such a heinous point that none of them can speak out of torment they usually has to undergo. Most of them have to lead a life of slaves without minimum level of freedom that includes freedom of choice, freedom of thought and not even the freedom of expression. They are never allowed to exercise their right to food while they offer their invaluable services to the respective families as domestic aid. So the deprivations of fundamental rights of the CDW are meaningfully reflected in this study.

As a development practitioner I hope this study will serve as an important tool for advocacy the application of who can contribute to bring betterment in the lives of the rights-deprived vulnerable child domestic workers across the country. There are many basic and relevant data and statistics are delineated in the study which of course will draw the required attentions of the relevant quarters of people including that of government policy makers. Hope the international development partners and relevant government ministries will be adhered to those data and information depicted in the study and be proficient to use those with an aim to make lives of the child domestic workers meaningful in many ways.

I am grateful to our development partners who have supported BSAF to complete such a splendid work. In this regard I would like to mention the name of Terre des Hommes-Netherlands who has also been supporting BSAF for the last 11 years, Manusher Jonno Foundation, World Vision Bangladesh, Global March and Education and Development Foundation - Educo. I am thankful to Professor Dr. Ahmadullah Mia and his research team for their tireless effort in accomplishing the task. I would like to appreciate the seriousness, hard work and pledge of the staff members of Bangladesh Shishu Adhikar Forum (BSAF) to conduct such a good and qualitative study despite lots of limitations and hindrance.

Md. Emranul Huq Chowdhury

Chairperson

Bangladesh Shishu Adhikar Forum (BSAF)

Message from TdH-NL



The problem of child labour is a fundamental concern for Bangladesh because it spoils and grasps the future of children. Even though National Child Labour Survey 2013 found the number of working children has reduced more than fifty percent, it estimated 3.45 million working children in Bangladesh aged between 5-17 years. Among the other forms of child labors in Bangladesh, child domestic workers are the most vulnerable groups. Because they work inside the house and their untold sufferings do not get attention unless they injure severely or die after torture.

I am very pleased that the research report on the situation on child domestic workers titled “Hidden Slaves: Child Domestic Workers” has been published. Collecting data from 9 districts, accumulating more than 1200 respondents including government officials, local elected representatives and CDWs; data processing, analyzing and publishing the report was really a gigantic task. This report has ascertained a variety of socio-economic factors of child labor in domestic works.

I hope that the empirical data incorporated in the report will be useful for all the interested civil society actors in designing and managing different types of projects/programs focusing on the issues of the CDWs. This report will also help the policy makers to take measures for the effective implementation of the existing policies and laws and formulating new policies to improve the situation by including child domestic work as hazardous job list.

In conclusion, I deeply recognize the time, energy and contribution rendered by the research advisor, researchers, field work supervisors and volunteers and those who were intimately associated with the survey. I must appreciate the tireless efforts of BSAF secretariat for coordinating this huge research task successfully.

Mahmudul Kabir

Country Director

Terre des Hommes- Netherlands

Bangladesh Country Office

Message from MJF

Child domestic work is a reality in Bangladesh as children are compelled to work in peoples' homes due to poverty. These children are especially vulnerable due to the relative invisible nature of such work. They are often far from their families and at the mercy of their employers. Not only are they invisible to public authorities but are deprived of basic rights such as proper food, decent lodging and working conditions. Female child domestic workers are especially vulnerable to sexual or physical abuse and usually unable to access protection from law enforcers or the justice system.

In Bangladesh the situation and causes leading to CDW has not yet been analyzed in great detail. To address this limitation the present study Hidden Slavery: Child Domestic Workers (Study on the Situation of Child Domestic Workers in Bangladesh) has been commissioned jointly with BSAF and other actors as part of the "Protection of Working Children" program of Manusher Jonno Foundation (MJF). The qualitative findings of the study show that, considering the exploitative situation of child domestic workers in their work place most of the stakeholders conclude that child domestic work is a modern form of slavery.

Cabinet of Bangladesh Government has approved the 'Domestic Workers Protection and Welfare Policy, 2015' for the protection and betterment of the domestic workers including CDW. I strongly believe that the findings of the study will help the policy makers, practitioners and academics to strengthen their role to protect existing Child Domestic Workers and gradually eliminate it in future.

We hope that together we will be able to create a more child friendly and congenial environment for CDWs.



Shaheen Anam

Executive Director

Manusher Jonno Foundation

Message from WVB



Publications on development are valuable resources for learning and development. I am most delighted that World Vision Bangladesh along with Bangladesh Shishu Adhikar Forum is going to publish a Research Report on the situation of Child Domestic Workers in Bangladesh.

As we are all aware that domestic work by under aged girls and boys contribute a significant percentage to 'child labour' in Bangladesh as the majority of children are forced to work in households because of poverty and unfortunate circumstances. Most often children are found abused and harshly treated by the house owners having to work long hours night and day in unbearable conditions.

When we started to work with them, it was very difficult for us to get authentic data/information about CDW. Hence, it was vital and important for us that we acquire the real information. As such, in cooperation and help of BSAF, a nation-wide study was conducted about CDWs to get the genuine data and learn about their problems and situation.

As a result, BSAF conducted a study on CDWs working in Dhaka city. However, the issue of child domestic workers working in rural households remains mostly unexplored. Therefore, this report prepared through a detailed analysis of the situation of CDWs located in various districts and parts of Bangladesh does not only address the existing information gap, but also helps development organizations to understand the real needs and work situations of the CDWs. World Vision Bangladesh (WVB) is pleased to be involved along with BSAF in producing and publishing this study report.

I take this opportunity to express my sincere thanks and gratitude to all members who contributed to conduct and coordinate the whole process to complete this report. I believe this report would be a valuable study and covers much of the information required, with strong evidence of unfair and unjust treatment of child domestic workers in Bangladesh.

Finally I hope this report will encourage others in our society to join us in our efforts to reduce and end every form of child labour in Bangladesh.

A handwritten signature in black ink, appearing to read "Chandan Z. Gomes".

Chandan Z. Gomes

Advocacy Director

World Vision Bangladesh (WVB)

Message from Global March



Child domestic labour is one of the most common forms of child labour and due to its nature, it is highly susceptible to falling into the 'hazardous' category, as these children perform not only hard labour, but are also hidden and hard to reach. Traditionally in Bangladesh most of the child domestic workers are girls who are trafficked and or bought to urban areas by their family members.

It is widely known that child domestic workers, especially girls are exposed to abuse, exploitation, sexual assaults and gender based violence, which in most cases goes unreported or unnoticed. Unfortunately there is no separate and comprehensive law in Bangladesh yet that provides holistic protection and rehabilitation to such vulnerable children. In the backdrop of this scenario, BSAF's initiative to study the state of child domestic labourers in urban areas of Bangladesh is commendable, as it not only aims to illustrate their socio-economic and cultural contextual situation but also construct strategic recommendation for better protection of the rights of child domestic workers.

We are sure that the findings of this research will give tangible ground for other child rights activists and organisations for taking appropriate program interventions, policy advocacy and also raising awareness amongst all the relevant stakeholders for the protection of children engaged in domestic work.

Global March Against Child Labour (Global March) is a network of trade unions, child rights organisations and teacher's associations across 5 continents of the world, working together to protect and promote children's rights especially to eliminate child labour, child slavery, trafficking and promoting education for all. Children in domestic work are as an invisible category of child labour, and it has always been a priority for Global March and its partners, to take such vulnerable children out of work and put them back in schools. As part of our ongoing campaign on elimination of child labour in domestic work and BSAF being one of our key partners in South Asia, we are happy to extend support to BSAF for this important research along with other champions working in the arena of child rights.

BSAF, a long standing partner of Global March, is the largest network of child rights organisations in Bangladesh and has contributed widely for the promotion and protection of children's rights since its inception. On behalf of Global March Against Child Labour, we would like to extend our best wishes to the team of BSAF on release of this report and we hope that BSAF will take up a leading role for the initiation of a movement to support the elimination of child domestic labour from Bangladesh.

Elie Jouen

Chairperson

Global March Against Child Labour

Message from Educo



‘Study on the Situation of Child Domestic Worker Bangladesh’ is a wonderful work done by Prof. Dr. Mia and Bangladesh Shishu Adhikar Forum (BSAF) which gives us a clear glimpse over the situation of children at work. Despite of living the life under the worst form of labor; these children remain only as footnote; and their miseries remain untold, unheard and untreated.

The report reveals that alarmingly these CDWs (Child Domestic Workers) work for more than 16 hours; but they hardly receive time to rest and play. The wages they earn is so little that it often leaves them with nominal or no savings. It is quite distressing that a huge number of children (7.5%) work for no benefit. They hardly know about child rights. Sadly, right to education is a bare day dreaming. CDWs deal with every day risk and incidence of injury. At this tender age, they experience punishment comprising physical and psychological. The situation of female CDWs are much volatile than that of male irrespective of physical or mental punishment and sexual violence/ mistreatment. It is heartbreaking that while the other children are playing and dreaming big for their adulthood; these children desire a plate full of meal when s/he is hungry, a little cozy time to take rest, an open ground for a while to take a break and breathe freely.

It is expected that the study report will not only open the scope to enhance our knowledge but will also guide strategies of the policy makers to bring positive change and make big difference in the lives of Child Domestic Workers.

Finally, I want to convey my gratitude and well wishes for the effort the team has made to generate such a fruitful situational study; and thanks to BSAF for such a coordinated initiative.

A handwritten signature in black ink, appearing to read 'Md. Nizam Uddin'.

Md. Nizam Uddin

Country Director

Education and Development Foundation – Educo

Foreword



Child labor in domestic work is pervasive at everywhere in Bangladesh. In recent times violence against child domestic works are frequently seen in the newspapers. Child domestic workers face physical, mental and sexual abuse and exploitations as well as they work overtime and remain underpaid.

But there is no adequate research on the situation of Child Domestic workers in Bangladesh because they are hidden slaves. To fulfill the existing knowledge gap BSAF conducted this nationwide study that will support BSAF to perform its mandated roles.

Recently after long advocacy of BSAF and other child rights based organizations, government has approved “Domestic Worker’s Protection and Welfare Policy” after five years of making draft policy. With the findings of the current study BSAF will strongly pursue with government to formulate substantial law for the protection of child domestic works in Bangladesh.

This study was commissioned on more than 1200 Child Domestic Workers at 7 City Corporation and 2 district towns of Bangladesh which needed huge financial resources. We are very much grateful to TdH Netherlands for their continuous support to BSAF and especially for this study. We are also indebted to Manusher Jonno Foundation (MJF), World Vision Bangladesh (WVB), Global March against Child Labour and Education and Development Foundation - Educo for their valuable support to conduct this study and publication of the report. In fact their supports were very crucial to BSAF for accomplishing the study.

We deeply recognize Prof. Dr. Ahmadullah Mia for scrutinizing the report and working as an advisor from the very beginning of the study. We are grateful to Prof. Dr. Rezaul Karim for his tireless effort and contribution to make this study possible. We are also thankful to Social Development Centre (SDC) for their technical support from the very beginning.

I must express my gratitude to the Chairperson and EB Members of BSAF for their guidance and advices in this regard time to time. I am very much thankful to our MNGOs particularly JSUS at Chittagong, LOFS at Rajshahi, Rupsa at Khulna, AVAS at Barisal, JASHIS at Sylhet, DCPUK at Rangpur, SPP at Gazipur, PESD at Bogra and MDS at Narsingdi for their precious support during data collection at the field. Their support was really fantastic. It was really impossible to conduct this holistic study without the committed effort of the data collectors and supervisors who actually did the task at the field level. Finally I would like to recognize my colleagues at BSAF secretariat for their vigorous efforts and collaboration for coordinating and publishing this valuable document.

Thanks.

Abdus Shahid Mahmood

Director

Bangladesh Shishu Adhikar Forum (BSAF)

Acronyms

ASK	Ain O Salish Kendra
BBS	Bangladesh Bureau of Statistics
BELA	Bangladesh Environmental Lawyers Association
BILS	Bangladesh Institute of Labour Studies
BRAC	Bangladesh Rural Advancement Committee
BNF	Bangladesh NGO Federation
BSAF	Bangladesh Shishu Adhikar Forum
BTEB	Bangladesh Technical Education Board
CAMPE	Campaign for Popular Education
CARE	Cooperation of American Relief Everywhere
CDW	Child Domestic Worker
CODEC	Community Development Centre
CRC	Child Rights Convention
DAM	Dhaka Ahsania Mission
DANIDA	Danish International Development Agency
DWRN	Domestic Workers' Rights Network
ECPAT	End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes
EDUCO	Education and Development Foundation - Educo
GoB	Government of Bangladesh
ILO	International Labour Organization
KII	Key Informant Interview
LGED	Local Government Engineering Division
MJF	Manusher Jonno Foundation
MoLE	Ministry of Labour and Employment
NCLEP	National Child Labour Elimination Policy
NCP	National Child Policy
NGO	Non-Governmental Organization
PLAN	An International NGO working in Bangladesh
PRSP	Poverty Reduction Strategy Paper
PSTC	Population Services and Training Center
SCI	Save the Children International
TdH-NL	Terre des Hommes - Netherlands
UCEP	Underprivileged Children's Educational Programme
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
WVB	World Vision Bangladesh
YPSA	Young Power in Social Action (YPSA)

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Executive Summary

The incidence of Child Domestic Labour is quite significant in Bangladesh as in many other developing countries. Historically more girls are employed in domestic service. Because of its nature and circumstances, CDL is susceptible to becoming a worst form of child labour. Many children in domestic labour are very young, and 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. 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. Violence and abuse of many different kinds can take place behind closed doors, unnoticed by the outside world.

Context of this study

Since 2006, there has been no survey on the number of child domestic workers (CDW) in Bangladesh. In 2006, an ILO baseline survey found about 3.2 million child labourers in Bangladesh. Among them, 421,000 (13.16%) were employed as domestic aides, and 75 percent were girls, who were particularly vulnerable as they worked behind closed doors and it was difficult to reach them and talk to them. Bangladesh Shishu Adhikar Forum (BSAF) conducted a study on CDW¹ in Dhaka City and found 78 per cent of the total CDWs were girls. The present study in 10 city locations (except Dhaka city) has found 83 percent girls. This study has been conducted as an empirical survey in major city locations having concentration of CDWs since BSAF needed a nationwide study that may support BSAF to perform its mandated roles as an advocate, policy makers to decide on where and what to change and the NGOs to design and manage their projects focusing on the CDWs.

The workers, their families and poverty background

Child domestic workers in Bangladesh are the largest and most open yet invisible form of child labour. An overwhelming majority consists of girls. One-third of the CDWs have no education; another 50 percent educated only up to grade five. It is mostly from disorganized families that they come from. Poverty of the family in one way or the other that stands out as the most critical factor that explaining poverty besides too meager income. Poverty is the prime cause. All other causes are related to poverty. Poor parents in particular are more concerned about the security of girls when they are growing. Also having children with other's home can reduce concern over the fulfillment of the basic needs and avoiding unwanted relationship companion at the growing age.

Absence of the main bread winner complicated by large family with children is the reason for poverty in many situations. Absence of parents is fewer (12%) than what is popularly held, cases of only mother present 24 percent and only father present 8 percent. These family situations of family affect normal family life with consequence upon the level of economic condition which at times push the child of the family being in domestic service in other's family.

¹ <http://www.bsafchild.net/pdf/Study-on-Domestic-Child-Labours.pdf>
<http://www.dwd.gov.bd/en/updates/bangladesh-cabinet-clears-draft-policy-to-protect-domestic-workers-rights/domestic-workers-in-bangladesh-by-dwrn.pdf>

Earning of the CDWs

The young workers' earning is very low; 7.5 percent earn no cash besides meals, clothing and occasional gifts; average monthly wage of cash earners is only Taka 1266.7. The Proportion of CDWs receiving salary increases with increase of age. Three-fourths of the CDWs' salary is received by guardians, mother (44%), and father (19%). In addition to food, clothing and lodging, other may include medical care and leave.

Incidents of injury taking place at work

Nearly one third of the CDWs suffered some kind of injury while in work and long hours of works being physically and mentally tiresome. The older and the female workers had more injury.

How the CDWs have been treated at their workplace

Workers who got harsh physical punishment make 53.7%; older CDWs received more compared to younger ones. Similarly 57% of CDWs were subject to mental torture and the older ones received more mental punishment compared to younger ones. About a half reported of general rough behavior of the employer in particular. One fifth of the female CDWs had to face illicit approach/body touch by some male in the compound of the employer's house. Such males were guard, visiting relatives of the employer, neighbor and even some family member.

The felt needs and aim in life of the CDWs

The workers report in response to a specific question about their felt needs that the needs are: have rest and play time, desire to go outside, have meals when hungry, adequate meals, scope to watch TV, medical care when sick, meet parents and pursue education. More than one third of CDWs respond that they do not know the goal of their life; 17.5 percent would like to have some job (unspecific). But at least one tenth would like to have work such that could turn them as professionals of some category like physicians and engineers, teacher, nurse, etc.

Facilities the CDWs need to improve their condition in future

As to the facilities that the CDWs need to develop themselves in their future life, 83.8 percent said education/training. This was followed by 'nutritious food', 'recreational facilities', 'proper care', 'enough money', 'proper medical care', 'parental care and love', 'right to have proper living', and 'appropriate environment', etc., in that order.

Working hours of the CDWs

The daily total working hours for nearly 80 percent of CDWs are 14 to 18 hours, even more in some cases; thus workers generally do not have any rest time. For the total sample of CDWs in the study the average total duration of work as CDWs is 34.47 months; for male 26.4 and female 35.49 months. More is age of CDWs higher the total duration of work.

State of knowledge of the CDWs on Child Rights

As much as 61% have not yet heard of child rights. Most of those who have heard about child rights had access to watching television followed by those who heard from other people and few others who learnt from school.

Recommendations

As the conditions in which CDWs are subjected to be not only difficult but also in some ways exploitative, hazardous, and abusive more so particularly for adolescent girls, the problem is a complex and multi-dimensional one. The problem is of young child (under-age), it is a problem of gender, problem of inequality in social system, and problem of rights. Involved are not only children in domestic services, employers, family, NGOs, CBOs, local government unit, and concerned ministries, the agencies concerned with legal affairs and law enforcement, and international organizations like ILO (IPEC), UNICEF and UNESCO.

Findings of the present study has identified poverty as the single most important reason compounded by migration of the rural poor families to urban locations in search of work and a living, family disorganization, security concern about girl child in particular and lack of parental awareness of the value of education as a preference rather than very paltry income of young child.

In the context of poverty situation, the families of the CDWs, among others, reap three benefits by employing their children as CDW. These are: i) reduce the concern over security of the grown up children, especially girls; ii) reduce the concern over feeding, clothing and avoiding bad companion at the growing stage (particularly for boy) of children; and iii) receive income support to the family of CDW.

In the above context the first and foremost recommendation of the present study is to move rapidly toward poverty eradication and sharp rural-urban disparity elimination, prohibit the CDW practice by a comprehensive law by covering employer and employment conditions, children especially the younger ones, parents, as parties of interest and involving all levels of administration—from the national down to the local level. The strategic point in this situation is that ‘CDW is not acceptable in a civilized society’.²

Such a situation to be in the spirit, proactive norm and practice to get across all sections of people in the society be guided by a policy as an integral part of the national development planning economic and social advancement involving human development as its prerequisite and also consequence.

A big question thus comes up: Is it possible to totally eliminate child labour, and for that matter child domestic labour from our society? Or alternatively should there be a process of gradual elimination of CDWs? The question prompts two approaches that emerge from the study. The first approach

² This study brings in front again the most common and tragic scene in our society where “a CDW is accompanying employer’s daughter/son of his/her same age (sometimes carrying his/her school bag) to school or serving employer’s daughter/son of his/her same age studying at house”. This picture does not carry an indication of a healthy and progressive society.

represents a radical view held by some including KIs in this investigation as a number activists participating in a round table meeting presented below. On the other hand opinions and actions are also observed in the second approach; that is a welfare approach when some others including CDWs desire education, training, health care, recreation, work opportunities in order for building their future or enabling them to have improved life situation. The first approach to addressing the problem implies stringent application of legal measure – a hard line policy-theory, an enactment of law and its enforcement and adequate monitoring. But the result may not be all good. Some authority in the government refers to limitation of this approach given the situation on the ground in this country. In the literature review of this study also indicates the situation of countries, for instance in Egypt, that welfare orientation making progress in the situation. In Bangladesh there have already been several action programmes, for instance by UCEP, EDUCO, DAM and BRAC, etc. representing the welfare approach which is taken as good programmes to improve the condition of the disadvantaged including CDWs.

Given the above analysis what we are to conclude within the limits of this present study is that from the viewpoint of the empirical situation some legal measures and enforcement is definitely needed. Activists of the country are all in favour of such action as it has been evident in a National Workshop held in the beginning of December 2015. In fact, the workshop participants who represented NGO and CSO, researchers and intellectuals in the concerned area, relevant agencies of the Government and public representatives from neighbouring countries recommended this approach. It was of the strong view that the policy drafted earlier be finalized and declared to prohibit CDW. It was clearly voiced in the Workshop that BSAF together with its member organization in the country should take intensive advocacy and sensitization programme throughout the country including policymakers at the central level. In fact, after a couple of weeks the Government has declared in the month of December 2015. The main features or elements of the policy have been incorporated in the text of this report. Now what are more needed are an enactment and its implementation and the follow up.

CDW practice should be considered as a severe violation of child rights and a network of watchdog should be established throughout the country to monitor the situation. BSAF may play a coordinating role in this regard.

In the situation of full implementation of law the ongoing development/safety net programmes should be designed in such a way that the families of the potential CDW would get economic benefit so that they need not push their children becoming CDW. This will also minimize the issue of fulfilling the basic needs (food, cloth, shelter, etc.) of the children. The concern over security of the children (particularly grown up girl) is a greater social issue which can be minimized through activating and proper functioning of the social institutions and law-enforcing agencies. Schooling shall have to be ensured for the very poor children with scholarship and also subsistence allowance. All actors mentioned earlier should come forward and gradually work for elimination through a National Programme of Action.

Chapter ► 1

Introduction and Context

Introduction

This empirical study has been conducted to address the critical need for an objective presentation of the state of Child Domestic Workers (CDWs) in urban locations of Bangladesh. The study is intended to support Bangladesh Shishu Adhikar Forum (BSAF) and other organizations having programmes on child rights protection and promotion for preparing appropriate plans to uphold the interest of such young workers and enable them grow as capable human resource. These workers are usually neglected and deprived of basic conditions of living as fulfilling citizens. While they are at services of the relatively well-off classes of the society adding to the comfort of the latter they are denied of their rights as children. As in many other countries, the nature of CDWs particularly in urban areas is such that they are inside family yet they are in chain and outside the law, and is described as one of the ‘worst forms of child labour’.

BSAF, as the largest Bangladeshi network of 267 child-rights-focused NGOs, has been working to protect and promote child rights as well as advocate and establish a child friendly society in Bangladesh. This study outcome is expected to help develop a holistic strategy for addressing more objectively and effectively the distressed condition of CDWs instead of having a life that a child should enjoy its childhood and grow as a worthy

citizen. Available statistics as well as case narratives appearing in both formal and informal media present a gloomy picture of young human beings.

Child domestic work is generally understood to be children’s work in the home of a third party or employer regardless of its being permissible or not permissible. It refers to situations where domestic work is performed by children below the relevant minimum age (for light work, full-time non-hazardous work), in hazardous conditions or in a slavery-like situation.

The nature of the situation in which under-aged children have to work has provoked conscious people to call it one of the ‘worst forms of child labour’. As such the problem has called for legal measures to protect and promote the interest of children engaged in domestic work. In this context internationally ILO Convention No. 189 has been in place which intends to establish state of *Decent Work for Domestic Workers* recognizing that domestic workers like other workers have the right to decent working and living conditions, and to have specific protection measures. The Convention lays down basic rights and principles at work, and requires States to take series of measures with a view to making decent work a reality for domestic workers.

Previous studies conducted on this issue were unable to cover all the aspects of this

phenomenon and mostly centred on CDWs working in Dhaka city. Thus the issue of child domestic workers remains largely unexplored. Therefore, through a detailed analysis of the situation of CDWs located in various districts of Bangladesh and examination of the existing gap on policy and practices of protecting the rights of CDWs, the proposed study aims to illustrate the socio-economic and cultural contextual scenario of domestic child labour employment in Bangladesh and construct strategic recommendations for better protection of the rights of CDWs. The particular findings will not only address the existing knowledge gap but also contribute to create space for development activists/organizations to understand the real needs and constraints of CDWs and will inform them about the effectiveness of and lessons from the ongoing development initiatives targeting the concerned group. Ultimately the study report will be a useful toolkit for all the interested civil society actors in designing and managing different types (e.g. raising awareness/capacity building of supply and demand side, policy advocacy and service delivery) of projects/programmes focusing on the issues of the CDWs.

Although limited, indeed much less than child labour in general as an umbrella concept, some available systematic studies do indicate that the incidence of CDW is quite significant in Bangladesh not only in terms of frequency but also in consideration of graveness as in many other developing countries. Traditionally, more girls are employed in domestic service than in any other forms of work. They used to be much more until the growth of garments industry sector where most of the workers come from the female group. Not only many children in

domestic labour are 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. As a result, employers of children in domestic service have absolute control over the latter's lives. This is a high-risk situation for the child. Violence and abuse of many different kinds can take place behind closed doors, unnoticed by the outside world. Research attempts to empirically understand their situation by talking to them or observing their work is not allowed by their employers in large majority of cases.

The situation is a matter of concern for the national society. Too many evils can emerge eventually while there are still a large number of young children out of school, mainly because of poverty in family and poor illiterate parents think more of their survival than children's schooling.

An estimated 7.4 million children in Bangladesh are economically active, of which around 400,000 children are domestic workers aged 6-17 years.³ From impoverished rural areas poor children come to cities for meager amounts and meals, and bear the toils of living. 'Rights of Child' are usually left unprotected.

According to a survey by ILO (2006), there are nearly 0.5 million children working as domestic workers primarily in the metropolitan cities of Bangladesh; Dhaka city alone contains nearly one hundred and fifty thousand CDWs. A commonly held view is that extreme vulnerability of the young child domestic workers (CDWs) will explain multiple forms and degrees of human rights violations and exploitations. The state of the female CDWs in particular are worse as the

³ International Labour Organisation (ILO), Baseline Survey on Child Domestic Labour in Bangladesh, 2006

conditions of employment are most exploitative and they are subject to dreadful abusive behaviour. For BSAF, especially as a networking organization among all the actors and stakeholders, more than any other organizations involved in working with respect to protection of the rights of children, the issue of CDWs is indeed a pressing one.

Situation as reflected in the existing literature

In Bangladesh Child labour is a serious national concern. Since 2006, there has been no survey to provide an updated estimate of the number of child domestic workers in our country. In 2006, the ILO baseline survey found about 3.2 million child labourers in the country. Among them, 421,000 were employed as domestic aides, and 75 percent were girls, who were particularly vulnerable as they worked behind closed doors. The Labour Force Survey (2006) of BBS estimated total CDWs at 331,000; and ILO-UNICEF Baseline Survey (2007) estimated at 420,000, which is higher than the estimate of BBS. Of them 83 percent were female mostly young in age. Child Domestic Workers being one category of the Worst Form of Child Labour in the language of ILO have their work and living conditions in most cases harmful to their physical, mental and intellectual growth. The latest survey by BBS supported by ILO in 2013 provides statistics on child labour⁴ but CDWs not disaggregated.

It is observed that the highest preferred domestic worker in Bangladesh is a child within 8 to 15 years of age. Such a worker complains less, can

be controlled easily and trained even more easily. They are more obedient, the “master” does not really have to pay him/her a lot. They get meals thrice a day – usually the left over in the family, and some money (often less than \$20 a month) to keep the parents pleased. They never get, or no one normally can think of their schooling.⁵ The children from rural impoverished areas are practically leased to homes in towns working for meager amounts and live unmonitored lives. Their ‘rights’ have not been materialized to a point where it can be called “protected”.

A Study on Child Domestic Workers – living inside rooms and outside the law and the Role of Government and Civil Societies⁶ showed that child domestic workers are often confined in a house where they are deprived from all rights. In this situation, adolescent girls aged 16-18 are the most vulnerable group. The study showed that 80% of the domestic workers are girls. Around 50% of children who come to cities to work as domestic workers are influenced by their parents, and the other half were engaged through a middleman.

The study showed that 36% of the workers work on average 9-12 hours a day, and 30% of CDWs work on average for 13-15 hrs.

The most alarming finding from the study is that 16% of child domestic workers work on average 16 hours a day, whereas according to ILO convention 182 long working hours is a major indicator of the ‘worst form of child labour’. Due to long working hours, the workers are

⁴ Bangladesh Bureau of Statistics (BBS), 2013.

⁵ <http://idwfed.org/en/updates/bangladesh-cabinet-clears-draft-policy-to-protect-domestic-workers-rights/domestic-workers-in-bangladesh-by-dwrn.pdf>

⁶ <http://www.askbd.org/ask/wp-content/uploads/2013/11/A-Study-on-Child-Domestic-Worker-and-the-role-of-Government-Civil-Society1.pdf>

often denied an education. Despite the CDWs expressed their interest in education and recreation, they have very limited opportunities to develop both mentally and physically.

An annual study of *Bangladesh Shishu Adhikar Forum (BSAF)* titled “State of Children in Bangladesh-2014”⁷ confirms a total of 30 incidents of violence against child domestic worker have been recorded from January 1 to December 31, compared to 13 incidents recorded in 2013. Seven CDWs were killed, three girl CDWs were raped and 20 CDWs were physically beaten. 71% of the CDWs physically tortured and abused were within the age group of 7-12 years and 29% were 13-18 years.

According to BSAF statistics compiled from media monitoring, newspapers reported a total 58 child domestic workers have been severely tortured, 15 female child domestic workers have been raped and 16 child domestic workers have been killed from January 2013 to February 2016. Besides, in between January 2015 and February 2016 newspapers reported at least 19 suspicious deaths of child domestic workers that have been claimed suicide. In most cases torture on child domestic workers remain unpublished unless they were beaten and injured severely and admitted to hospitals. Although, physical and mental torture against child domestic workers is very frequent in Bangladesh, the mental torture against CDWs has never been documented.

Welfare and Protection of the CDWs– State Response

Article 28 of the Bangladesh Constitution empowers the State to make special provisions for the benefit of children. Since then there have

been several Acts passed and amendments made and several policies have been adopted to promote and protect child rights.

The Children Act, 1974 primarily concerned with the custody, protection and treatment of juvenile offenders. The Act defined age of child as 16 years and made provisions for punishment in case of child abuses. This Act has been repealed by the Shishu Ain (Children Act) 2013.

The Children Rules, 1976 provides provisions for elimination of child labour, and protection of children and young persons.

The Compulsory Primary Education Act, 1990 made primary education compulsory for children (6-10 years) and provisions for punishment in case of failure to admit child in school.

The National Child Policy (NCP), 1994 was formulated to address the issue of child labour, to promote and protect children’s right, and to ensure the overall development of children. The policy defined children as aged less than 14 years which is not in compliance with UNCRC. Formation of ‘National Children Council’ was also an important aspect of the policy.

The Suppression of Violence against Women and Children Act, 2000 outlined punishments for sexual offense, women and children trafficking, causing death for dowry, sexual oppression and other sexual violence crimes.

The Bonded Labour Act, 2006 prohibits all forms of bonded labour for children. This Act has implications for CDWs as, in a sense, in many cases, CDWs are bonded or forced to work in confinement.

⁷ <http://bsafchild.net/pdf/State-of-Child-Rights-in%20Bangladesh-11112014.pdf>

The Bangladesh Labour Act, 2006 regulates child labour. It prohibits engagement in work of children aged less than 14 years and in hazardous work of children less than 18 years. The Act also allows children aged 12-14 years in 'light work' (non-hazardous) that does not impede education.

The National Child Labor Elimination Policy (NCLEP), 2010 provides a framework to eradicate all forms of child labour by 2015. The policy advocates a friendly world for the children engaged in work and provides a standard framework concerning education, health, working environment, specific working conditions, recreation, treatment, and security, social awareness building for managing and reducing risks of child abuse by employers. The policy articulates recommendation for giving the entire responsibility of supervising child labour issues to the Ministry of Labour and Employment. This policy also suggested a National Child Labour Welfare Council to observe the circumstances of child labour at national and international level.

The Sixth Five Year Plan (2011-15) under the section titled "Children's Advancement and Rights" includes the elimination of child labor as a government priority and identifies the NCLEP as the policy and NPA as the plan to eliminate it under the vision to create 'a world fit for children' (P426-27). The plan, among others, articulated effective measures to reduce child labor, and eliminate worst forms of child labor with a particular focus on **child domestic workers**, migrants, refugees and other vulnerable groups. It also made provision to recover and remove children from abusive and exploitative circumstances. It suggests the management and coordination of child related activities by the Ministry of Women and Children Affairs through a committee consisting of government

ministries with children's portfolios and organizations representing children's mandate chaired by the Secretary of the Ministry of Women and Children Affairs.

The National Child Policy (NCP), 2011, a revision of NCP 1994, formulated considering the changed scenario in different sectors of the country, as well as accommodating the principles and provisions of the UNCRC. Major principles of the Policy are: non-discrimination, best interest of children, respecting children's opinions and ensuring children's participation and ensuring transparency and accountability of all individuals and institutions responsible for realizing child rights. The policy defines the age of child as less than 18 years. The policy, however, allows employers to employ children for domestic work (non-hazardous) despite it is evident that child domestic work is hazardous. Again, the policy in a way encourages child labour as there is no mentioning about which age group of children can work what types of work and what is the minimum age for employment as per the law of the country. As a result, it contradicts with the NCLEP 2010 and Labour Act 2006.

The National Plan of Action, 2012 has been prepared by the Ministry of Labour and Employment (MoLE) to implement the NCLEP 2010. Accordingly, a 27 members National Child Labour Welfare Council (NCLWC) headed by the Minister of the MoLE has been established in February 2014. The first meeting was held in May 2015 i.e. more than a year after its formulation. And the second meeting has not been held as of February 2016 though there is a provision meeting in each quarter. Divisional Child Labour Welfare Council (DCLWC) at Chittagong and Khulna division has been

formed through a Government Order in December 2015 and 2016 respectively.

The Bangladesh Labour (Amendment) Act, 2013, an amendment of the Labour Act 2006, prohibits employment for children aged less than 14 years and hazardous work for adolescent below the age 18 years. This law allows children aged 14–18 years for light work with health certificate from the appropriate authority.

The Labour Act of 2006 and its amendment in 2013 includes the children work in formal sector only and as such excludes more than ninety percent of the children work in informal sector. It also divides children into two categories; aged up to 14 years as child and aged 14 to 18 years as adolescents and allows for work which is inconsistent with the UNCRC.

The Children Act, 2013 (Shishu Ain, 2013): The anomalies in the old laws related to children have been cleared through this Act and defines a person aged up to 18 years as child. The Act is to ensure children's welfare and protection in accordance with the principles and provisions of the UNCRC. For the purpose the Act creates provisions for: 1) National, District and Upazila Child Welfare Boards; 2) Child Affairs Desk at the Police Stations; 3) Child Affairs Police Officer; 4) Probation Officers; 5) Establishment of Children's Courts; 6) Diversion; 7) Family Conference; 8) Alternative Dispute Resolution; 9) Establishment of Child Development Centres and Certified Institutes; 10) Alternative Care; 11) Institutional care for disadvantaged children; 12) Victim Witness Protection; 13) Legal Representation; and 14) Penalty for offences in respect of children.

The Act defines the disadvantaged children but left out the working children most important

disadvantaged group of children. Moreover, almost three years have passed since enactment of the Act but the rules for setting up implementing modalities are yet to be finalized.

List of Hazardous Work for Children, 2013 listed 38 works as hazardous in March 2013. Child domestic work, however, not included in the list as considered not hazardous.

Domestic Workers Protection and Welfare Policy, 2015: The first ever policy for the domestic workers that the Government of Bangladesh. The MoLE of the GoB has given the responsibility of implementation of the policy. The main features of the policy are:

For the first time domestic work has been recognised as labour.

It fixes the age of CDW according to the Labour Act 2006.

A contract will have to be signed with the parents if the worker is below 18 years and with the CDW if s/he is over 18. The contract must include: type of employment, nature of work, wage, working hours, rest time and leave, arrangement of education, type of work, food and lodging.

The employer will issue an Identity Card with photo – one copy of the ID should be shared with the local registration authority, union council, ward commissioner, social welfare office, and police station and another copy with the CDW.

Must determine the wage before the appointment in Taka. Yearly increment and festival bonus should be paid. Wage should be mutually agreed so long Government declare minimum wage for the CDWs.

Minimum 8 hours sleeping time at night and 4 hours rest during day time should be allowed with one day weekly leave along with yearly minimum 14 days leave.

Minimum 16 weeks maternity leave with treatment facilities for the female CDWs.

Cannot be forced to work during illness of the CDW.

In case of any accident, the CDW will receive appropriate compensation.

Government will instruct the local administration and the local government bodies to register the CDWs and enforce the policy.

Government will start a Helpline for the CDWs so that they can use it in need.

Government will start a social mobilisation and media campaign to inform the public on the CDWs policy.

No physical or mental or sexual abuse can be done to the CDWs by the employer or any visitor to that house. Law enforcing agencies and other concerned Government department will take necessary actions against any sort of abuse.

There will be Monitoring cell established in the Labour and Overseas Employment Ministry and also in all the Municipalities, City Corporations and Upazilas. They will monitor the situation of the CDWs situation time to time and report.

Separation from the job may be done with one month notice by either side.

It is now important that the ministries and departments concerned assume in practical terms the responsibility to implement as mentioned in the policy. As a prerequisite this policy should be turned into a law as soon as

possible and for that purpose should be placed in the parliament as a bill. It has taken almost 5 years to approve the draft policy by the Cabinet.

In addition to above laws and policies there were some laws enacted before independence in 1971 still in effect. These are:

The Children (Pledging of Labour) Act, 1933: This act defines a person aged below 15 years as forbids compelling children to work and void any agreement detrimental to the child.

The Employment of Children Act, 1938: Defines person aged below 15 years as child and prevents them from working in the transport of passengers and handling of goods by road, railway or any sea port. According to this law, person aged up to 17 years can be employed in such activities with work hours fixed allow rest for at least 12 consecutive hours including at least seven consecutive hours between 7 pm and 7 am. This Act, however, permits children aged below 12 years to engage in specified processing works and children aged above 15 to below 18 years to work for fixed working hours in specified sectors.

The Tea Plantation Ordinance, 1962: Prohibits children below 12 years to work in tea plantations. Children aged 12 years or more and adolescents (15 - 17 years) may be permitted to work in tea plantations only between 6 am and 7 pm providing a certificate of physical fitness.

The Children Act, 1974: This Act principally applies to children who commit anti-social activities but also included various aspects of child exploitation ranging from begging, exposure to drugs and liquor, brothels and seduction are dealt with in sections-34 to 43 of the Act. This Act also imposes penalties on those who exploit child employees.

The Mines Act, 1923: Restricts the employment of children in a mine or any part thereof which is underground. A child is a person who has not completed his fifteenth year. But a person of 17 years or above may be employed in a mine provided that they are granted a certificate of fitness but work hours for such persons must allow an interval of rest of at least 12 consecutive hours including at least seven consecutive hours between 7 pm and 7 am.

ILO and UN Conventions Ratified by Bangladesh

Bangladesh has ratified the following ILO and UN conventions which has played a significant role in framing and formulating the laws and policies of the country.

UN Convention on the Rights of the Child 1989

ILO Convention on the Worst Forms of Child Labour 1999 (No. 182)

ILO Night Work of Young Persons (Industry) Convention), 1919 (No. 6)

ILO Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)

ILO Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)

ILO Minimum Age (Industry) Convention (Revised), 1937 (No. 59)

ILO Forced Labour Convention, 1930 (No. 29)

ILO Abolition of Forced Labour Convention, 1957 (No. 105)

Bangladesh, however, has not ratified two important ILO conventions related to Child Labour / Child Domestic Labour:

ILO Minimum Age Convention, 1973 (No. 138); and

ILO Domestic Workers Convention, 2011 (No. 189)

Interest of BSAF on the issues of CDW: Existing role of BSAF

In its mission to monitor, mobilize, organize and advocate improvement of Child Rights situation in Bangladesh, BSAF requires fact based analysis on the existing state of children, underlying reasons for such conditions and functioning of existing mechanisms for improvement of the situation. CDWs belong to one of the most vulnerable and difficult to-reach segments among the working children in Bangladesh. Their alienation from respective family/ community/friends and ‘slave-like’ dependency on the employers often make it almost impossible for any NGO or media to collect information about them unless some extremely brutal violation of their rights becomes obvious to be exposed to the outer world. But such incidents come to the knowledge of the conscious groups of people only sporadically in a limited way.

In the context of unavailability of sufficient information about the CDWs, BSAF commissioned a study titled ‘Situation of domestic child labour in Dhaka city’ (2010). This study explored the actual landscape of the CDWs in Dhaka city, their socio-economic situation, their livelihoods and gender segregation. However, the study did not allow BSAF to present a countrywide situation of the CDWs. BSAF has felt, therefore, the need for a nationwide study that may support BSAF to perform their mandated roles as an advocate, policy makers to decide on where and what to

change and the NGOs to design and manage their projects focusing on the CDWs.

In spite of the fact that domestic work is one of the largest categories of ‘child labour’ in Bangladesh, very little insights are available on the condition of CDWs located in various districts of Bangladesh. Previous studies conducted on this issue were unable to cover all the aspects of this phenomenon and mostly centred on CDWs working in Dhaka city. Thus the issue of child domestic workers nationally remains largely unexplored. Therefore, through a detailed analysis of the situation of CDWs located in various districts of Bangladesh and examination of the existing gap on policy and practices of protecting the rights of CDWs, the present study aims to illustrate the socio-economic and cultural contextual scenario of domestic child labour in Bangladesh and construct strategic recommendation for better protection of their rights. The findings will not only address the existing knowledge gap but also contribute to create a space for development activists/organizations to understand the real needs and conditions of work and living of the CDWs and will inform them about the experiences of and lessons from development initiatives targeting the concerned group. Ultimately the study report will be a useful toolkit for all the interested civil society actors in designing and managing different types (e.g. raising awareness and rationality in the system of supply and demand side, policy advocacy and service delivery) of projects/programmes focusing on the issues of the CDWs.

As the apex body of 267 NGOs engaged in the promotion of child rights in Bangladesh and interacting with the actors worldwide

participating in global movement to establish the rights of children including eradicating the plights of CDWs, BSAF now has to play more competently the highly critical role in strengthening its networking and advocacy mechanism for ensuring a socio-legal-economic state of affairs for the protection of children from all forms of exploitation. The major emphasis of its programmes is laid on girl children through awareness augmentation and social mobilization, capacity building of its member NGOs, strengthening of BSAF’s own resource base, further strengthening and consolidation of BSAF’s institutional set up. BSAF also plays an important role in the Government CRC Monitoring Committee with respect to the process of reporting to the UN, where it produces an alternative report and follows up on the concluding remarks of the UN CRC committee to the Government report. It is to be especially noted that BSAF represents the NGOs in the government initiatives on developing the National Plan of Action and the Poverty Reduction Strategy Paper (PRSP).

In such situation it cannot be overemphasized that BSAF has to strengthen its enabling capacity to support all other relevant agencies concerned and active toward improving the situation based on a proper picture of the existing state of children and a brief review reflection of the existing intervention experiences by NGOs, particularly the BSAF’s partner members. In order to play its role more satisfactorily, BSAF requires fact based analysis on the existing state of children and an objective review of existing interventions, particularly NGO partner members of BSAF, in order to develop action guidelines to effect improvements in the situation.

Chapter ►2

Global Perspectives on CDW Situation: Studies of Selected Countries

Egypt

The situation review of CDW in Egypt provides us with an understanding of their working and living conditions, their vulnerabilities, as well as the opportunities and benefits available for them in such an environment. From the findings of an Exploratory Study on Child Domestic Worker in Egypt derived are some guidelines towards improving the lives of child domestic workers and their families in Egypt⁸.

Employment of girls in the domestic sector is driven by their supply and demand. Having a daughter working in the domestic service sector is a strategy used by households in Egypt's poorest rural and urban settings, largely to cover household expenses. Moreover, hiring a malleable, obedient, innocent and reliable girl domestic is favourable among Egyptian upper- and middle-class families. The study reveals that girl domestics are vulnerable to sexual, verbal, physical and psychological abuse, particularly live-in domestics who live far from their parents and who are hidden in the households of their employers. This vulnerability increases with the lack of secure communication channels between the girls and their families, as well as the absence of monitoring and surveillance systems by the government, NGOs and sending families. Many girls are sent from Egypt's poorest villages to work in urban

centers with recruiters, acquaintances, employers, or extended family members who, according to the parents, are "trustworthy". In many instances, girls do not or cannot contact their parents, and are left under the mercy of either the middleperson or the employer. Most of the girls who join the domestic sector either did not go to school or dropped out; therefore, the possibility of alternative work is not possible. A common pattern that emerged from the findings is sending families' major concern regarding their daughter's risk to different forms of sexual harassment and abuse while at work. In a sense it was more common feeling that the younger the daughter at work, the less would be the risk, and that the parents have a tendency to neglect the importance of other issues such as access to food, shelter, education, health and mental health concerns.

The conclusion of the situation review is that protection, monitoring and surveillance systems at the family, government, NGOs and community levels need to be established for girl domestics. This could be done through: 1) using an already established programme at the government level helpline and mainstreaming child domestics in the national campaigns on child labour; 2) focusing on girl domestics in psychosocial work that is taking place at the NGO levels; and 3) raising awareness among sending families at the village/

8 Dr. Dorte Thorsen 2012, Domestic Child Worker– Evidence from West and Central Africa, UNICEF

neighborhood level. The latter can be best done through using effective communication strategies such as Training of Trainers, community workers, communication tools such as leaflets and pamphlets. Lessening the vulnerability of girls at risk can be achieved by providing alternative opportunities for sending families to increase their income, and not to rely on their daughters as main breadwinners. An important concluding observation is also that the benefits provided by employers to girl domestic workers (and their families), however, should not be ignored and in this sense it is critical to provide protection measures to reduce their vulnerabilities through programmes leading to raising their economic status.

Improving the situation of child domestic workers and their families will require effort from employers, policy-makers (government) and allied organizations. Advocacy is more likely to be effective when it is grounded in fact and experience, carefully and strategically planned over the short and long term, and integrated in ongoing process of evaluation, reflection, analysis and action, involving a close relationship or the participation of child domestic workers themselves. Advocacy will be ineffective when it is sensationalistic, not clearly thought out and not grounded in an integrated programme of action.

The recommendations below are based on the study's findings. However, it should be noted that it is crucial that future plans are developed in consultation with child domestic workers and their families, employers of child domestic workers, NGOs and policymakers.

Lessening the vulnerability of girls at risk can be achieved by providing alternative opportunities for families to increase their income, and not to rely on their daughters as main bread winners. The benefits that are provided by employers to girl domestic workers (and their families), however, should not be ignored and in this sense it is critical to provide

protection measures to reduce their vulnerabilities.

Several measures have been suggested based on study for protection of CDWs and improvement of their life situation. These are summarily presented in the paragraphs below.

Governmental child protection bodies are required to:

1. Broaden Egyptian child labour laws to include domestic and other workers (e.g. child agricultural workers) currently excluded from protection under Act 12 or the 2003 Labour Law.
2. Mainstream child domestic workers in programmes and services for working children.

Child protection officers and/or the Child Labor Unit within the Ministry of Manpower and Migration (MOMM) should monitor the work and living conditions of child domestic workers as part of their mandate to protect vulnerable children, remove children from the Worst Forms of Child Labour, and support and protect children that cannot be removed.

3. Pursue the efforts to establish a comprehensive child protection system to identify child abuse cases and provide protection by establishing guidelines and procedures.
4. Mainstream child domestic workers in research on child labour. This will provide better estimates of the numbers of child domestics at both local and national levels, but also provide a base from which outreach programmes can be established.
5. Find or establish mechanisms that would allow child domestics' access to basic education that will include mixing work with education for those who, for various reasons, are unable to stop working. This could be

done by establishing afternoon and part-time schooling opportunities.

Facilitate the certification of child domestics who attend non-formal education and one- classroom classes provided by NGOs.

Train school administrators in public schools to provide schooling alternatives for girls obliged to leave school in order to join the domestic service sector.

Egyptian educational system interventions under the Ministry of Education:

Measures suggested include:

1. Conduct awareness raising campaigns with sending families, school personnel, and child domestics on child trafficking, human rights, personal safety, and significance of education for better family income in the long term.
2. Develop projects and services to support Child Domestic Workers along the path of the child or the migration chain. NGO programming should include an overview of the different steps in the process of the migration networking along the continuum between village areas and working areas following the path of the child.

West and Central Africa

National statistical surveys have only recently started to include children's domestic work as a form of labour. The ambiguous boundaries between 'helping out a relative' and being an

'employee' makes it extremely difficult to obtain reliable information about the exact number of children working as domestics. However, one third of all children in West and Central Africa are estimated to work full- or part-time, paid or unpaid. Many of children are involved in hazardous and harmful economic activities, such as working in mines. Some are exploited for sex and are trafficked⁹.

Even if the work itself is not hazardous, many working children do not have access to education or drop out of school due to the opportunity costs for parents of keeping children in school and out of work. Some children, however, do combine work and school and earning an income may enable children to continue their schooling like that of UCEP School and schools run by Educo in Bangladesh. But education in West African school is poor, which differs significantly from UCEP School. UCEP students have easy transition to mainstream school in general stream of education in the country, or can choose to participate in UCEP Technical-Vocational skills training programme to become economically more productive human resource and move out of their poverty situation.¹⁰

In West African schools, on the other hand, it is not only that the quality of education is poor, children are also exposed to violence in schools, and therefore some children prefer work to school. In some specific contexts, children derive a sense of meaning and responsibility from their work and learn to contribute to the family. Thus taking them away from work without replacing their commitment to family and sense of social

⁹ This resembles the Underprivileged Children's Education Program (UCEP) Bangladesh which is meant for poor working children absolutely free of cost.

¹⁰ Mia, A. UCEP Approach to Non-formal Education and Skills Training to Turn Underprivileged Children into Productive Human Resource. First, non-formal education through five years and thereafter technical vocational skills training (with hands-on training) transform the adolescents in domestic work into productive manpower for higher income employment in formal sector or become self-employed. While they are in school they are not taken away from their work, rather they can continue to earn while earn.

responsibility the consequence can become worse.

There have been some prevention and response measures to combat the evils of child labour and exploitation but these have been assessed to have fallen short of expectations in terms of quality, impact and scale. However, much has been learned about what works and what does not in relation to child labour, exploitation and trafficking. Internationally, Understanding Children's Work (UCW) has done much to strengthen the evidence base.

Some evaluations emphasize the need for a better understanding of child mobility and the cultural, social and economic foundations of children's work in a broader context of social and economic mobility. A regional child mobility initiative was launched in 2008 to improve understanding of the cultural foundations of 'child labour', 'child migration' and 'child trafficking' and the role children's work and mobility plays in children's socialization. The work done by the child mobility initiative is an important effort to rethink and redevelop prevention and responses to child labour that take social and cultural concepts of child development and education, social mobility and social protection into account. From this perspective, children and migration are linked to transitions within the life course and to rites of passage, whereby migration is part of becoming an adult, to earn cash and to get a good family living.

This perspective complements, and to some extent challenges, other approaches to child labour that focus more narrowly on poverty reduction, human resource development, or the application of international labour standards.

The most pressing forms of child labour in the region, types of work that are receiving the greatest level of attention and have seen most resistance to change include: Children in commercial agriculture; Children in the informal urban sector; and Child domestic workers.

Attempts to protect child domestic workers is challenging because of the hidden nature of domestic work inside private homes, children often work for relatives and because domestic work may be socially and culturally accepted as appropriate work for children. But it is often difficult to gather evidence of when domestic work is benign and when it is harmful.

International agencies and non-governmental organizations have stressed that children's work in domestic service often is among the worst forms of child labour due to the health risks for children. Accordingly, it is reminded that the ILO Convention No. 182 that requires all children under the age of eighteen must be protected from such work has to be complied with.

Girls who are fostered informally to help out in a relative's house are generally slightly younger than girls who are employed and late teens. Many girls remain in domestic work well beyond the age of 18.

Child domestic workers generally work long hours. They sweep the courtyard, collect water, wash dishes, do laundry, look after younger children, go to the market, help in food preparation or take charge of the cooking. Children working in low-income households often engage in income-generating activities in addition to the household chores assigned to them, especially if the woman of the house is a trader or runs a restaurant. Girls who are labeled - and label themselves - as domestic workers may thus spend a significant amount of time vending in the street for their employer or relative. However, when boys spend significant amounts of time street vending they are usually labeled as street vendors and not as domestic workers. Another and perhaps more invisible group of domestic workers are students in secondary schools. They are rarely categorized as domestic workers but often shoulder a number of tasks, sometimes at the expense of their studies.

The variety of explanations of children's entry into domestic work addresses mainly the reasons for rural children to leave home and to a lesser degree the urban demand for children's work. At the other end of the continuum, rural parents are concerned with giving their children a range of skills that will help them overcome poverty in adult life. At home, both boys and girls carry out a number of domestic tasks related to the running of a household, as well as to farming and the rearing of livestock. Frequently, girls provide invaluable help to their mothers not only in the household but also in trade activities, and therefore they are sometimes withdrawn from school to learn practical tasks considered more important in securing a livelihood in adult life and a good marriage.

Comments

The situation in the countries as presented above provides more or less a similar picture of exploitation of children engaged in domestic service compared to that of Bangladesh. This would give an impression that the nature of deprivation of the children as CDW, the unacceptability of the workers at young age, frequently involving hazards, and lack of sufficient protection of the CDWs in regard to the rights issue may demand a cross country or even interregional movement to fight against. The state intervention in some places in terms of access to education do some good, much more is necessary. In the African context it is observed that both protective and preventive initiatives have been undertaken, sometimes for instance education and work as 'learning and while working' considered a good measure which resembles some action programme in Bangladesh (example: 'UCEP'). However it differs from UCEP to the extent the later one is qualitatively much better and also it has technical skills development component which opens enhanced earning opportunities for the adolescents giving them a improved living for them

as well as their living – economic and social mobility.

The overall social and cultural perspective in the understanding of the problem beyond the poverty or economic perspective considered in the African context has also some lesson for Bangladesh providing some insight for looking into the situation as a reality while formulating an overall perspective and policy.

Taking the lessons from Egyptian situation of addressing the problem of CDW, as another perspective, what has emerged from studies in regard to protection and prevention through governmental measures may be appropriately considered for application in Bangladesh situation. Similarly the approach of the Ministry of Education in particular for raising awareness and learning for protection and improvement of the life situation of CDWs may provide a model to consider in Bangladesh situation toward reducing their vulnerabilities. School programmes for children and campaign programmes targeting the families likely to be sending families of CDW and the general mass can be very well conceived for implementation through school administration.

Thus we may surmise that it would be useful to examine the situation in some more countries and regions – at least two countries taken from South Asia and Asia Pacific regions to note possible similarity or diversity and the preventive and/or protective interventions by concerned authorities and agencies. Because of time and resource limitation this has not been possible. The present short presentation gives only a picture of two countries in a different continent. Hopefully, the presentation would give some insights into how the Bangladesh situation would be looked at from analytic perspective on the issue of child rights and the possible interventions to be made in order to redress the conditions of the children in domestic service.

Chapter ►3

Objectives and Methods of the Study

Objectives and research questions

The broad objective of this proposed study is to understand the state of CDWs in Bangladesh. Within this broad objective, the specific objectives are to:

1. Analyze the socio-economic condition and child rights situation of the CDWs while looking at the variability in the situation;
2. Consider the effectiveness of existing policy framework and initiatives in protecting the rights of CDWs in Bangladesh; and
3. Explore more effective approaches to improving the existing situation.

Given the objectives as above the research questions that have been considered are:

1. What are the socio-economic conditions (including family situation) that influence the life and living of CDWs?
2. What is the extent of abuse or exploitation that children face while working as domestic workers?
3. What is the existing level of awareness among the CDWs regarding their rights?
4. What are the major gaps in existing

policies/legal framework in relation to protection and promotion of the rights of the CDWs in Bangladesh?

5. What can be more effective approaches and programmes for safeguarding the rights of children in domestic work or better alternatives for child workers and employers?

Research Methodologies

The study has used information from both primary and secondary sources. The overall approach of the study has followed Survey Method in order for collecting a comprehensive set of data.

Survey data on CDWs in selected districts have been supplemented by data from:

1. In-depth Interview/ Case Studies;
2. Key Informant Interviews (KIIs); and
3. Review of available and accessible reports/documents/records, etc.

In addition, as required by the study objective, a critical appraisal has been done of the existing policies/legal framework in relation to protection and promotion of the rights of the CDWs in Bangladesh.

Study units and sampling

The major unit of analysis in this study has been CDWs; however, family of CDWs and employer of CDWs have in some way come under consideration for analysis as they influence the life and living of CDWs.

Informants for the survey have been CDWs as the major study unit of analysis. For in-depth case interview or case studies of a number of CDWs have been taken from the selected districts in the study. Members of the community, local government representatives, knowledgeable persons from stakeholder groups such as NGO personnel, respective government officials, employers of the CDWs have been taken as Key Informants and as such they have been interviewed by the supervisors during the data collection process. CDWs and community members have been taken from the area or locality where CDWs are concentrated and practically availability for our contact.

The process of identification and interviewing the target CDWs is described in a subsequent paragraph.

Selection of geographical locations

Earlier in 2010 BSAF conducted a study on CDWs taken from Dhaka city. It was therefore decided that the present study would not include Dhaka city within its coverage. This study was to cover urban locations in consideration of a number of realities. First, CDWs are primarily an urban phenomenon with concentration of poor migrant families living in slums with young children who are encouraged by parental condition to work for survival, even to support

families with some earning; secondly, BSAF's member organizations are working in the urban areas focused on children's issues and as such they would be in a situation to cooperate with BSAF in the field investigation process of the present study by mobilizing manpower and monitoring the work of investigation.

The ultimate sample unit of study, given the objective and purpose of present research it was decided from practical consideration, would be around 120 on average from each location to make a total of around 1200 CDWs. This total of CDWs was considered a sufficient sample for the required analysis in terms of the possible parameters of the study to look for. The researchers could accept the assumption that working in the selected 10 locations would be benefitted by good support by the available and willing organizations of BSAF to conduct field work by providing their staff. The other advantage to get from this arrangement is the benefit of familiarity of the staff with the locality for convenient movement in the locality to get cooperation of households in the locality for interviewing CDWs. In fact the staffs of the organizations to work as field investigators for the study are generally familiar with the issues of child workers in general and more or less with CDWs in particular. Also they are familiar with the rights of working children or child labour including CDWs.

In fact before selecting geographical locations of this study BSAF has consulted with its member organizations about the availability and concentration of CDWs in different regions of Bangladesh. BSAF has looked into the realities from past experience of working with the member organizations; and realized the locations that the member organizations suggested for the

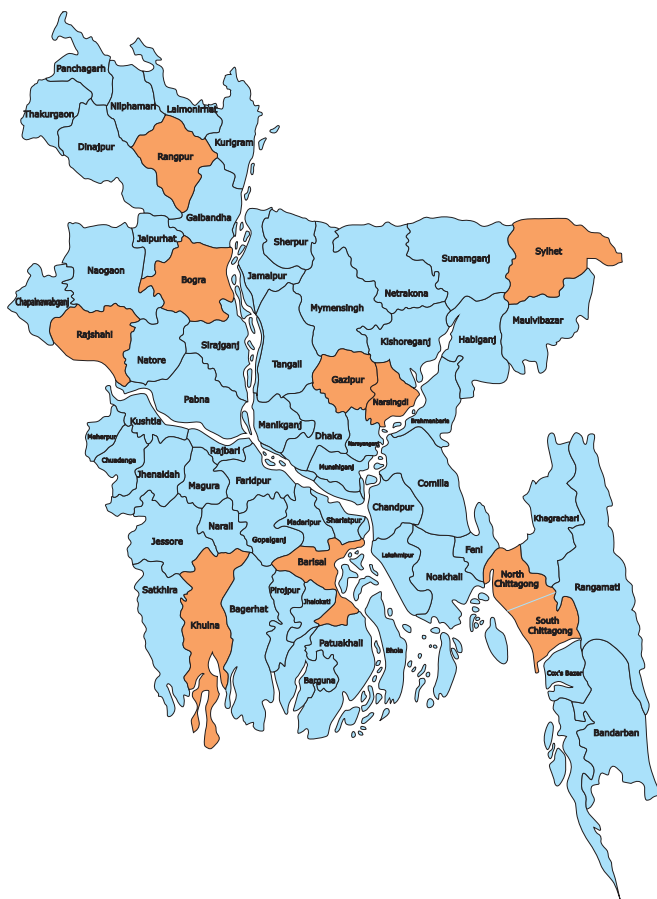
present investigation have more concentration of CDWs than others. BSAF rely on the member organizations for collecting data in their respective locations because they have sufficient knowledge about the localities and they are well equipped with their manpower to support the present study by collecting required data. What the relevant staffs needed was a training or orientation specific to the requirements of the present study, which was organized by BSAF with the technical support of the Social Development Centre (SDC) at Dhaka. It is to be mentioned here that subsequently during the sample selection process of CDWs and other investigations we did not conduct our field work within the area where the BSAF member

organizations worked with their target groups.

The survey locations and the names of BSAF member organizations responsible for collection of data and supervision of the investigation work can be seen from the table 3.1 and the map showed below. It is to be noted that the supervisors of field investigation have been separately recruited from a pool of previously trained experienced in such field survey work. These supervisors have been trained together with the field investigators to work specifically for the present study too in order that the tasks specific to this study can be done competently with quality maintenance in data collection. The table gives the number of study units (CDW).

Table 3.1: City/town, target sample size and agency conducted field survey of CDWs

Sl.	Division	District & sample size	BSAF Member NGO supporting data collection activity
1	Dhaka	Gazipur (100)	Shishu Polli Plus (SPP)
		Narsingdi (100)	Mother Development Society (MDS)
2	Chittagong	North (162) South (161)	Jugantor Samaj Unnayan Sangstha (JSUS)
3	Rajshahi	Rajshahi (125)	Lady's Organization for Social Welfare (LOFS)
		Bogra (125)	Programme for Eco-Social Development (PESD)
4	Khulna	Khulna (125)	Rural and Urban Poor's Partner for Social Advancement (RUPSA)
5	Barisal	Barisal (100)	Association of Voluntary Action for Society (AVAS)
6	Sylhet	Sylhet (100)	Jaintia Shinnomul Songstha (JASHIS)
7	Rangpur	Rangpur (125)	Debi Chowdhurani Palli Unnayan Kendra (DCPUK)



The process of selecting the major study unit – CDWs

The major work of surveying or interviewing the CDWs by face to face contact had to be within 10 locations as mentioned above. BSAF discussed the issue along with the research advisor for a reasonable size of the CDWs sample. Our considered view was that the survey could allow our required analysis of our planned variables with 1200 CDWs. Besides we would take 50 stakeholders/experts including (a) bureaucratic administrators, (b) LG representatives, and (c) NGO workers knowledgeable about CDW issues and more

generally child labour in Bangladesh. Also, the study used interview technique for collecting data from a few employers of CDWs. Ten CDWs case studies were conducted to reflect the diversified and dynamics of situation of CDWs.

It is to be mentioned here that with the exception of the survey data based on interview of CDWs, mostly quantitative in nature, the other sources have been for qualitative data reflecting the informants' perception and views or opinions as useful insights to allow analytic depth on the concerns of the study.

As each child domestic worker is hired in separate household, as a group CDWs are often invisible and difficult to reach. Thus, to locate CDWs, in each study area a combination of convenient and snowball sampling procedure was adopted as the most practicable one. The chief investigator (research advisor) and research associate guided the supervisors of fieldwork following a method starting from a geographic point of a sketch drawn for a selected locality identifying a household with child domestic worker and moving to another identify CDWs for taking interview and continuing the process until a pre-decided number was achieved. Households employing CDWs was approached (requested) for talking to the worker alone at an appropriate time (agreed by the employer). Each household was counted for getting a total number visited and then interviewing CDWs as available which was considered for calculating the proportion of households employing CDWs. The process of searching and interviewing CDWs continued until the target attained for a particular selected locality. Given the time limit for the completion

of the study it should be understood that the size of the target number particularly for CDWs was kept as a modest one minimum to allow statistical analysis.

Through adopting the above methodology a total of 1230 CDWs and 50 KIIs were interviewed and 10 case studies were conducted in all 10 areas covered in the present study (Table 3.2). For the

purpose of interviewing 1230 CDWs the interviewer visited a total of 18151 households. Among these 15420 (85%) of the households did not have CDWs and the rest 2731 (15%) households had CDWs. Among these 2731 CDWs, 1230 CDWs were interviewed. Rest 55% households did not allow interviewing their CDWs (Table 3.3).

Table 3.2: Number of instruments filled up in 10 areas

Instrument	Barisal	Bogra	Ctg. North	Ctg. South	Gazipur	Khulna	Narsingdi	Rajshahi	Rangpur	Sylhet	Total
CDWs Interview Structured Schedule	118	117	162	161	92	118	92	138	117	115	1230
NGO KII Guideline	2	2	2	2	2	2	2	2	2	2	20
Ward Counselor Guideline	1	1	1	1	1	1	1	1	1	1	10
Case Study Unstructured Interview Schedule	1	1	1	1	1	1	1	1	1	1	10
House Owner Unstructured Int Schedule	1	1	1	1	1	1	1	1	1	1	10
Dist. Women & Child Officer Unstructured Int Schedule	1	1	1	1	1	1	1	1	1	1	10
Total in each area	124	123	168	167	98	124	98	144	123	121	1290

Table 3.3: Survey statistics of Child Domestic Workers (CDW)

Survey statistics	Number/ Percent	Percent
Total Number of HH visited	18151	-
Number/percent of HH without CDW	15420	85.0
Number/percent of HH with CDW	2731	15.0
Number/percent of CDW Interviewed	1230	45.0
Number/percent of HH head present during interview	497	40.4
Number of HH not allowed survey	1501	55.0

* Households (HH)

Process of filling in Schedules

First, Interview Schedules were drafted by the senior staff members of the survey team, and then the draft schedules were field tested in a locality where some programmes by any child rights related organizations were not present and some cross section residents concentrated. The filled in schedules were discussed in a daylong review session with the participation of Senior Staff members of research team, SDC staffs, the selected investigators and supervisors to check the relevance and language of the schedule, and the probability of cooperation from employers of CDWs. The schedules were then reviewed for refinement before these finally used in investigation.

All the investigation tools mentioned above are annexed to this report for the convenience of readers.

Data Analysis and Presentation

Data analysis has followed both qualitative and quantitative techniques. The qualitative data have been transcribed in full and labeled according to the themes. Then after cleaning and editing for any inconsistency and repetition, the data have been thoroughly analysed using a thematic indexing system. On the other hand, quantitative data were recorded, rechecked and analysed using SPSS, the widely used software for data analysis. Qualitative

data have been integrated with the quantitative ones to add more light on the situation.

The present report has covered five main aspects about the situation of the rights of CDWs: socio economic condition of the CDWs, incidences of violence and exploitation experienced by them, level of awareness of CDWs about their rights as children, the extent of activeness of various organizations protecting and promoting the rights of the CDWs including their present shortcomings addressing the complexity of situation in Bangladesh and major gaps in policy. The study

report has concluded with plausible recommendations based on the findings.

Some limitations of the Study

The study has some limitations, particularly in its methodologies. The megacity Dhaka has been excluded from this study since only a few years earlier a study was done by BSAF in Dhaka city. Secondly, smaller towns are excluded from the scope because of necessity that the major/bigger cities have more of rural migrant families to be the major supply points and more demand for child workers in domestic service. Moreover, the study has not focused on the situation of CDW in the rural area where the nature and the incidence of the problems are likely to differ.

In regard to the methodologies adopted in this study, approaches, and techniques and tools of data collection have been rather comprehensive; yet there are some limitations. The survey as an approach has not used simple random sampling procedure for the selection of the main unit of analysis, the domestic child worker. So the representativeness of the sample for its population is not absolutely satisfactory. However, the sample size is enough for analysis and to objectively present the situation in accordance with the objectives of the study.

Chapter ►4

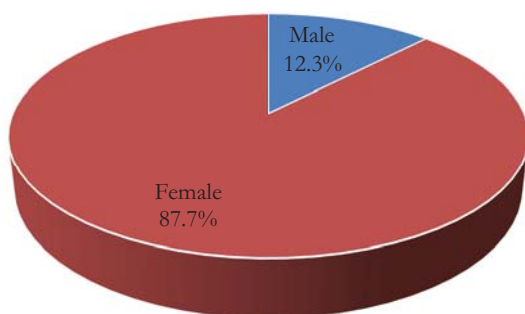
Findings and Discussion

Socio-economic Characteristics of the CDWs

Age and Gender of the CDWs

A total of 1230 Child domestic workers have been brought under survey through direct interview. Of them the overwhelming majority (87.7 percent) comprises girls and only a small minority is of boys (Figure 4.1). Area wise variation is insignificant, almost all areas being nearly equal suppliers of girl CDW, Khulna supplies the lowest proportion at 78.8 percent, and Bogra does the highest percent at 96 percent. For both girls and boys, among all the districts the highest proportion comes from Barisal (11.5 percent) while the notable others following Barisal are Chittagong (6.5 percent), Sylhet (5.4), Noakhali (4.2 percent) and Mymensingh (3.2). The districts which have the lowest proportions of supply (and all in equal proportions) are Jhalakathi, Gazipur, Narail, Satkhira, Gafaorgaon upzilla and Savar upzilla (Table Annex 1).

Figure 4.1: Gender distribution of the CDWs



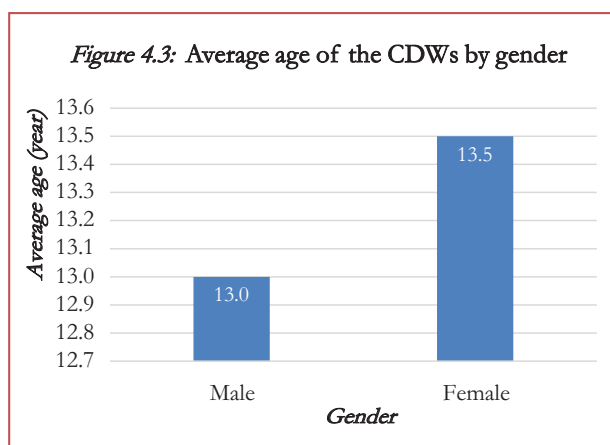
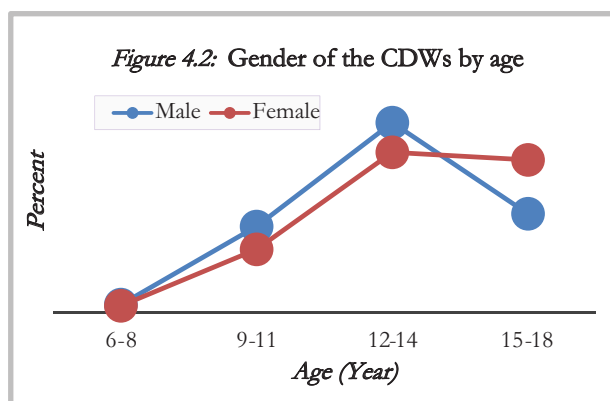
The age limit of CDW for survey was decided from 6 to 18 years. As such their distribution has been calculated in four age groups: 6-8, 9-11, 12-14 and 15-18. The survey did find 1.7 percent at this young age (6-8 years) engaged in other's family as domestic help. The highest proportion (42 percent) falls in 12-14 age group followed by those in 15-18 age groups (38.2 percent). The younger group of 12-14 makes a smaller portion with 17.2 percent (Table 4.1).

Proportion of CDW increases with increase of age for both male and female CDW: However, the proportion of increase in age is more for female CDWs compared to male CDW (Figure 4.2). The proportions of male CDW are higher compared to female CDW in the age groups 6-8 year, 9-11 year and 12-14 year; 2.0 percent & 1.7 percent, 22.5 percent & 16.5 percent, and 49.7 percent & 41.9 percent respectively. However, in the highest age group (15-18 year) proportion of female CDW (39.9%) is considerably higher than that of the male CDW, 25.8 percent (Table 4.1). The average age of the male CDW is also found less than female CDW, 13.0 year and 13.5 year respectively (Figure 4.3). It appears that as the male CDWs grow up they may engage in other profession. But there is no such scope for female CDWs. They might need to continue as CDW until their marriage arranged. The minimum age of marriage (18 years) might contribute to continue as CDW for girls.

Table 4.1: CDWs (%) by age and gender

Age of CDW (Year)	Gender of CDW		Total
	Male	Female	
6-8	2.0	1.7	1.7
9-11	22.5	16.5	17.2
12-14	49.7	41.9	42.8
15-18	25.8	39.9	38.2
Total	100.0 (151)	100.0 (1079)	100.0 (1230)
<i>Average</i>	<i>13.0</i>	<i>13.6</i>	<i>13.5</i>

Note: Figures in parentheses indicate number of CDW



Education of the CDWs

One-third of the CDWs have no education. Among the rest 65.3 percent have some general education and only an ignorable proportion (1.3)

has education from Madrasah. And similarly another ignorable proportion, less than one percent have had education through non-formal mode (Table 4.2). Those who have general education mostly are educated up to grade V.

Table 4.2: CDWs by their type of education received

Type of education	No. of CDW	Percent
No education	403	32.8
General	803	65.3
Madrasah	16	1.3
Non-formal	8	.7
Total	1230	100

Data presented in table 4.3 reveals that the proportion of female CDWs (66.8%) having literacy is lower than boy CDWs (70.2%). In Bangladesh, nowadays, more emphasis is given on female education to bring gender equity in education which has long been in favour of male. There are more incentives for the girls than boys. As a result, nowadays, the literacy has found more among girls than boys. It is fact that CDWs are from socio-economically most impoverished families. So, these findings indicate that in the poor section of the society equity between genders in terms of education is not yet achieved. Despite all incentives and overall literacy is more among girls why girls of poor class are still lagging behind deserves further study.

Literacy has increased with increase of age of the CDWs (Figure 4.4). The proportion of CDWs having literacy has increased continuously from 47.6 percent in the age group 6-8 year to 61.3 percent in the age group 9-11 year, 67.7 percent in the age group 12-14 year, and 70.2 percent in the age group 15-18 year (Table 4.3). These findings may be explained by two ways. First, children

becoming CDW at present are not getting education at all; and second, after joining as CDW they are getting literacy besides working as CDW.

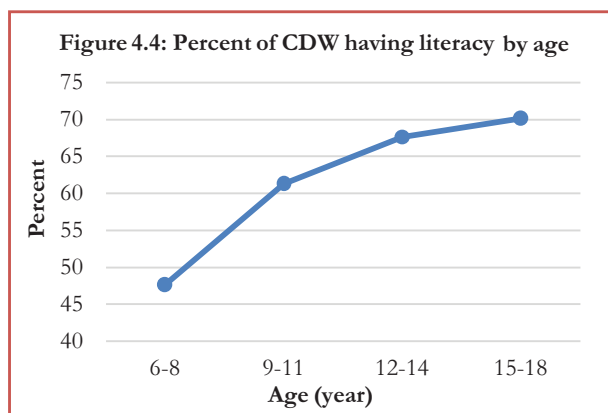


Table 4.3: CDWs by their age and literacy

Age	Gender	Whether have literacy		Total
		No	Yes	
6-8	Male	33.3	66.7	100.0 (3)
	Female	55.6	44.4	100.0 (18)
	Total	52.4	47.6	100.0 (21)
9-11	Male	44.1	55.9	100.0 (34)
	Female	37.6	62.4	100.0 (178)
	Total	38.7	61.3	100.0 (212)
12-14	Male	26.7	73.3	100.0 (75)
	Female	33.2	66.8	100.0 (452)
	Total	32.3	67.7	100.0 (527)
15-18	Male	23.1	76.9	100.0 (39)
	Female	30.4	69.6	100.0 (431)
	Total	29.8	70.2	100.0 (470)
Total	Male	29.8	70.2	100.0 (151)
	Female	33.2	66.8	100.0 (1079)
	Total	32.8	67.2	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

Familys Situation of CDWs (*About the parents*)

Presence of parents

In the present study sample (of the population of CDW) it is indicated that, contrary to popular notion, both parents are present in case of more than half (56 percent) of the CDWs. And only father or mother is present for 24 and 8 percent CDWs respectively; no parent is present for 12 per cent CDWs (Table 4.4).

Table 4.4: Whether parents of CDWs are surviving/present in family

State of presence of parents	Number of CDW	Percent
Both parents present	687	55.9
Only mother present	297	24.1
No parent present	148	12.0
Only father present	98	8.0
Total	1230	100.0

It may, therefore, be stated that CDWs population is not the one of destitute children to engage as domestic worker. The factors responsible for being in the state of ‘enslavement’ as described in some situations lie somewhere else. Globally the major factor to explain the situation of children in domestic service and being subject to exploitation, abuse, physical and mental torture is ‘poverty’. In other cases it is the lack of schooling opportunity conveniently accessible to disadvantaged families or lack of positive parental attitude toward education/literacy found to be responsible¹¹.

¹¹ Mia, A. and M. R. Karim (2013).

Situation of Out of School Children in the Hardest to Reach Areas of Bangladesh – A Baseline Study for UNIQUE II Project, DAM.

Occupation of parents (father / mother) of CDWs

The examination of occupation of parents of CDWs reflects the disadvantaged state of families economically and socially. It may also indicate in some way traditional view toward children's education. Data in the present study present low occupational and income status of families of CDWs (Table 4.5).

Table 4.5: Occupation of parents of CDWs (% CDWs' responding)

Occupation of father	No. of CDWs	Percent
Unemployed	36	4.6
Day labour	251	32.0
Rickshaw / Van	243	31.0
Driver (Taxi, CNG, Nosiman)	20	2.5
Private job	26	3.3
Invalid / Old / Sick	41	5.2
Others	16	2.0
Total	785*	100.0

*445 have no father

Occupation of mother	No. of CDWs	Percent
Unemployed	9	.9
Day labour	67	6.8
Housewife	450	45.7
Maid servant	365	37.1
Job	50	5.1
Invalid / Old / Sick	10	1.0
Others	12	1.2
Total	984**	100.0

**246 have no mother

CDWs' brothers and sisters in the family, and family size

Generally it is held that when families are in poverty and have many children education of children is not affordable or not valued by parents in terms of opportunity cost would tend to have children engaged in domestic work as a means of survival of at least reduce cost of living by supplementing income. The number of brothers and sisters of CDWs and family size, considered together bears support this view (Tables 4.6 and 4.7) below. Although these data do not give any comparison between poor and non-poor families, nor do they examine in relation to accessibility to educational opportunity or any other variable to influence children getting engaged in labour, they provide some indication that the family size is bigger in the parents' families. As high as four fifths of the families of CDWs in the sample of the present study have 3-8 children; and at least one third of the families have 5-8 children. The average number is almost 4 (3.91) and maximum is 9, which stand higher compared to the present national average. Similarly the mean (average) of total family members among the sample families exceeds 5, and the maximum number is 9, which have consistency with the general observation above.

Table 4.6: Distribution of CDWs by number of brothers and sisters

No. of siblings	No. of CDWs	Percent
1-2	246	20.0
3-4	569	46.3
5-6	334	27.2
7-8	81	6.6
Total	1230	100.0
Mean = 3.91 Min. = 0 Max. = 9 SD = 1.59		

Table 4.7: Distribution of CDWs by total members in their families

No. of family members	No. of CDWs	Percent
1-2	97	7.9
3-4	355	28.9
5-6	495	40.2
7-8	255	20.7
9 & more	28	2.3
Total	1230	100.0
Mean = 5.13 Min. = 2 Max. = 11 SD = 1.74		

Table 4.8: CDWs' brothers engaged in earning activity

Number of brothers earning	No. of CDWs	Percent
0	770	62.6
1	340	27.6
2	101	8.2
3	17	1.4
4	2	0.2
Total	1230	100.0

Table 4.9: CDWs' sisters engaged in earning activity

Number of sisters earning	No. of CDWs	Percent
0	844	68.6
1	288	23.4
2	88	7.2
3	9	0.7
4	1	0.1
Total	1230	100.0

Facilities / benefits of the CDWs

Financial Benefit received by the CDWs

As to financial benefit against their services 92.5 percent of CDWs receive some salary and 7.5 percent work for no benefit. Workers in Bogra, Khulna, Rangpur and Sylhet are the locations where the CDWs are relatively more frequent not receiving financial benefit (salary).

Monthly salary of CDWs was considered in five categories of taka amount: up to 500, 501- 1000, 1001-1500, 1501-2000 and 2001& above. Out of 1230 CDWs 92 (7.5 percent) received no salary and 2.1 percent did not report/know the amount. Among the others the major proportion (34 percent) reported Tk. 501-1000 followed by those in the categories of Taka 1001-1500 and 1501-2000 in that order (26.5 and 14.7 percent respectively). Only 8.3 percent received in the category of Taka 2001 and above (Table 4.10). The minimum salary in most of the areas under study falls in the categories of 200, 300 and 500; and for the maximum the amount ranges between 2000 and 5000 leaving here a wide gap. Of course the highest amount 5000 may be considered an exception which is found in Gazipur.

Table 4.10: CDWs by amount of monthly salary receive

Monthly salary (BDT)	No. of CDWs	Percent
Do not know	24	2.1
1-500	164	14.4
501-1000	387	34
1001-1500	302	26.5
1501-2000	167	14.7
2001 & more	94	8.3
Total	1138*	100

*92 receive no salary

In Rajshahi the highest proportion of CDW, that is most of the CDWs, are in lower brackets of salary income (up to 500 and 501- 1000). On the other hand, Chittagong north and Chittagong south have the highest proportions of CDWs having benefits in the higher salary brackets of 1001-1500 and 1501- 2000 (Table 4.11).

Having considered the average income of those (1114 CDWs) reporting income it is observed that the highest average at Taka 2223 in Gazipur followed by Narsingdi, Chittagong south and Chittagong north in that order. Consistent to this finding, Gazipur has the minimum as well as the maximum average income (salary) at taka 1000 and 5000 respectively. CDWs' salary appears to

vary widely between areas according to measure of minimum as well as maximum.

The proportion of CDWs receiving salary increases continuously with increase of age of the CDWs (Figure 4.5). Majority (61.9%) of the CDWs of lowest age group (6-8 years) also receives salary. The proportion of CDWs receiving salary increases largely from 61.9 percent for the age group 6-8 year to 84.9 percent for the age group 9-11 year, then again to 93.9 percent for the age group 12-14 percent and finally 95.7 percent for the age group 15-18 year.

Average amount of salary of the CDWs increases with the increase of age of CDW. The average monthly salary of the CDWs aged up to 11 year is BDT 944.17 which has increased to BDT 1163.03 for the age group 12-14 year and further increased to BDT 1455.67 for the age group 15-18 year (Figure 4.6). The average monthly salary receives by both male and female CDWs has increased with increase of age (Figure 4.4). The average monthly salary of the male CDWs, however, is higher compared to female CDWs in all age groups. In total the average monthly salary of the male CDWs is higher (BDT 1267.61) compared to female CDWs, BDT 1236.00 (Table 4.11).

Table 4.11: Average amount of monthly salary CDWs receive by area

Study area	Mean	Std. Devia tion	Mini mum	Maxi mum
Barisal	1023.15	417.96	500.00	2500.00
Bogra	1046.15	518.61	300.00	2500.00
Ctg. North	1334.59	464.05	500.00	3000.00
Ctg. South	1441.38	483.27	500.00	3000.00
Gazipur	2223.08	761.88	1000.00	5000.00
Khulna	959.18	517.50	300.00	2000.00
Narshingdi	1662.79	662.27	200.00	3000.00
Rajshahi	721.90	323.29	300.00	2500.00
Rangpur	1184.00	521.02	300.00	3000.00
Sylhet	1288.89	599.64	300.00	3000.00
Total	1266.70	646.89	200.00	5000.00

Note: 1114 CDWs considered; 92 CDW receive no salary & 24 do not know

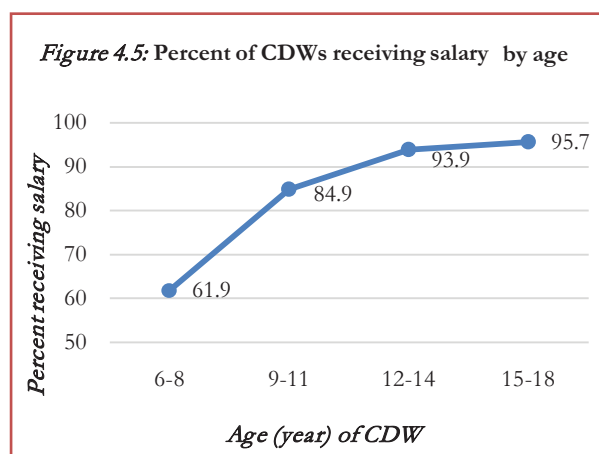
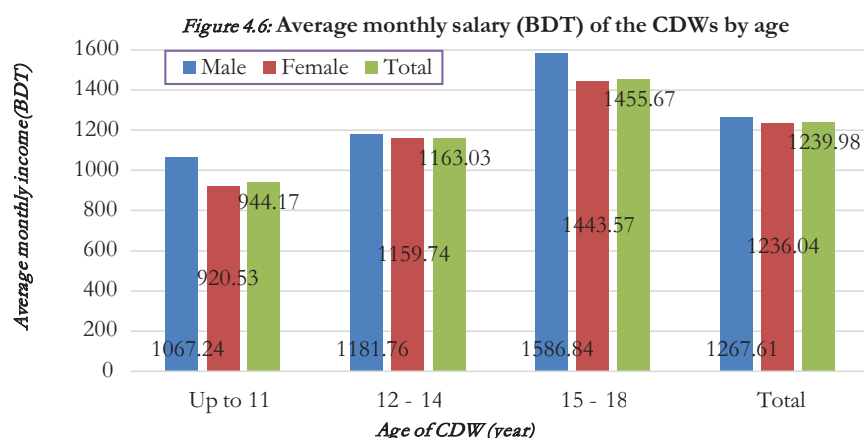


Table 4.12: Average monthly salary (BDT) of the CDWs by age and gender

Age (Years)	Male		Female		Total	
	Mean	Range	Mean	Maximum	Mean	Maximum
Up to 11	1067.24	0-2000	920.53	0-2500	944.17	0-2500
12-14	1181.76	0-3000	1159.74	0-3300	1163.03	0-3300
15-18	1586.84	0-5000	1443.57	0-3500	1455.67	0-5000
Total	1267.61	0-5000	1236.04	0-3500	1239.98	0-5000

* No. of CDW is only one in this category



Recipients of salary of the CDWs

It is evident that nearly three-fourth of the CDWs' salary is received by guardians including mother at highest proportion (43.8%), then father 19.2 percent, brother/sister 5.1 percent, parents 2.7 percent (Table 4.13). Findings indicate that children engage in CDW on family decision and they work out for their family.

Table 4.13: CDWs by recipient of salary

Recipient of salary	No. of CDWs	Percent
Mother	499	43.8
Himself / herself	310	27.2
Father	218	19.2
Brother / sister	58	5.1
Parents	31	2.7
Keeps with employer	22	1.9
Total	1138*	100

*92 receive no salary

Savings by the CDWs

Twenty eight percent of the CDWs reported to have no savings; and the rest 72 percent CDWs have some savings, mostly with guardians/family members including father 51.7 percent/mother and 15.4 percent with himself/herself (Table 4.14). As revealed from table 4.13 that majority of the CDWs' salary has been taken by the

Table 4.14: CDWs by savings and place of savings by study area

Savings	No. of CDWs	Percent
No savings	345	28.0
Yes, with him/her	190	15.4
Yes, with father/mother	636	51.7
Yes, in Bank/bKash	30	2.4
Other family members	29	2.4
Total	1230	100

*92 receive no salary

guardians/family members. These findings again prove that CDWs work for their family and they do not have control over their income.

Facilities other than salary received by the CDWs

CDWs were to answer as to if they were getting from the employer any other facilities besides monthly salary. Respondents (CDWs) were allowed to give multiple answers from some preset responses, a total of 8 responses or specific facilities, mentioned to respondents one by one. Thus total responses were more than the total of responding to the question. The findings indicate that meals are available for all CDWs across all the localities considered in the study. Next facilities received at higher proportion of CDWs include clothing, lodging and medical care in that order (97.5, 97.0 and 75.5 percent respectively). Zakat money (charity according to Islamic law/

regulation) and occasional tips received by about one third of the CDWs. Interestingly one fourth of the CDWs reported that they get opportunity to have education (Table 4.15). In this regard it is conceivable that they do get such opportunity in situation where member organisations of BSAF conduct non-formal education for child workers including domestic workers and thus they (CDWs) can take advantage of the facility available in the neighborhood.

Leave facility of the CDWs

Almost all (97%) CDWs granted leave by their employers. Only 3.1 percent CDWs reported that they do not get leave (Table 4.16). Of those receiving leave 68.7 percent get when needed, 24 percent yearly and 7.2 percent monthly to receive occasional leave; others report (68.7 percent) that get leave yearly or monthly (Table 4.17).

Table 4.15: Facilities the CDWs receive in addition to salary

(Multiple answer up to 8)

Facilities	No. of response (N=1230)	Percent
Food	1230	100
Clothes	1199	97.5
Lodging	1193	97.0
Treatment	929	75.5
Zakat money	428	34.8
Tips	401	32.6
Education	306	24.9
Festival Bonus	7	0.6
Others	6	0.5
<i>Total response</i>	<i>5699</i>	-
No. of CDW	1230	100.0

Table 4.16: CDWs by whether receive leave

Whether have leave	No. of response (N=1230)	Percent
No leave	38	3.1
Yes	1192	96.9
Total	1230	100.0

Table 4.17: CDWs by type of leave receive

Type of leave	Total	Percent
Monthly	86	7.2
Yearly	287	24.1
In need	819	68.7
Total	1192*	100

* 38 not receiving leave

Working Conditions of the CDWs

The conditions at work indicate the nature of employer's treatment to CDWs which is a reflection of rights that child worker's right enjoyed at living place where s/he works.

Sleeping place at night

According to the present study, 40.8 percent of child domestic workers have to sleep in room sharing with some other members of the family (Table 4.18). The other frequently provided space for sleep of the domestic workers includes separate room (20 percent), drawing room (15 percent) and kitchen (12.8 percent). Some places of further less frequently made available are store room and corridor in the house.

Regarding the sleeping space provided for domestic worker one finding appears to be notable. In Chittagong North and Chittagong South 81 percent or more workers of sample

are offered sleeping space in kitchen, store and drawing rooms; on the other hand, more than 70-85 percent child domestic workers are provided with separate room or they can share space with some family members in a number of smaller cities (Barisal, Gazipur, Khulna, Narsingdi, Rangpur and Sylhet). One may like to take an hypothesis that in bigger urban locations (more modernized?) employers tend to be more conservative in dealing with child domestic worker and in smaller ones the employers are more soft in their dealings with the workers who give them helping hands in household activities; or it could be that conservative attitude and treatment to child domestic worker in relatively well-off families is peculiar to Chittagong which is a cultural trait in that locality. In other words, status difference between employer and child domestic worker in Chittagong is quite sharp. Possibly this is an accepted social relations pattern across social groups in the locality.

Table 4.18: CDWs by place of sleep at night by study area

Study area	Place of sleep						Total
	Separate room	With family member(s)	Kitchen	Store room	Drawing room	Verandah / Corridor	
Barisal	12.7	62.7	5.1	2.5	12.7	4.2	100.0 (118)
Bogra	39.3	33.3	5.1	7.7	11.1	3.4	100.0 (117)
Ctg. North	.6	14.2	25.3	23.5	32.7	3.7	100.0 (162)
Ctg. South	5.0	32.3	24.8	6.2	24.2	7.5	100.0 (161)
Gazipur	34.8	43.5	5.4	7.6	5.4	3.3	100.0 (92)
Khulna	7.6	61.9	19.5	1.7	7.6	1.7	100.0 (118)
Narshingdi	30.4	47.8	0.0	2.2	9.8	9.8	100.0 (92)
Rajshahi	0.0	56.5	13.8	7.2	21.0	1.4	100.0 (138)
Rangpur	54.7	22.2	15.4	0.0	7.7	0.0	100.0 (117)
Sylhet	39.1	46.1	0.0	0.0	8.7	6.1	100.0 (115)
Total	20.2	40.8	12.8	6.6	15.5	4.1	100.0 (1230)

Note: Figures in parentheses indicate number of CDW

Condition of sleeping bed

This may be regarded as another indicator of condition of living of CDWs at employer's place. CDWs were asked to state the condition on a four point scale in the form of alternatives explicitly mentioned: very good, tolerably good, not good and not enough in winter. The last alternative was mentioned by a very small proportion (6.1%) in almost all places except in Barisal with a relatively high proportion at 12

percent of CDWs there. Very good was mentioned by close to or more than one fourth of CDWs in a few places. Five places (Sylhet, Rangpur, Rajshahi, Bogra and Barisal) are ranked well when 'very good' and 'tolerably good' are put together (Table 4.19). In fact, 'tolerably good' (or 'moderately good') was mentioned by the majority proportion in most places. Overall these two ratings together cover 88 percent of the total sample in the present study.

Table 4.19: CDWs by place of condition of bedding by study area

Study area	Bedding condition				Total
	Very good	More or less good	Not good	Not enough in winter	
Barisal	25.4	57.6	5.1	11.9	100.0 (118)
Bogra	34.2	43.6	12.8	9.4	100.0 (117)
Ctg. North	1.9	84.0	7.4	6.8	100.0 (162)
Ctg. South	9.9	68.3	11.8	9.9	100.0 (161)
Gazipur	8.7	81.5	3.3	6.5	100.0 (92)
Khulna	15.3	82.2	0.0	2.5	100.0 (118)
Narshingdi	28.3	65.2	2.2	4.3	100.0 (92)
Rajshahi	11.6	79.7	3.6	5.1	100.0 (138)
Rangpur	22.2	69.2	6.0	2.6	100.0 (117)
Sylhet	17.4	82.6	0.0	0.0	100.0 (115)
Total	16.5	71.8	5.6	6.1	100.0 (1230)

Note: Figures in parentheses indicate number of CDW

Table 4.20: CDWs by place of toilet they use by study area

Study area	Place of CDWs' toilet			Total
	Separate within house	Outside house	With others	
Barisal	18.6	13.6	67.8	100.0 (118)
Bogra	24.8	2.6	72.6	100.0 (117)
Ctg. North	1.2	-	98.8	100.0 (162)
Ctg. South	31.1	2.5	66.5	100.0 (161)
Gazipur	54.3	2.2	43.5	100.0 (92)
Khulna	20.3	-	79.7	100.0 (118)
Narshun gdi	10.9	13.0	76.1	100.0 (92)
Rajshahi	17.4	37.0	45.7	100.0 (138)
Rangpur	65.8	11.1	23.1	100.0 (117)
Sylhet	43.5	2.6	53.9	100.0 (115)
Total	27.5 (338)	8.5 (104)	64.1 (788)	100.0 (1230)

Note: Figures in parentheses indicate number of CDW

Toilet facility

Regarding this CDWs were asked to respond within three alternatives as ‘separate within the house’, ‘outside the house’ and ‘sharing with others’ in the house. Nearly two thirds of CDWs mentioned toilet facility ‘sharing with others in the house’ and little above one fourth mentioned ‘separate’ within the house. Rangpur, Sylhet, Gazipur and Chittagong South top the areas provisioning of the facility ‘separate but within the house’ (Table 4.20). These do not fit into any particular pattern relating to any other known condition within the given set of the present study except that toilet facility for CDW is generally good.

Abuse and Exploitation at Work of the CDWs

Type of work CDWs perform

Details of work that CDWs has to do are indicative of whether young child has to get involved in ‘light work’ or ‘hard work’, safe or hazardous work. The table below presents data on varied works that the workers have to perform. These data would show the works in order of their frequency (arranged from the highest to the lowest): wiping floor & furniture, help in cooking, cleaning utensils, washing clothes, wiping door and window etc. cooking, baby care, carrying heavy loads, calendaring clothes, accompanying child to and from school, body massage and caring elderly persons. Not all of them are free from risks of physical or psychological discomfort (Table 4.21).

Incidents of injury that took place at risky and exhaustive works

It may not be infrequent that CDWs are asked to

do work which may cause injury. On this issue CDWs were asked to ascertain if such incidents they faced during their work. At least one fourth (25.9 percent) of the total domestic workers affirmed that they had faced incidents and suffered injury (Table 4.22). Nature of injury more frequently reported was getting cut by sharp instrument while preparing vegetables and fish or meat, getting burn injury while ironing of clothes or boiling water or coking dish, getting hurt while doing odd work and braking limb, and also getting exhausted with tiresome works for long hours (Table 4.23).

Table 4.21: CDWs by type of work perform / engage by study area (in % of cases)

(Multiple response up to 12)

Type of works performed by CDWs	No. of response	Percent
Cooking	434	35.3
Help in cooking	957	77.8
Wash clothes	900	73.2
Wipe furniture	1042	84.7
Wipe door, window, fan, etc.	823	66.9
Clean utensils	909	73.9
Wipe floor	925	75.2
Care kids	401	32.6
Accompany child to & from school	188	15.3
Caring aged people	147	12.0
Body massage	183	14.9
Calendar clothes	239	19.4
Carry heavy loads	363	29.5
Others	43	3.5
Total response	7554	-
No. of CDW (N)	1230	100

Table 4.22 : CDWs (%) by age, gender and whether get hurt at work

Age category	Gender	Whether got injury		Total
		No	Yes	
Younger (6-11 year)	Male	83.8	16.2	100.0 (37)
	Female	77.0	23.0	100.0 (196)
	Total	78.1	21.9	100.0 (233)
Older (12-18 year)	Male	78.9	21.1	100.0 (114)
	Female	72.4	27.6	100.0 (883)
	Total	73.1	26.9	100.0 (997)
Total (6-18 year)	Male	80.1	19.9	100.0 (151)
	Female	73.2	26.8	100.0 (1079)
	Total	74.1 (911)	25.9 (319)	100.0 (1230)

Note Figures in parentheses indicate number of CDWs

Age, gender and incidents of injury

It is likely that younger the CDW higher the possibility of getting hurt at work. Data presented in table 4.22, however, show that older CDWs get hurt at work in more proportion

Table 4.23: Nature of injury of CDWs during work

(Multiple response up to 3)

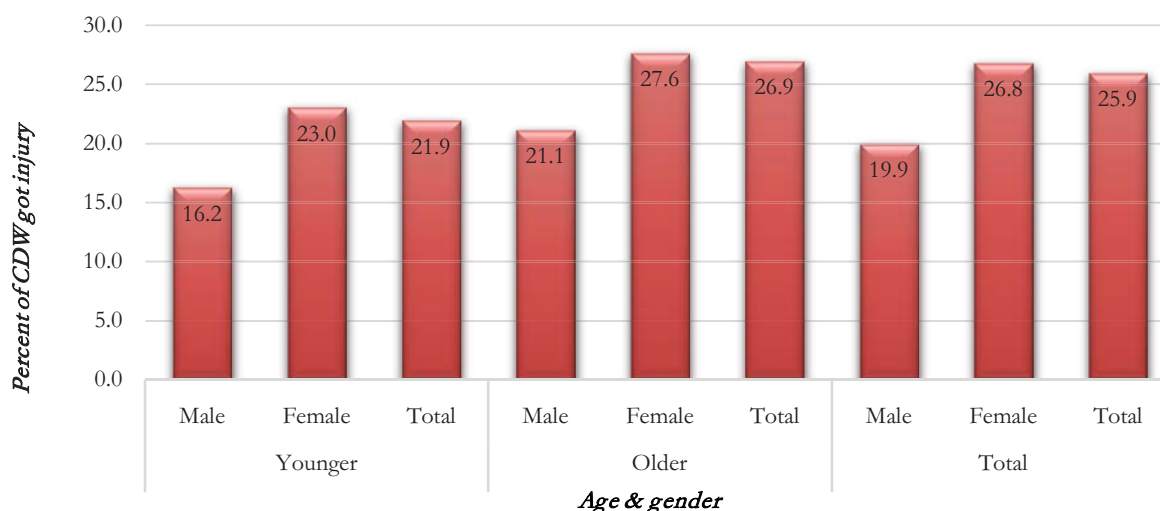
Nature of injury	Responses (N=319)	Percent
Hurt (Pain)	129	41.1
Cut (during wipe, cut veg., cut fish)	103	32.8
Burn (iron, cook, boil water, oil)	103	32.8
Leg broken	11	3.5
Total	346	-
<i>No. of CDW</i>	319*	100.0

*911 CDWs didn't hurt

(26.9%) compared to younger CDWs (21.9%). There might be a tendency of engaging CDWs in hazardous work as they get older.

If gender is considered female CDWs (26.8%) get more hurt at work compared to male CDWs

Figure 4.7: Proportion of CDWs got injury at work by age & gender



(19.9%). The pattern is same for both younger and older CDWs. However, the difference in the proportions of male and female CDWs is large among the younger CDWs compared to older CDWs, 6.8 and 6.5 percentage points (Figure 4.7). The female CDWs may have engaged in hazardous job (such as cooking, fetching water, etc.) compared to male CDWs.

Tiresome work

Performing tiresome work or imposing burden of work beyond the physical ability of mental preparedness is a kind of abuse of young children. The works include a long list indeed given below (Table 4.24).

Table 4.24: Tiresome/exhaustive nature of works CDWs have to perform
(Multiple response up to 4)

Type of tiring work	Responses	Percent
Wash clothes	340	36.9
Clean house (floor, door, window, Fan, etc.)	300	32.5
Cooking	257	27.9
Carry water	151	16.4
Bazar / Food shopping	135	14.6
Care aged person	76	8.2
Care kids	65	7.0
Ironing	56	6.1
Clean utensils	35	3.8
Spice grinding	33	3.6
Long-time work	24	2.6
Other (dry bed, go to roof, some work, etc.)	18	2.0
Total response	1490	-
No. of CDW	922*	100.0

*308 no tiresome work stated

Feeling / attitude of the CDWs with respect to her/his work

In regard to whether work is too much heavy for CDWs, three fourths of them (total of 1230) expressed discontent about work (Table 4.25). Nearly one fourth of them expressed the work too heavy and tiring. This situation may be considered a reflection of exploitative behaviour on the part of employer.

Table 4.25: How much tiring is the job of CDWs

Extent of tiredness	No. of CDWs	Percent
Too much tiring, want to leave	276	22.4
To some extent tiring	345	28.0
Tiring but no alternative as poor	296	24.1
Not that much tiring	313	25.4
Total	1230	100.0

Punishment

Physical punishment received at work

Physical punishment for CDWs in case of any fault in work or manner is ordinarily known to be frequent in the family of employer. This type of treatment is a kind of abuse. On this issue the survey question was not responded by 10.6 percent of the informants (CDWs). Among the rest more than half (53.7%) reported that they received punishment (Table 4.26).

Age, gender and physical punishment at work: More proportions of older CDWs reported received punishment compared to younger CDWs, 57.3 percent and 37.7 percent respectively (Table 4.26). It appears that young CDWs are handled with more love and affection compared to older CDWs.

If gender is considered female CDWs experienced physical punishment is slightly higher proportions (54.0%) than male CDWs (51.9%). When age is controlled the difference between the proportions of male and female CDWs received physical punishment almost diminishes for both younger and older CDWs (Figure 4.8). So it is clear that age of the CDWs determines whether he or she will receive physical punishment work.

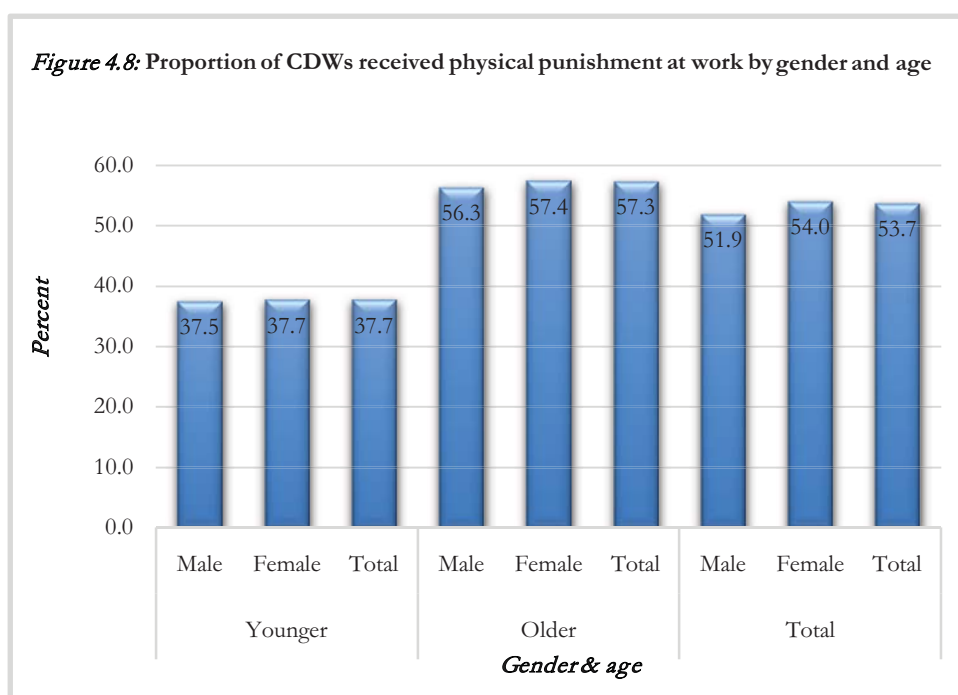
Reasons behind physical punishment: Among the various reasons behind punishment most common reported is mistake in work, 60.9 percent. Late in work caused punishment for 36.3 percent CDWs, break something for 30.7 percent CDWs, disobey 12.3 percent, and evade work 8.8 percent (Table 4.27).

Table 4.26: CDWs (%) by age, gender and whether punished physically

Age category	Gender	Whether get physical punishment		Total
		No	Yes	
Younger (6-11 year)	Male	62.5	37.5	100.0 (32)
	Female	62.3	37.7	100.0 (167)
	Total	62.3	37.7	100.0 (199)
Older (12-18 year)	Male	43.7	56.3	100.0 (103)
	Female	42.6	57.4	100.0 (798)
	Total	42.7	57.3	100.0 (901)
Total (6-18 year)	Male	48.1	51.9	100.0 (135)
	Female	46.0	54.0	100.0 (965)
	Total	46.3 (509)	53.7 (591)	100.0 (1100*)

*130 no response

Note: Figures in parentheses indicate number of CDWs



Type and frequency of punishment: About the type of punishment was mentioned by 591 CDWs. One respondent could mention more than one type; thus total responses were 918 (Table 4.28). The types of punishment include, in order of frequency, scolding (65.8 percent), doing inveigh (27.6 percent), slapping (27 percent), and beating (19 percent). Other types in smaller proportion include salary cut, ear smearing, suspending meals, etc. At least 16 percent of the CDWs replied that this abuse (punishment) takes place always and 83 percent replied sometimes (Table 4.29)

Table 4.28: Type of punishment given to CDWs
(Multiple response up to 4)

Punishment type	Responses (N=591)	Percent
Scold	389	65.8
Inveigh	163	27.6
Slap	162	27.4
Beat	111	18.8
Salary cut/late	34	5.8
No Meal	22	3.7
Ear smear	20	3.4
Others	17	2.9
Total	918	-
No. of CDW	591	100.0

*509 not punishment, 130 no response

Table 4.27: Reasons behind punish CDWs
(Multiple response up to 3)

Reasons	Responses (N=591)	Percent
Mistake in work	361	60.9
Late in work (cooking, return from school, return from bazaar/ food shopping)	215	36.3
Break something	182	30.7
Disobey	73	12.3
Evade work	52	8.8
Late wake up in morning	24	4.0
Waste materials	26	4.4
Other (forget bazaar item, play, sleep, touch mobile, baby cry, etc.)	19	3.2
Total response	952	-
No. of CDW	591*	100.0

*509 not punishment, 130 no response

Table 4.29: Frequency of punishment

Frequency of punishment	No. of CDWs	Percent
Always	98	16.6
Sometimes	493	83.4
Total	591	100.0
No response & not applicable	639	52.0
Total	1230	100.0

Mental punishment received at work

Fifty seven percent of the total CDWs mentioned that they were subject to mental torture (Table 4.30). Fifteen percent did not make any response in this regard. Fifty five percent of total 591 responses were described mental shock or torture when the children working in the employers' family were scolded, physically beaten, uttered derogatory comment

on the child, humiliated CDW's family and leave not granted at the time of need (Table 4.31).

Proportion CDWs punished mentally is considerably higher for the older CDWs compared to younger CDWs, 60.1 percent and 40.1 percent respectively (Table 4.30). Higher proportion of female CDWs (57.7%) reported mental punishment compared to male CDWs. However, when age is controlled the proportion of male CDWs (42.4%) reported mental punishment is slightly higher than the proportion of female CDWs (40.1%). In the older age group the proportion of female CDWs reported mental punishment is considerably higher than the proportion of male CDWs, 61.3 percent and 51.0 percent. It appears that older and female CDWs feel more mental shock compared to younger and male CDWs. (Figure 4.9).

Table 4.30: CDWs (%) by age, gender and whether punished mentally

Age category	Gender	Whether get mental punishment		Total
		No	Yes	
Younger (6-11 year)	Male	57.6	42.4	100.0 (33)
	Female	59.9	40.1	100.0 (157)
	Total	59.5	40.5	100.0 (190)
Older (12-18 year)	Male	49.0	51.0	100.0 (100)
	Female	38.7	61.3	100.0 (755)
	Total	39.9	60.1	100.0 (855)
Total (6-18 year)	Male	51.1	48.9	100.0 (133)
	Female	42.3	57.7	100.0 (912)
	Total	43.4	56.6	100.0 (1045*)

*185 or 15 percent no response

Note: Figures in parentheses indicate number of CDWs

Figure 4.9: Proportion of CDWs reported mental punishment at work by gender and age

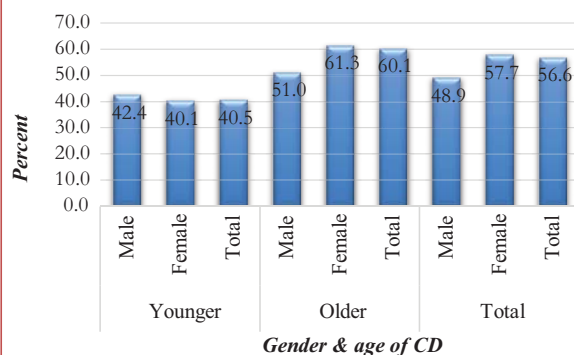


Table 4.31: Reason behind CDWs' mental trauma
(Multiple response up to 3)

Reason behind mental trauma	Responses (N=591)	Percent
When scolded	324	54.7
When beaten	98	16.6
When passed derogatory comment	92	15.5
When humiliate CDWs' family member	88	14.9
When humiliated / blamed	20	3.4
If leave not given in need	18	3.0
When food not given timely / bad food	13	2.2
When give termination threat	12	2.0
When cut salary	8	1.4
Others (locked, excess work, doubting, stop school, etc.)	21	3.5
Total response	694	-
No. of CDW	591	100.0

Behaviour of the employer

About a half of the total CDWs reported of general rough behavior of one or the other members of the employer's family (Table 4.32). Most frequent one behaving badly is the wife of

house owner (67.9%), followed by the owner himself (25.9%), and daughter of the owner (12.0%). Son of the owner or every member of the family was also reported by CDWs as behave badly (Table 4.33).

Table 4.32: CDWs (%) by age, gender and whether faced bad behaviour

Age category	Gender	Whether faced bad behaviour		Total (N)
		No	Yes	
Younger (6-11 year)	Male	56.8	43.2	100.0 (37)
	Female	65.8	34.2	100.0 (196)
	Total	64.4	35.6	100.0 (233)
Older (12-18 year)	Male	54.4	45.6	100.0 (114)
	Female	45.4	54.6	100.0 (883)
	Total	46.4	53.6	100.0 (997)
Total (6-18 year)	Male	55.0	45.0	100.0 (151)
	Female	49.1	50.9	100.0 (1079)
	Total	49.8	50.2	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

Table 4.33: Member of the employer's family behaves badly

(Multiple response up to 3)

Family member	Responses (N=613)	Percent
Wife of house owner	419	67.9
House owner himself / herself	160	25.9
Daughter of house owner	74	12.0
Mother of house owner	60	9.7
Every member	55	8.9
Son of house owner	37	6.0
Other (Employer's father, daughter in law, sister, brother in law, mother in law, granddaughter, etc.)	19	3.1
Total	824	-
<i>No. of CDW</i>	<i>613</i>	<i>100.0</i>

*617 behave normally

Gender and age of the CDWs and behaviour of the employer

Like physical and mental punishment, proportion of CDWs reported bad behaviour of the employer or his/her family members / relatives at work place is considerably higher for the older CDWs compared to younger CDWs, 53.6 percent and 35.6 percent respectively (Figure 4.10). It appears that young CDWs are treated softly than older CDWs. Again, female CDWs reported bad behaviour in higher proportions (50.9%) than male CDWs (45.0%). When the gender difference in terms of bad behaviour at work is examined with age the proportion of male CDWs reported bad behaviour in the younger age group is found higher compared to female, 43.2 percent and 34.2 percent respectively. On the other hand, in the older age group proportion of female CDWs

reported bad behaviour is higher than male CDWs, 54.6 percent and 45.6 percent respectively (Table 4.32 & Figure 4.10).

Illicit approach/touch faced by the CDWs

It was least likely that boys were touched by some elder member of the family; but the female CDWs were touched not infrequently (Table 4.34). This ill behaviour to female CDWs took place at increasing frequency as their age increased to 12 –14 and 15 -18 years (Table 4.35). Those who have tendency to try to show the ill motive to get the female worker close for illicit relation include guard in the compound, visiting relatives, neighbor and even family member of employer (Table 4.36). Two hundred sixteen workers (17.6%) mentioned such behaviour form others.

Figure 4.10: Proportion of CDWs faced bad behaviour at work by gender and age

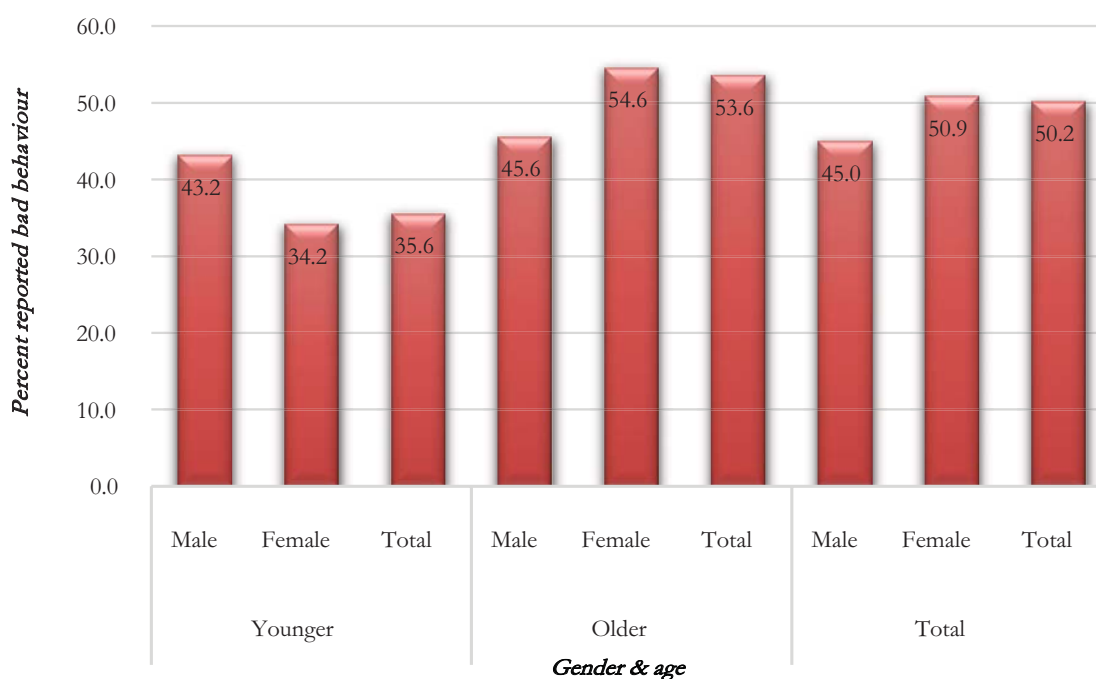


Table 4.34: Whether anybody touches/ expresses ill motive by gender (%)

Gender of CDWs	Touch/express ill motive		Total
	No	Yes	
Male	96.7	3.3	100.0 (151)
Female	80.4	19.6	100.0 (1079)
Total	82.4 (1014)	17.6 (216)	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

Table 4.35: Whether anybody touches/ expresses ill motive by age

Age (Year)	Touch/express ill motive		Total
	No	Yes	
6-8	100.0	0.0	100.0 (21)
9-11	95.3	4.7	100.0 (212)
12-14	85.8	14.2	100.0 (527)
15-18	72.1	27.9	100.0 (470)
Total	82.4 (1014)	17.6 (216)	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

Table 4.36: Person involved in touching/ expressing ill motive
(Multiple response up to 3)

Person with ill motive	Responses	Percent
Family member	41	19.0
Visiting relatives	50	23.1
Neighbour	47	21.8
Guard	66	30.6
Village People	18	8.3
Another house worker near by	2	.9
Local boys	3	1.4
Other	11	5.1
Total	238	-
<i>No. of CDW</i>	<i>216*</i>	<i>100.0</i>

*1014 not applicable

Felt Needs and Aim in Life of the CDWs

What are the current needs felt by the CDWs?

Arranged in order of the percentages of responses by CDWs in the study, the felt needs are as in the table below (Table 4.37).

Table 4.37: CDWs by expressed felt need at present
(Multiple response up to 7)

Felt need at present	Responses	Percent
Adequate meal	68	5.6
Meal when hungry	401	33.3
Treatment when sick	234	19.4
Scope for rest & play	494	41.0
Watch TV	256	21.2
Scope for study	893	74.1
Go outside	649	53.9
Meet parents	90	7.5
Others (leave, use mobile, etc.)	6	.5
Total	3091	-
<i>No. of CDW</i>	<i>1205*</i>	<i>100.0</i>

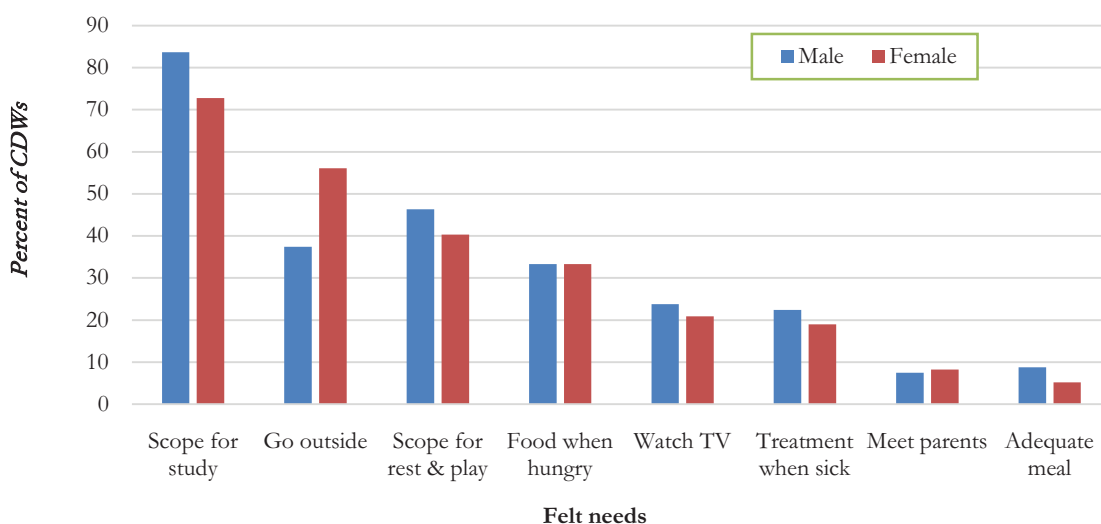
*25 no response

It would be clear from the above presentation that the need of the topmost importance is opportunity to 'pursue education' (about three fourths of the total responses of 1205 CDWs indicating this). This is followed by 54 per cent of responses that indicate 'desire to go outside' (meaning having some break or leisure out of work or some freedom to go out). Next are the needs to get scope to 'take rest and play', and to have meals when hungry (33 percent of responses indicating this). About one fifth (21

percent of responses) indicates need for ‘scope to watch TV’ which means having recreation, and almost 20 percent for ‘medical care when sick’. Even opportunities to ‘meet parents’ and provision of ‘adequate meals’ are stated by some respondents as their felt ‘needs’. It is thus obvious that in many cases the basic rights of CDWs are currently denied in the employers’ families. The situation as such substantiates the observation that CDWs are “inside families but outside the law”.

female CDWs (56.1%) mentioned ‘go outside’ as their felt need which has been mentioned by 37.4 percent of male CDWs (third highest). These indicate that female CDWs may have barred from going outside mainly for security reason. The second highest proportion of male CDWs (46.3%) have mentioned ‘scope for rest and play’ as their felt need indicates that they may have given less chance of rest and play. The proportion of female CDWs mentioned this is close by though third highest in order among the female CDWs. Other felt needs mentioned by the male

Figure 4.11: Felt needs of the CDWs by gender (%)



Gender of the CDWs and felt need

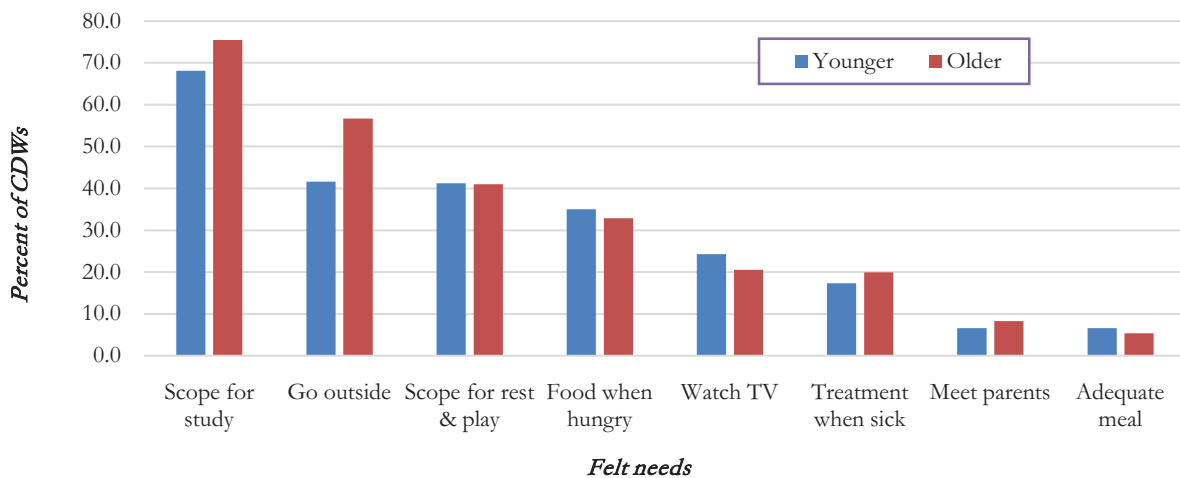
Some difference has been found between male and female CDWs in terms of felt needs. ‘Scope for study’ has been mentioned by both male and female CDWs in highest proportions (83.7% and 72.8% respectively) as their number one felt need though the proportion of female is lower than male. The second highest proportion of the

and female CDWs are almost same in order with slight difference among gender (Figure 4.11).

Age of the CDWs and felt need

It is evident from the figure 4.12 that both older (12-18 years) and younger (6-11) years) CDWs eager to have scope for study. It has been

Figure 4.12: Felt needs of the CDWs by age group (%)



mentioned by highest proportion of CDWs of both age groups. Go outside for play has been mentioned by more proportion of female CDWs as felt need indicate that they might have barred from going outside house as they grew older. Other felt needs have been mentioned by more or less equal proportions of CDWs of both age groups.

What is that CDWs aspires to be in life?

More than one third of CDWs respond that they do not know the goal of their life. Perhaps an answer to this question is beyond their comprehension and they are yet to be thoughtful about it. For most of them it is their immaturity which explains lack of awareness or thinking ability in this regard. Among the others responding to the question more frequent are those (17.5 percent) who think about some job

(unspecific); this is also their unfamiliarity with the wider range of specific jobs, and also this may be explained by their lack of literacy/education. Next are the categories of professionals (10.1 percent) such as doctor, engineer, teacher, nurse. It is possible that older CDWs are familiar with these jobs (Table 4.38).

There are some other works or jobs that they aim at: included are running shops or doing some business; probably in case of female jobs in garments are to be their aim. Similarly to become housewife or mother in their adulthood is the choice.

On the question of what would be the means for them to realize their aim the frequently mentioned ones are (in order of frequency) education, money, training and good job. A few stated self-employment as a possible option for them to achieve what they want (Table 4.39).

Table 4.38: CDW's aim in life

Aim	No. of CDWs	Percent
Don't know	424	36.6
Job	203	17.5
Professional (teacher, Engineering, doctor, nurse, etc.)	117	10.1
Shop/Business	79	6.8
Garment Job	73	6.3
Good housewife/mother	66	5.7
Tailor	59	5.1
Help family/educate siblings	24	2.1
Economically well / house owner	23	2.0
Driver/mechanic/artisan	24	2.1
Self employed	17	1.5
Live in peace	16	1.4
Good citizen / successful in life	14	1.2
Performer/Actress	11	.9
Beautician	10	.9
Total	1160	100.0
No response	70	5.7
<i>Total</i>	<i>1230</i>	<i>100.0</i>

Table 4.39: Means / support needed to realize aim in life

((Multiple response up to 3))

Means / support	Responses	Percent
Training	166	22.6
Money	329	44.7
Education	356	48.4
Self-employment	15	2.0
Fulfill basic needs / family support (food, cloth, accommodation, treatment care, love, etc.)	103	14.0
Good job/work scope	121	16.4
Treatment	14	1.9
Good husband/wife	8	1.1
Get job/Manage job	4	.5
Others (sports, sewing machine, grant, necessary support)	13	1.8
Total	1115	-
<i>No. of CDW</i>	<i>736</i>	<i>100.0</i>

*424 CDWs do not know aims, 70 give no response.

Awareness of Rights and Access to Services

Whether the CDWs have ever heard about Child Rights

At least sixty one percent (757) of CDWs out of the total number 1230 in the present sample have not yet heard about it, total number being 757 (Table 4.40). Gender difference is small, only 3 percent, female being aware 38.8 percent and male 35.8 percent. Of those who have heard (473 in number) are older by age; with the increase of age-level percent having heard increases which looks natural indeed (Table 4.41).

Table 4.40: Whether the CDWs heard about child rights by gender

Gender of CDW	Whether heard about child rights		Total
	No	Yes	
Male	64.2	35.8	100.0 (151)
Female	61.2	38.8	100.0 (1079)
Total	61.5 (757)	38.5 (473)	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

Table 4.41: Whether the CDWs heard about child rights by age

Age (Year)	Whether heard about child rights		Total
	No	Yes	
0-8	95.2	4.8	100.0 (21)
9-11	70.3	29.7	100.0 (212)
12-14	61.3	38.7	100.0 (527)
15-18	56.4	43.6	100.0 (470)
Total	61.5 (757)	38.5 (473)	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

What are the sources that the CDWs heard from about child rights?

Eighty percent of those who have heard of it got to hear from television programme, 15 percent from other people, and 8.5 percent from school. Any other source (print media, campaign and advocacy) have no role or at best very negligible contribution to raising awareness among CDWs (Table 4.42).

Table 4.42: Sources from which CDWs heard about child rights
(Multiple response up to 3)

Source of knowledge of about child right	Responses	Percent
School	40	8.5
Television	378	79.9
From people	71	15.0
NGO	7	1.5
Print media	7	1.5
Human chain	3	0.6
Total of responses	506	-
No. of CDW	473*	100.0

*757 do not know about child right

Are the CDWs aware of the highest age limit of a 'child'?

Two percent (25) of the total sample had no response to the question. Of the rest, 31 percent were not aware. Among the others the percentage increases as the age brackets rise. From 9.1 percent in the age category of up to 10 years claiming to have been aware of age limit the percentage gradually and consistently increases until the percentage reaches 23.7 percent at the highest (Table 4.43).

Table 4.43: Highest age considered as child including domestic ‘Child Worker’

Highest age (year)	No. of CDWs	Percent
Up to 10 Year	110	9.1
Up to 12 Year	136	11.3
Up to 14 Year	129	10.7
Up to 16 Year	166	13.8
Up to 18 Year	286	23.7
Don't know	378	31.4
Total	1205	100.0
No response	25	2.0
Total	1230	100.0

What are the facilities CDWs require to ensure improved living in future?

Multiple responses were possible to this question; as such there were 2152 responses from 1033 individual CDWs. As many as 139 individuals said they ‘did not know’ and 58 did not make any response. Of the others an overwhelmingly large proportion (83.8 percent) said education/training. This was followed by ‘nutritious food’ (29.6 percent), ‘recreation facilities’, ‘proper care’, ‘enough money’, ‘proper medical care’, ‘parental care and love’, ‘right to have proper living’, and ‘appropriate environment’, etc., in that order (Table 4.44). There were ‘other’ privileges/facilities the CDW respondents mentioned they would require are of smaller proportions, but altogether make substantive a proportion of about one fifth of the total 2152 responses. Among these ‘other’ responses three in particular i.e. security, adequate rest and bringing ‘dangerous work’ to an end or allowing some freedom (as they stated in their language) are to be recognized with due importance for they point to some conditions from ‘rights’ perspective’.

Table 4.44: Facilities/rights required ensuring better living for children in future
(Multiple response up to 4)

Facilities / rights	Responses	Percent
Education/training	866	83.8
Nutritious food	306	29.6
Recreation/play/TV/travel	192	18.6
Proper care	145	14.0
Enough money	140	13.6
Proper treatment	106	10.3
Parents' care/love/involvement	90	8.7
Living right	89	8.6
Good/appropriate environment	52	5.0
Manage good job/work	50	4.8
Proper clothing	40	3.9
Manage good job/work	50	4.8
Security	39	3.8
Adequate rest	19	1.8
Others (Fulfill all demands, GO/NGO help, Stop dangerous work, freedom)	15	1.5
Total responses	2152	-
No. of CDWs	1033*	100.0

*139 do not know & 58 no response

Working hours and Rest Time of the CDWs

Daily working hour

The early morning hour (time) when some CDWs, although a small proportion, have to start working is 5 O'clock. Almost ninety percent start working by the time it is 7 in the morning. And most of them finish their work only by 11 or 12 in the night (Table 4.45). The daily total working

Table 4.45: Distribution of CDWs according to when they finish work at night (% worker)

Work finishing hour at night	No. of CDWs	Percent	Cumulative Percent
19.00	14	1.1	1.1
20.00	48	3.9	5.0
21.00	117	9.5	14.6
22.00	343	27.9	42.4
23.00	532	43.3	85.7
24.00	176	14.3	100.0
Total	1230	100.0	-

Table 4.46: Daily working hours of CDWs

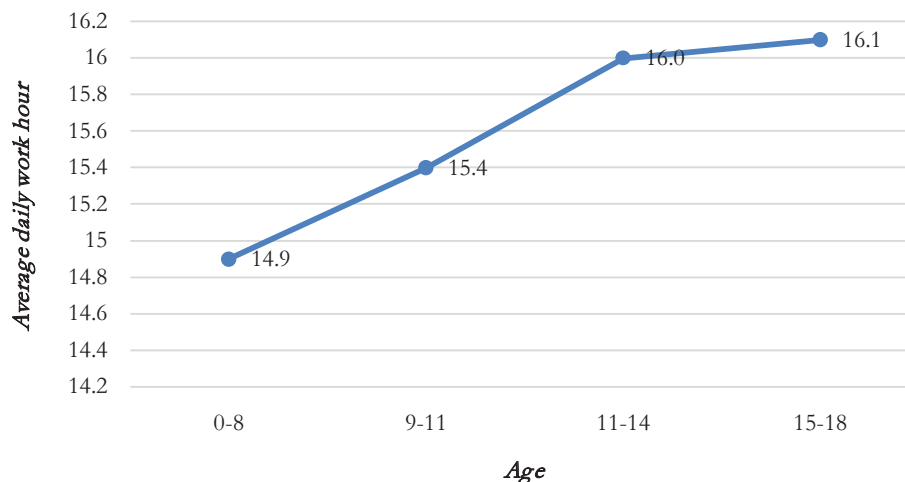
Daily working hour	No. of CDW	Percent	Cumulative Percent
Up to 12	15	1.2	1.2
12-13	55	4.5	5.7
13-14	115	9.3	15.0
14-15	190	15.4	30.5
15-16	339	27.6	58.0
16-17	360	29.3	87.3
17-18	145	11.8	99.1
18+	11	.9	100.0
Total	1230	100.0	-

hours for nearly 80 percent of CDWs are 14 to 18 hours, even more in some cases (Table 4.46). Thus the fact of the matter is beyond any doubt that CDWs have to work up to late hours at night, although they are young in age and are employees ideally requiring a limitation of timing of work. It is observed from the distribution of CDWs according to when they finish their work that as high as 86 percent of CDWs have to finish only after 10 in the night and more than a half (57

percent) has to work until 11 or 12 in midnight.

Having examined the daily total working hours in relation to age and gender of CDWs some statistics as average, minimum and maximum of hours would give the necessary scenario (Table 4.47). The average daily working hour of the CDWs is 15.9 hours. The daily average working hour has increased continuously with increase of age of the CDWs (Figure 4.13).

Figure 4.13: Age and daily working hour of the CDWs



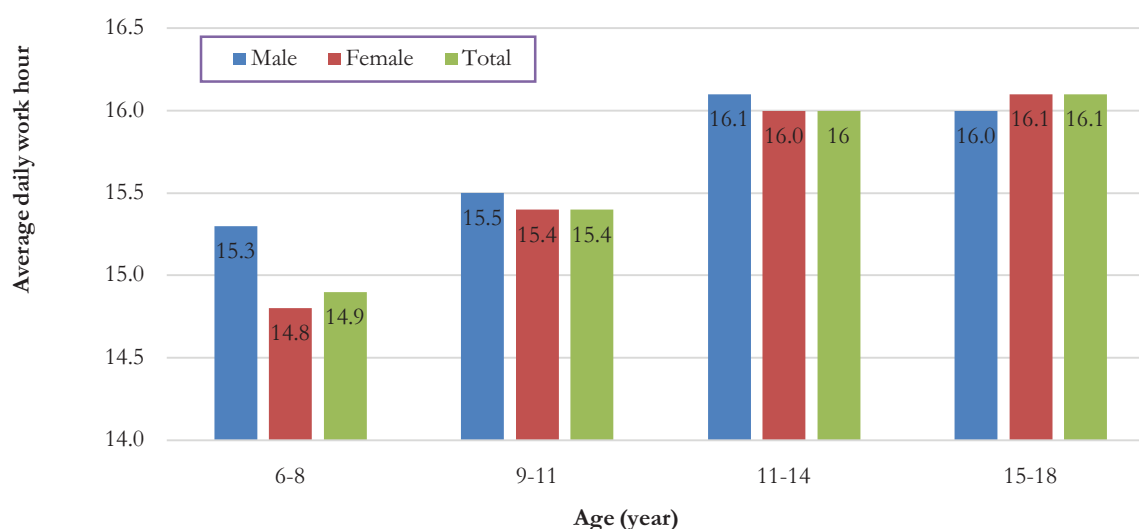
The average working hour for all male and female (i.e. all age groups except the youngest group of 6-8 years in which male children appear to little higher average) is not different. Taking all

age groups together the minimum for male is higher than that of female, on the other hand the maximum for all female is little higher than that of their counterpart. (Table 4.47 & Figure 4.14).

Table 4.47: Average daily working hours of CDWs by age and gender

Age (Year)	Male			Female			Total		
	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum
6-8	15.3	14.0	16.0	14.8	12.0	17.0	14.9	12.0	17.0
9-11	15.5	10.0	17.5	15.4	11.0	18.0	15.4	10.0	18.0
12-14	16.1	12.0	19.0	16.0	8.0	19.0	16.0	8.0	19.0
15-18	16.0	13.0	18.0	16.1	11.0	19.5	16.1	11.0	19.5
Total	15.9	10.0	19.0	15.9	8.0	19.5	15.9	8.0	19.5

Figure 4.14: Average daily work hour of the CDWs by gender & age



Do the CDWs get any time for rest within the working hours?

In regard to whether the workers have rest time during their working hours, it would be observed from table 4.48 that regardless of gender 20-25 of the workers generally do not have any rest time. The only exception is found in case of the 12-14 age groups where male appears to have more time for rest which cannot be explained. The situation looks like a sporadic one.

‘Decent work standard’ as per ILO convention’s provision does require time for rest of workers in employment. Data of the present study sample shows that 22.6 percent workers get no time for rest. In this some gender difference is noted: males are more in proportion having rest time than the females. Such difference is bigger particularly in 12- 14 age group. In other age groups there is no difference. Of the younger groups of both male and female all can have some rest time. Of the 9-11 age groups male female equal proportions (20 percent) in their respective sub-groups can take some time for rest.

Table 4.48: Whether the CDWs have rest time by age and gender

Age of CDW	Gender	Whether have rest time		Total
		No	Yes	
6-8	Male	-	100.0	100.0 (3)
	Female	-	100.0	100.0 (18)
	Total	-	100.0	100.0 (21)
9-11	Male	20.6	79.4	100.0 (34)
	Female	20.8	79.2	100.0 (178)
	Total	20.8	79.2	100.0 (212)
12-14	Male	12.0	88.0	100.0 (75)
	Female	23.2	76.8	100.0 (452)
	Total	21.6	78.4	100.0 (527)
15-18	Male	25.6	74.4	100.0 (39)
	Female	25.5	74.5	100.0 (431)
	Total	25.5	74.5	100.0 (470)
Total	Male	17.2	82.8	100.0 (151)
	Female	23.4	76.6	100.0 (1079)
	Total	22.6	77.4	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

How the CDWs Find Working in Home Environment

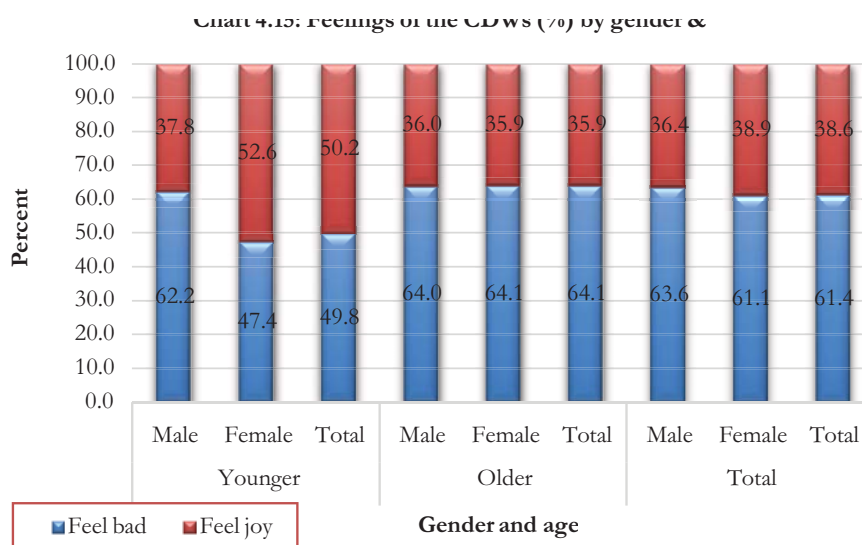
On this question the nearly two thirds of our respondents (total 1230) have reported that for them it is appalling, however for the other one third it is generally likeable (Table 4.49). The proportion of CDWs reported work as appalling is slightly higher for the male CDWs compared to female CDWs, 63.6 percent and 61.1 percent respectively. Interestingly higher proportion

(64.1%) of older CDWs reported the work as appalling compared to younger ones (49.8%). If gender and age are considered together, among the older CDWs, there is no difference between male and female CDWs in this regard. However, among the younger CDWs the proportion reported appalling is significantly higher for male compared to female CDWs, 62.2 percent and 47.4 percent respectively (Figure 4.15).

Table 4.49: Feelings of the CDWs (%) about the work environment by age & gender

Age category	Gender	CDWs' feelings about work environment		Total
		Appalling	Likable	
Younger	Male	62.2	37.8	100.0 (37)
	Female	47.4	52.6	100.0 (196)
	Total	49.8	50.2	100.0 (233)
Older	Male	64.0	36.0	100.0 (114)
	Female	64.1	35.9	100.0 (883)
	Total	64.1	35.9	100.0 (997)
Total	Male	63.6	36.4	100.0 (151)
	Female	61.1	38.9	100.0 (1079)
	Total	61.4	38.6	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs



Consequence in case of the CDWs' mistake at work

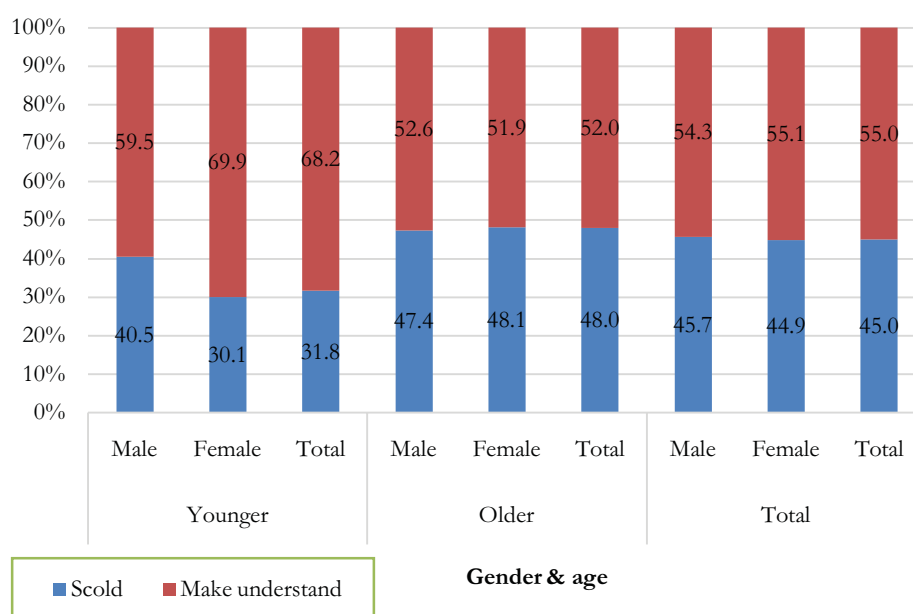
In regard to the manner how the worker is treated when minor mistake is committed, nearly a half (45.0%) of them have reported scolding and another 55.0 percent reported that they were helped to make understand the work (Table 4.50). There is not that much difference between male and female CDWs in this regard, 54.3 percent and 55.1 percent respectively. Older CDWs face scolding more (48.0%) than younger CDWs (31.8%). When gender and age are considered together the proportions of both male and female CDWs are close (47.4% & 48.1% respectively) and higher than both male and female CDWs of younger age group. The difference between the proportions of male and female CDWs of younger age group is also significant, 40.5 percent and 30.1 percent respectively. So CDWs receive better treatment if she is girl and of younger age group (Table 4.50 & Figure 4.16).

Table 4.50: CDWs (%) by consequence in case of mistake in work by age and gender

Age category	Gender	Consequence in case of mistake in work		Total
		Scold	Make understand	
Younger (6-11 year)	Male	40.5	59.5	100.0 (37)
	Female	30.1	69.9	100.0 (196)
	Total	31.8	68.2	100.0 (233)
Older (12-18 year)	Male	47.4	52.6	100.0 (114)
	Female	48.1	51.9	100.0 (883)
	Total	48.0	52.0	100.0 (997)
Total (6-18 year)	Male	45.7	54.3	100.0 (151)
	Female	44.9	55.1	100.0 (1079)
	Total	45.0	55.0	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

Chart 4.16: Percent of CDWs by consequence in case of mistake in work by age and gender



Punishment in case of mistake in work

When asked whether they face punishment due to mistake in work, 21 did not replied to the question. Among the rest 1209 CDWs more than half (50.5%) reported that they were punished (Table 4.51). Most of them (85.4%) who faced punishment reported light punishment and 14.6 percent reported severe punishment (4.52). Older CDWs punished in more proportions (53.8%) than younger CDWs (36.0%).

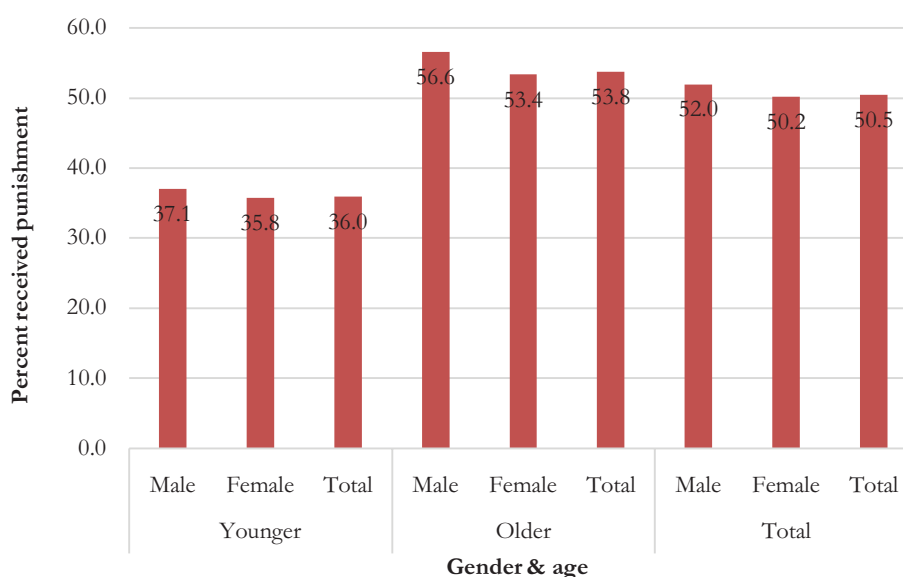
However, the difference between male and female CDWs punished in case of mistake in work is less than two percentage points, 52.0 percent and 50.2 percent respectively (Figure 4.17). If age group is controlled the difference between male and female CDWs receive punishment in case of mistake in work become insignificant (Table 4.51). It appears that possibility of receiving punishment is more for older CDWs whatever the gender is.

Table 4.51: CDWs (%) by whether punished in case of mistake in work by age and gender

Age category	Gender	Whether punished if mistake in work		Total
		No	Yes	
Younger (6-11 year)	Male	62.9	37.1	100.0 (35)
	Female	64.2	35.8	100.0 (190)
	Total	64.0	36.0	100.0 (225)
Older (12-18 year)	Male	43.4	56.6	100.0 (113)
	Female	46.6	53.4	100.0 (871)
	Total	46.2	53.8	100.0 (984)
Total (6-18 year)	Male	48.0	52.0	100.0 (148)
	Female	49.8	50.2	100.0 (1061)
	Total	49.5	50.5	100.0 (1209*)

*21 no response Note: Figures in parentheses indicate number of CDWs

Figure 4.17: Proportion of CDWs received punishment in case of mistake in work



Nature of punishment received by the CDWs due to mistake committed at work

The 610 CDWs reported received punishment due to mistake in work has been distributed in table 4.52 by their age, gender and nature of punishment. Overall only 15.9 percent among those received punishment, reported faced hard punishment. The rest 85.4 percent reported received light punishment. Data reveals that more female CDWs receive hard punishment compared to male CDWs. In total the proportion of female CDWs reported hard punishment is more than three times higher than that of the male CDWs, 15.9 percent and 5.2 percent respectively. Again, among the younger CDWs 11.8 percent of the female CDWs received hard punishment compared to none of the male CDWs. Similarly in the older age group the proportion of female CDWs received hard punishment is nearly three times higher than that of the male CDWs, 16.6 percent and 6.2 percent respectively (Figure 4.18). Findings reveal that though a small proportion of CDWs receive hard punishment in case of mistake in work the chance of hard punishment is more for older CDWs and older female CDWs in particular.

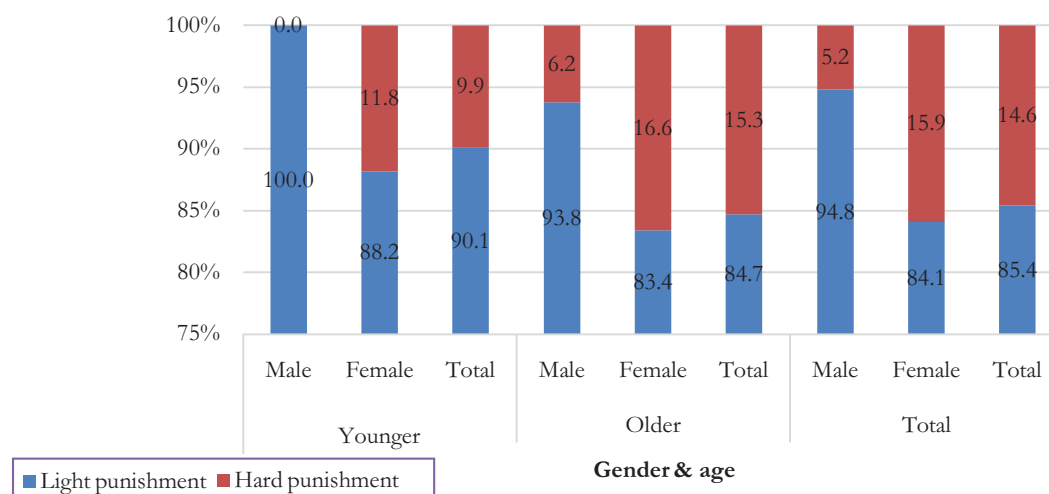
Table 4.52: CDWs (%) by nature of punishment received due to mistake in work by age and gender

Age category	Gender	Nature of punishment received by the CDWs		Total
		Light punishment	Hard punishment	
Younger (6-11 year)	Male	100.0	0.0	100.0 (13)
	Female	88.2	11.8	100.0 (68)
	Total	90.1	9.9	100.0 (81)
Older (12-18 year)	Male	93.8	6.2	100.0 (64)
	Female	83.4	16.6	100.0 (465)
	Total	84.7	15.3	100.0 (529)
Total (6-18 year)	Male	94.8	5.2	100.0 (77)
	Female	84.1	15.9	100.0 (533)
	Total	85.4	14.6	100.0 (610*)

*599 not punished and 21 No response

Note: Figures in parentheses indicate number of CDWs

Figure 4.18: Nature of punishment received by the CDWs (%) due to mistake in work by gender and age



Scope for CDWs for Getting Education

This issue is a very significant one in consideration of the family background of CDWs and the overall societal attitude which is a traditional one but still persisting in the advantage of middle and upper classes of society for their comfort or necessity particular in urban areas. The 'rights concept' for all children is yet to gain popularity among the masses across the class levels including various professionals. Making opportunities available to them to access education would be not only a noble social responsibility of the employers of CDW, but also a recognition of the underprivileged children of the society who are neglected and sometimes humiliated, to support the CDWs to become dignified citizens contributing to the development of society. In this regard, BSAF and other actors find out the scope for social advocacy, campaign and other interventions through programme interventions. An illustration of such outcome of social service (intervention) programmes may be noted in the following paragraph:

Access to formal education for the CDWs

We may begin discussion on this aspect with a general evidence-based prelude to accessing education by CDWs:

Educational barriers are considered to be a main factor driving children into domestic work, such as geographically or financially inaccessible schooling, failed educational experiences, irrelevant curricula, and gender-based norms such as the devaluation of girls' education (ILO-IPEC, 2004; Arag o-Lagergren, 2003). In Egypt, educational policies may contribute to child labour, such as the lack of enforcement of mandatory education requirements (which is only to primary level), unaffordable school fees, the biased allocation of public educational funds, curricula irrelevant to students' needs, and gender bias against girls in the school system (Gazaleh, Bulbul, Hewala & Najim, 2004).

In a study by the Social Research Center at the American University in Cairo (2007), most poor families expressed education as the top choice for their children, though children started working due to prohibitive school fees and negative educational

In early 1970's a survey was conducted on children engaged in domestic work and other similar low-paid works or works with irregular earning against manual labour at the market places/railway and launch terminals, as street vendors later on termed as street children, affectionately called 'patha kali'. It was a descriptive and at the same time analytic study with indications of wretched life situation as well as their expectations of life in future. Based on the findings on their life situations and the potentials to become useful citizens, literate and skilled manpower of the country getting out of the vicious cycle of poverty and getting on to the track for upward economic and social mobility for themselves and for their families. The findings of this study and the programme outline suggested there for underprivileged /marginalized children provided the basis of establishing the Underprivileged Children's Educational Programme Bangladesh (UCEP Bangladesh) which has been for many years since 1972 regarded as one of the reputed non-government education and skills training organizations not only within the country but also beyond the national boundaries. UCEP provides a special education programme for four years enabling the students to acquire competence equivalent to grade VIII following the national curriculum of Bangladesh (students taking opportunity to compete in national Junior School Certificate examination). This general education programme covers pre-vocational education/ training. Students completing this level can move on to further education in the general education stream of the nation or choose to take technical-vocational education and training under various trades available at UCEP Technical Schools in several divisional cities of the country. Some of the trades are accredited by the Bangladesh National Technical Education Board (BTEB).

experiences. This also applies to the child domestic workers in our sample. As mentioned earlier, most of the child domestic workers either did not go to school or dropped out from formal education. Only two current child domestic workers are combining schooling and work, and only three former child domestics are still enrolled in education.

CDWs desire an opportunity for education afresh

Generally, the CDWs are deprived of the opportunity of education. According to a survey conducted by ILO, 89 percent of the CDWs are currently out of schools. However, 80 percent reported that they would like to attend schools had there been such an opportunity. About 19 percent also reported that their employer promised them schooling at the time of joining work at employers' households (Table 3.18, ILO Study, 2006). However, regarding future intention it appears that many of the CDWs have lost all high hopes. They only desire to get a good job and ultimately to get married. About 39 percent have not yet decided about their future plan.

About 48 percent of female and 4 percent of male CDWs expect that their employers would help them to get married by paying dowry, 26 percent expect some help for their parents, and 7 percent expect help to find good jobs

In our present study a good number of CDWs had some education earlier, mostly general education of our system. Thus it is very likely that such children would have a natural desire to pursue education afresh if opportunities are made available to them.

In Bangladesh reputed non-government organizations like UCEP, BRAC, Dhaka Ahsania Mission (DAM), Education and Development Foundation - Educo and several other organizations (big and small like EDUCO) have been offering non-formal and/or formal education opportunities for disadvantaged children out-of-school including those engaged in domestic work. UCEP model is a

specific one which takes CDWs and other children who have to work for survival. UCEP offers schooling on shift basis with flexibility for the advantage of domestic workers who can come in any shift as convenient for her/his employer.

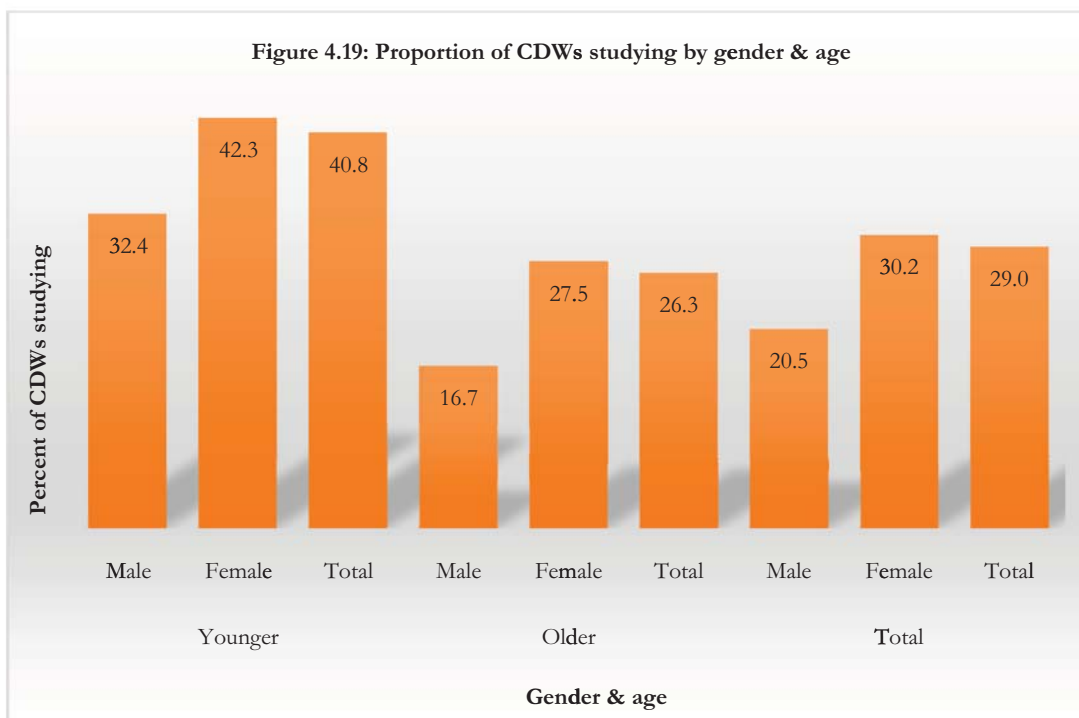
According to the present study, data on whether CDWs currently have any scope to get education suggest that among the total sample (1230) as high as 71 percent report that they have no scope to get education (Table 4.53 & Figure 4.19). Age and gender wise distribution show that for both male and female positive answer about the scope increases with the increase of their age level, which is very natural by any logical as well as practical consideration.

Table 4.53: CDWs (%) have scope of getting education by age and gender

Age of CDW	Gender	Have scope (Yes)	Yes + No Total %*
6-8	Male	33.3	100.0 (3)
	Female	38.9	100.0 (18)
	Total	38.1	100.0 (21)
9-11	Male	70.6	100.0 (34)
	Female	59.6	100.0 (178)
	Total	61.3	100.0 (212)
12-14	Male	81.3	100.0 (75)
	Female	66.6	100.0 (452)
	Total	68.7	100.0 (527)
15-18	Male	87.2	100.0 (39)
	Female	78.7	100.0 (431)
	Total	79.4	100.0 (470)
Total	Male	79.5	100.0 (151)
	Female	69.8	100.0 (1079)
	Total	71.0	100.0 (1230)

*Figures in parentheses refer to total numbers by row

Note: Figures in parentheses indicate number of CDWs



Checking the percent of the CDWs (71 percent of the total) who are not currently having any scope of education with the educational profile of CDWs we can observe that those CDWs who did not have education earlier (72.4 percent) in any form (general formal, madrasah or non-formal) are very close to each other if not precisely the same. This means, in other words, those who had earlier no schooling or education can think of being optimistic and wish to have scope of education while they are in employers' place. This in a way can be a new hypothesis for research.

A survey study by ILO (2006) found that at the time of getting their (CDWs) employment the employers had given them a hope that they (employers) would allow the children to get education along with other prospects, for

instance getting the girls married at appropriate age taking care of necessary expense.

Choice for education of the poorest children is expressed by parents as well in other developing countries. Indeed educational barriers like cost are considered to be major factors forcing children become domestic aids (ILO-IPEC 2004, Gazaleh, et al., ILO 2006).

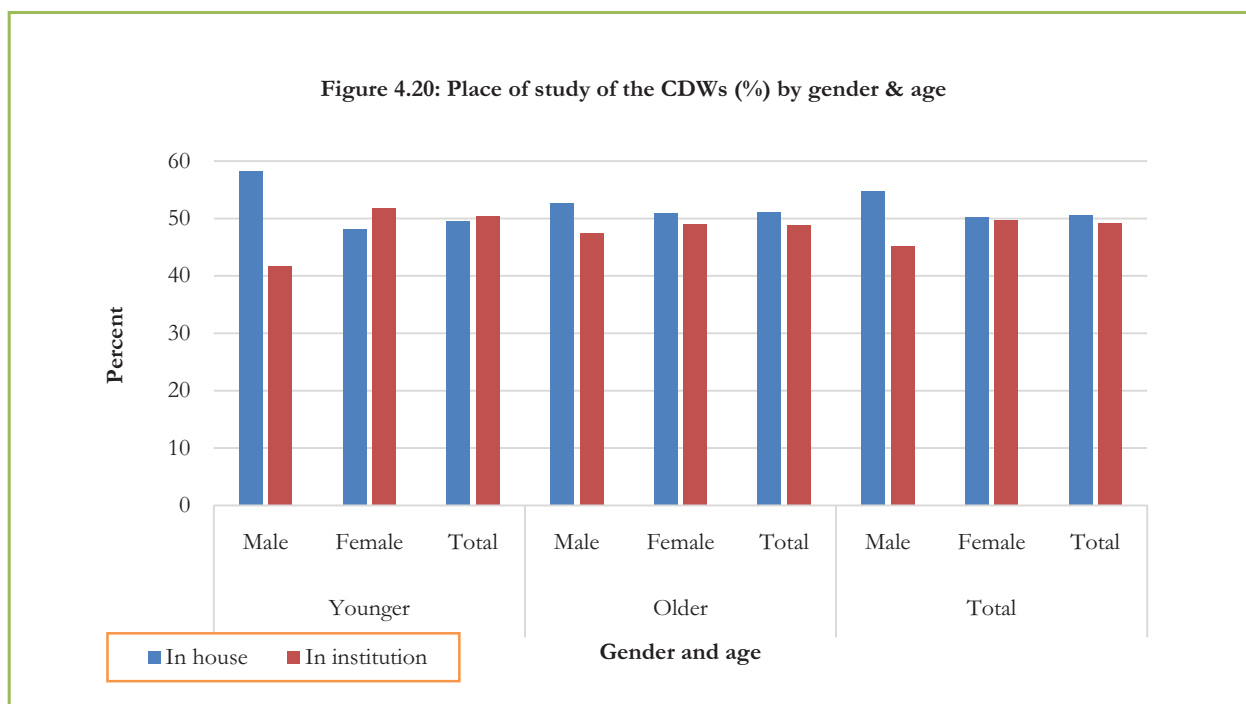
Those in the present study (357 out of total 1230) who have stated that they have opportunity to get education report the places where they are getting education. About a half states that they have the opportunity in the house where they work; 24 percent points out school operated by NGOs. A majority of them is in the age group of 12-14; and very few are in 6-8 year age group (Table 4.54 & Figure 4.20).

Table 4.54 CDWs (%) by place of study by gender and age

Age category	Gender	Place of study of CDWs		Total
		In house	In institution	
Younger (6-11 year)	Male	58.3	41.7	100.0 (12)
	Female	48.2	51.8	100.0 (83)
	Total	49.5	50.5	100.0 (95)
Older (12-18 year)	Male	52.6	47.4	100.0 (19)
	Female	51.0	49.0	100.0 (243)
	Total	51.1	48.9	100.0 (262)
Total (6-18 year)	Male	54.8	45.2	100.0 (31)
	Female	50.3	49.7	100.0 (326)
	Total	50.7	49.3	100.0 (357*)

*873 have no scope of study

Note: Figures in parentheses indicate number of CDWs



It may be noted that usually NGOs are found to have developed a tradition to set non-formal education not only in Bangladesh but also in many other developing countries, particularly in

those countries where large proportions are still to get basic literacy to participate in and get the benefit of national development initiatives. NGO efforts originally began in a Latin

American country undergoing development process. In order that the poor community can effectively participate in and take benefit of the development processes efforts were undertaken to awaken them through ‘consciousness raising’ and ‘confidence building’. Thus the non-formal education has come to be more than a literacy or basic education programme, rather it has been used as a tool for facilitating the disadvantaged communities of people to take part in or promote the process of development to improve their life situation and gain power in the social dynamics instead of continuing to remain poor and powerless.

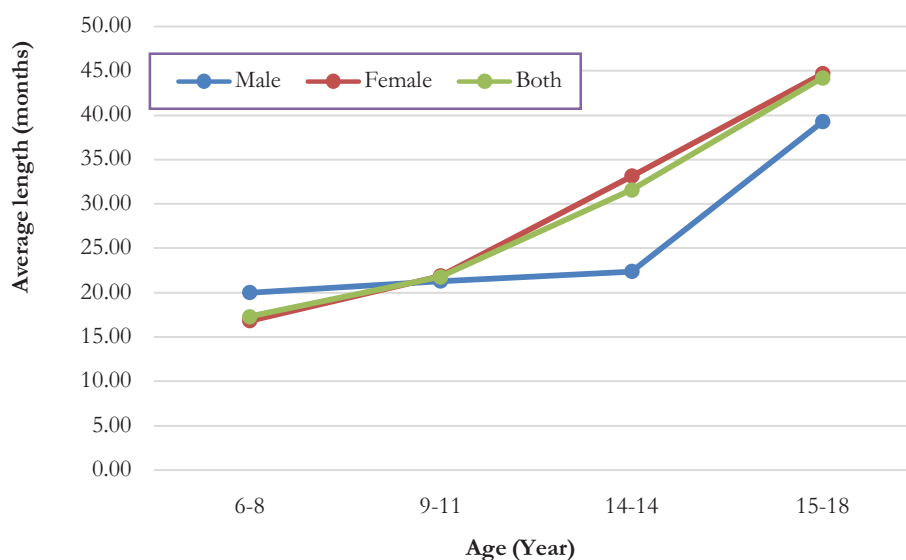
Total Length (in months) of Work of the CDWs as Domestic Aide

The CDWs, male and female combined, have in average a total 34.47 months in domestic service; average total length for male CDWs is 26.4 and for female is 35.49, the latter group having a longer service as domestic aid. In consideration of age groups, it is found that higher the age higher is the length of working period for both genders, which is of course natural. However, the younger female of below 9 years has a shorter total length of working life. As the age increases female workers’ length increases much more than that of male workers (Table 4.55 & Figure 4.21).

Table 4.55: Average minimum and maximum duration of work as Domestic Worker (DW) by age & gender

Age	Statistic	Male		Female		Both	
		Total duration (month) of work as DW	Duration (month) of work at present house	Total duration (month) of work as DW	Duration (month) of work at present house	Total duration (month) of work as DW	Duration (month) of work at present house
6-8	Mean	20.00	10.67	16.83	14.61	17.29	14.05
	Minimum	12	8	4	4	4	4
	Maximum	36	12	36	36	36	36
9-11	Mean	21.32	16.26	21.85	17.17	21.77	17.02
	Minimum	2	1	1	1	1	1
	Maximum	50	82	98	98	98	98
12-14	Mean	22.39	17.19	33.12	24.42	31.59	23.39
	Minimum	3	1	1	1	1	1
	Maximum	60	60	117	117	117	117
15-18	Mean	39.26	27.13	44.65	30.17	44.20	29.91
	Minimum	8	1	1	1	1	1
	Maximum	108	108	144	120	144	120
Total	Mean	26.46	19.42	35.59	25.36	34.47	24.63
	Minimum	02	1	1	1	1	1
	Maximum	108	108	144	120	144	120

Figure 4.21: Average length (months) of work as CDW by gender & age



Person Mediated or Source Used by the Employers to Procure CDWs

Source of getting CDWs by employer is a social process usually in practice in Bangladesh. The practice has taken the form of demand and supply interplay. Today particularly in large city areas some people (as a kind of formal agency) put up advertising materials in residential areas to supply 'reliable' domestic workers as per requirement of demand by employers. Families requiring a domestic help look for such help and make use of the known sources to get domestic workers. Female child workers are usually in demand for home services and supply side is also better with availability of female workers.

In view of the small size of male sample CDWs, as has been available for the present study during the house to house search, we have considered to observe their distribution by sources through which they were managed regardless of their

gender. In fact we have earlier found in the analysis of data that the domestic workers of our sample have not been involved in work outside where male worker was inevitably needed by the family. The distribution of CDWs of our sample by the source through which they were managed may be seen in the table below.

It is indicated in the presentation that the employer's relative was the major source to get child domestic worker, which makes sense because this is the best source to meet the demand of the employer in terms of familiarity with the needs. The next important source to manage CDW is neighbor for almost the same reason. This is followed by CDW's own closest persons (like father/mother, or some close relatives) who are the best at supply point. Sometimes employer herself/himself get domestic help from own home locality in village; and some other time worker in other's house also manage to get worker s/he knows (Table 4.56).

Table 4.56: Person mediated/managed CDWs for the employer, by age of CDWs

Age (Year)	Person managed the CDWs for the employer (%)						Total
	Office colleague / friend	Another house worker	Employer's relatives	Himself / herself / from village	CDW's relatives (father, mother, sister, brother, uncle, etc.)	Neighbour	
6-8	4.8	-	47.6	14.3	9.5	23.8	100.0 (21)
9-11	5.2	9.0	40.1	11.8	12.7	21.2	100.0 (212)
12-14	7.0	9.7	46.7	8.9	14.0	13.7	100.0 (527)
15-18	6.0	13.2	44.0	10.0	13.2	13.6	100.0 (470)
Total	6.3	10.7	44.6	9.9	13.4	15.2	100.0 (1230)

Note: Figures in parentheses indicate number of CDWs

The Factors Explaining Why Children Accepted Employment as Domestic Worker

In the table just above it is noted how the children at young age generally got to the present life in employment as domestic workers. The condition of employment, as described in the paragraphs above, is full of not only deprivations of natural privileges (such as education, play and recreation, some freedom from tiresome and monotonous work throughout seven days a week without rest and sufficient sleep), but also sufferings of physical and psychological torture for minor mistakes in work, lack of medical care at illness, lack of protection from big hazards at work, and serious abuse and exploitation. Knowing all these probabilities the question may be posed: why did the children get into this kind of employment which is even called a phenomenon of uncivilized society today? Or how did the children find entry into this employment?

The reality is that the crude phenomenon takes place in the process of interplay between supply and demand factors. In the traditional society characterized by underdevelopment or even developing societies some sections of people demand domestic help for their comfort and some other sections, the poor and most disadvantaged, find their children's employment in domestic services as a savior to the children as well as the overall family crisis directly or indirectly related to poverty. The children are virtually pushed by parents or guardians to work and in absence of any other better work and also in absence of accessibility to educational opportunity or because of the lack of affordability to get education for children. Regardless of the amount of money as compensation for services of child's parents find her/ his work, even exploitative, as a help to family or at least the child employed for a minimum of food, shelter clothing and safety particularly when the child (boy or girl) is

growing to be adolescent. This is borne by data presented in table 4.57 below. In many a situation, the employer asks closely known person, relatives/office colleagues/neighbours/ and even domestic workers in other's family to get domestic worker for her/his family. Thus we find in the above table someone among these persons, mostly relatives procures a worker for the employer. This is how a child comes into this employment from the supply point (the poor family) to the demand point which is the well off family in urban area. The supply point is either rural area or urban slum where the rural poor and helpless families have migrated to take a shelter and have some work for a living.

The present study shows that 99 percent cases of CDWs are explained by some form of poverty in the family (table 4.57). This finding is consistent with other study findings that small income, lack of savings, marginal land, less access to NGO services, and sickness of the main income earner in the family were the causes that compelled children to engage in domestic work. A smaller percentage (12 percent) has been CDW owing to their being orphan, partly or fully. Other factors (in insignificant percentages) that influence children to become domestic worker are broken family, critical need for family to support family and security. Similar finding would be seen in table 4.57.

Table 4.57: Reasons of being CDW

(Multiple answer up to 3)

Reason	No. of response (N=1230)	Percent
Poverty / destitute	1219	99.1
Orphan / helpless	151	12.3
Broken family	26	2.1
Need money for family events	37	3
Security	28	2.3
Total response	1461	-
<i>No. of CDW</i>	<i>1230</i>	<i>100</i>

Chapter ►5

Situation of Child Rights and Suggestions for Improvements:

Qualitative Inputs from the Actors in the Field of Child Rights and Issues

Introduction

This chapter has been written on the basis of qualitative data collected through key informant interviews (KII) from the key actors in the field of child rights and issues. The following key actors were interviewed:

1. Government Officials - District Child & Women Affairs Officer (DCWAO);
2. Local Government Representative - Ward Counselor (WC);
3. NGO Officials; and
4. Employers.

A total of 40 KIIs were conducted with the above key actors to get information about the qualifications of the key actors, state of child labourers, state and role in implementation of child related laws and policies, idea about extent of child labour, knowledge and involvement in child labour issues, work environment of the CDWs, complains of child abuse received and measures taken, child rights situation, programmes in the field of child rights/issues, measures needed to ensure child rights, advice to improve CDWs' situation, and measures to stop CDW.

Qualifications of the Key Actors in the Field of Child Rights/Issues

All government and NGO officials are master's degree holder. The employers interviewed are also higher educated. The government officials attended one or two short training or workshop/seminar/symposium (two days) meant for providing orientation and training on child labour and child related issues. NGO officials, however, received varieties of training on child rights/issues and development issues from varieties of organizations including BSAF. Some of these organizations are: Plan, Antar, DAM, CARE, ILO, WINROCK International., BRAC, BNF, UNESCO, Dept. of Youth of Bangladesh government, Dept. of Child & Women Affairs of Bangladesh government, Dept. of Social Service of Bangladesh government, Labour and Manpower Ministry of Bangladesh government, CAMPE, Action Aid-Bangladesh, SCF, MJF, WVB, Prodiapon, Prisom, LGED, Oporejeo Bangladesh, ECPAT, BELA, YPSA, Shishu Palli Plus, Hard to Reach, UNICEF, CARITAS, Communica, USAID, ASK, CODEC, PSTC, DANIDA, Proshika, and so on. None of the Ward Commissioners reported have training on child related issues.

Idea About Child Labour & Extent of Child Labour in the Working Area

The KIs including the employers of CDWs have clear idea about child labour and child rights, the type of work of the child labourers and hazardous works including in domestic work situation, and the consequences of child labour. They are also found aware about the deprivation and violation of rights of the child labourers. But in general, they do not have any specific idea about the extent of child labour in his/her working area mainly due to absence of any such survey. However, as per their estimated (guessed) report the extent of domestic child labour (CDW) is very high.

Reasons behind child labour identified by the KIs are also same as found through CDW survey. These are: poverty of the CDWs' families, lack of parents' awareness, absence of both parents (orphan), absence of mother or father, too many children, broken family and step mother, natural disaster, lack of social security / security concern, and so on. One reason comes out through KI interview but not found in CDW survey is *'some children become drug addicted and they work for earning money to buy drug'*.

Knowledge and Nature of Involvement in Child Labour Issues/Field

The KIs are aware about the Child Law of 2013 most commonly but no idea about any exclusive laws or policies related to child labour. Nevertheless, they have opined that the laws and policies have remained ineffective because of lack of publicity and implementation. The government officials and ward counselors have not taken any effective step to enforce any law or policy so far. But if any child or complain comes they try to help in possible ways such as, providing shelter, food, treatment, legal aid, advice, visit & report to administration, refer to one stop crisis centre, etc.

The DCWAOs are not engaged principally and regularly with child labour issues. Their activities found limited to awareness building among the community people regarding child labour and rights issues through courtyard meeting, drama, juvenile club, human chain, poster, mike, rally, exchange opinion, counseling parents, etc. In some cases if they find child labour during their regular work, for example during a factory visit, they report it to the proper authority like administration, labour inspector, etc.

Work Environment of the CDWs

The KIs consider cooking, ironing, carrying heavy goods as hazardous work for the CDWs. Some KIs opined that all works for children are hazardous. In general, the KIs admit that CDWs need to engage in some hazardous. It is also mentioned that girl CDWs face more hazards. Some employers, however, mentioned that they do not engage the CDWs in hazardous work. They employ adult maid for heavy work. Whatever the extent of CDWs' engagement in hazardous work KIs opined that hazardous work of CDWs impedes their physical, mental and social development. Even some KIs consider engage children in work as crime. One employer said that child labour should be abolished but before that government should ensure there security and development. Otherwise they would be in trouble further as they do not have food, clothes, education and treatment facilities.

The CDWs receive food, accommodation, rest, treatment in general, recreation and other facilities but not equal to the normal child. Sometimes they face harsh treatment from the members of the employing family. Sometimes they do not provide with proper food, cloth, accommodation and treatment. As per the KIs, usually, CDWs do not get scope of study but 20-30 percent may have got the opportunity, mostly in NGO schools.

Complaints of Child Abuse

In general no formal complain about child abuse is received by the government officials or ward counselor although they believe that there are some instances of physical, mental & sexual abuse of children. Few government officials and ward counselor mentioned that few complains come to them mostly in verbal form. In such cases they try to settle the matter mutually. Sometimes they report the complaint to the proper authority (administration) or take legal measures. Very few reported that they make arrangement to keep the child in Shishu Nibash.

Child Rights Situation

KIs, in general, mentioned that the child rights situation have improved significantly nowadays mainly due to work of NGO initiatives and partly by the government initiatives. Through these about 60 percent of the child rights have been ensured. However, according to them, lack of implementation of laws and policies is the major cause of not improving the child rights situation up to expected level. They also mentioned that there are still lots to do specially in the areas of disadvantaged groups, education, treatment, and so on.

Situation of child right is not equal to all classes in the society. According to the KIs children of higher and middle class enjoys 60 percent or more rights but children of lower class and disadvantaged areas do not enjoy rights at all mainly due to poverty and helplessness despite the government & NGOs are working to protect child rights. KIs specifically mentioned that CDWs are deprived of study, recreation, treatment, playing, living with parents, and proper wage.

Programmes in the Field of Child Rights

The government officials have not mentioned

any specific programmes for the children especially for the CDW. The NGOs, however, have a lot of direct and indirect programmes in the field of child issues. The important ones are:

- non-formal primary education
- awareness building
- human rights
- education for child labour and child domestic labour
- advocacy on child rights
- women development
- training & human resource development
- combat child and women trafficking
- slum development
- environment
- combat child marriage
- water and sanitation
- safe migration
- health & MCH
- rehabilitation of street children
- foster home
- scholarship
- youth development
- combat child labour
- alternate employment for child

Measures Needed (Preventive/Remedial/ Preventive & Remedial) to Ensure Child Rights

Among the following actions KIs suggested both preventive and remedial measures for first four and general & remedial measures for the last one to ensure the rights of the children.

- increase awareness in general
- publicity on Child Rights through media and restriction of child labour and CDW
- scope for education of CDW
- Engage local government, NGOs and civil society in protecting child rights
- Health services

KIs also suggested both preventive and remedial measures for first five actions and only remedial measures for rest of the actions for the government to ensure the rights of the children.

- proper implementation of laws and policies related to child issues
- publicity about child rights and related laws and policies
- child rights protection committee at all levels (from the national to local Ward level)
- Coordination of GOs and NGOs working on child rights
- stipend for poor children for schooling
- prepare a database on CDW
- special projects for poor children, CDWs in particular
- strong monitoring of child rights issues

General Advice Aiming at Improving CDWs' Situation

- Change mind-set of all concerned and see the CDWs as child
- Increase public awareness about child rights
- Increase awareness of parents about their children
- Publicity about child rights through media
- Advocacy with employers to ensure child rights of CDWs and treat them as family member
- Establish and strengthen institution for managing CDW's work and rights
- Continuous contact with parents & CDWs
- Counseling with employers, CDWs and their parents
- Child labour should not be stopped in absolute sense as it is good for helpless children

Ensure compulsory scope for study besides household work and therefore establish adequate number of special educational institutions for

the purpose. It is, however, important that CDWs are provided with scope for study they need. If they move outside there may be a security concern, especially for girl CDWs; this problem has been addressed like what has to be done for all in the society which is a state responsibility, and by social protection measures by developing consciousness and activities by local community with local government institutions' active participation in the process.

Measures to Stop CDW

All KIs are in favour of 'stop CDW'. However, it is also mentioned that prior to working on this kind of 'social action process' there should be provision of basic facilities for the CDWs in their work place. Otherwise their condition would be worsened. Some specific measures mentioned in this regard are:

- enact new laws
- strictly implement law
- eradicate poverty
- provide employment for parents wherever necessary
- incorporate child rights as essential component in all agencies
- increase public awareness by using all media
- make financial help available to CDWs' families
- involve local bodies in managing child issues
- involve religious institutions (Masjid) on child rights issue
- make coordination mechanism functional and support implementation of laws

Employers' group as KI opted that if CDW is unavailable family members would be urged to do their own job and, when absolutely necessary, employ adult maid servant. This could be better alternative, of course with higher remuneration to adult employee.

Chapter ► 6

Life of the Child Domestic Workers:

Reflection from Case Studies

Introduction

To get a complete understanding of the dynamics and situation of the CDWs 10 case studies were conducted in 10 study areas. This chapter has presented the compiled findings received through case studies. The case studies focused on the CDWs' past and present life and future expectation. Despite each CDW's life is unique there are many things in common. Among the 10 CDWs two are boys and rest eight are girls. The age of the girl CDWs ranges from 9 to 17 years and boy CDWs 13 to 15 years. Their educational qualification ranges from no education to class VI. Almost all CDWs started their work as CDW at present house for the first time.

The Context of Becoming CDW

Poverty or economic hardship of the family is the common reason behind children's becoming CDW. The economic hardship of the families, however, comes through different processes. Some of these processes are:

Family disorganization

Family disorganization works as one of the major reason behind economic hardship of family. Family disorganization, again, has been found in different forms. The case examples are presented below:

Salma's (1-year old from Sylhet) father died when she passed class-I. She has three sisters and one brother. Her mother brought them through making and selling Cain and Bamboo goods. Two of her sisters got married and left away. Her brother too got married and left them. In the meantime her mother became unable to work. So she had to become a CDW.

Ratna (10- year old), a CDW of Rangpur, lost her mother when she was 6 years old. Her father got married again but left his daughter Ratna. She was then staying with uncle's family. As her uncle was poor too she started working as CDW.

Dalia (13- year old from Khulna) has lost her father. Her mother's income is not enough to run the family. So her maternal uncle has managed a household work for her.

Illness

Illness of parent(s) is also a major reason behind families' economic hardship. Some of the examples are:

Rupali (15 years), a CDW of Rajshahi area, stated that despite they were poor she was going to school. In the meantime her

father became paralysed. With the help of another CDW she herself managed a work as CDW to save her family.

Reshmi's (15 years) father is a heart patient and cannot work. Her mother works as a cook in a mess and younger brother work as labour in a hotel. They need money for the treatment her father. She contacted another CDW of her village and found a job as CDW. Her father was not willing but he was no alternative either. Reshma turned as CDW.

Munni (17 years), a CDW of Chittagong area, migrated to Chittagong city with her family for better living. Her family was running with both father and mother working. Even she started studying in UCEP School. Suddenly Munni's father became sick due to Tuberculosis and died. Her mother needed to work hard to maintain family and ultimately fell sick. Munni's dream came to an end. She had to start working as a CDW.

Large family but fewer earners

Family size is an important determinant of whether the family is in poverty or not. It is well established that too many children often cause economic destitution. Hence it is a reason behind CDW. For example, Ratna (15 years) of Narshingdi has 7 members in their family with father the only earning member who pressurised her to work as CDW.

Thus it is economic hardship in some way that led the child himself/herself decide to become CDW with a sense of the responsibility towards his/her family or the parent(s)/guardians decided to send him/her to work as CDW. In the words of Osman of Chittagong "I

want to be a motor mechanic or businessman. If I have money I wish to help my parents to run the family and let younger brother to do the study."

Present Working Condition of the CDWs

The CDWs starts work early in the morning and finishes late at night. In between they mainly remain engaged in all types of household works including cleaning, cooking, care kids and aged, etc. Some accompany children to and from school.

In addition to the food, lodging and clothes CDWs receive monthly salary ranges from BDT 500/- to BDT 2500/-. They receive enough and same food like the family members but, usually, they eat at the end. Most of them allowed to watch TV but at night and for selected programmes only. Their place of stay at night is good. They share same toilet with the family members. They receive holiday to visit their family and also chances to talk over mobile phone to family members. Reshmi of Gazipur has her own mobile. The employer of Osman also provided a mobile to him.

CDWs mostly have rest time but sometime they feel tired for working long hour and do not have rest time. They do not have the chance of going outside or playing. CDWs, in general found satisfied with their working condition including the behavior of the family members. Some CDWs, reported some bad behavior of the women head of the employing family. In the words of Ratna of Rangpur "Owner's behavior is good but Madam's behavior is not good. She slaps and threats throwing out of home in case of delay or mistake in work." Rupali of Rajshahi had similar complaint. The CDWs get shock when they are threatened to throw outside home.

Despite they are satisfied with the behavior some CDWs reported slapping in case of delay or mistake in work. They feel extremely shocked

when punished. For example in words of Rupali of Rajshahi “I received lot of punishment but no alternative. My parents never punished me like that.” Another point is that they feel sorry when throw abusing word towards CDWs’ parents. In the words of Rupali “when Madam throws abusing word towards my parents I wish I could leave this house. But I cannot find any other job.”

In some cases CDWs become emotionally attached with the members of employing family. For example, Dalia (15 year) of Khulna call the employer Nana (grandfather) and employer’s wife Nani (grandmother). He said, “I get all facilities here. I do not want to go on leave because I feel sympathy for Nana & Nanu.”

Usually, they do not face any punishment. But there are instances of scolding and slapping in case of delay or mistake in work.

Girl CDWs experienced bad proposals from guard of the house. Rupali of Rajshahi and Reshmi of Gazipur in particular experienced such situation. In the words of Reshmi of Gazipur (15 years) “When I go downstairs for dustbin the guard stands in front of me and approach love, ask me to go with him outside, come to downstairs. I feel disturbed.”

Future Vision of the CDWs

CDWs do not have any idea about child rights. Almost all CDWs want study scope. Some want to be a service holder and for that reason they want study or training. Some do not have any vision in life. For example, Salma of Sylhet has no vision except if married she will pass her life as good wife. Rupali of Rajshahi wants to be a Tailor and training for the purpose. Dalia of Khulna wants to be a teacher.

A Long Day of CDW — Osman

Osman of Chittagong works at a businessman’s house. Besides house work Osman also work at the shop of the employer. He gets up at 7:00 am, starts motor pump for water. He manages the water supply for all tenants of the house. After distributing water he goes to bazar. After returning from Bazar he cleans the house and furniture. After that he takes breakfast at 10:00 am. After breakfast Osman goes to the plastic shop of the owner. There he gets some opportunity for reading newspaper. He is interested to know about the situation of the country. He works in the shop up to 1:00 pm and returns home and again distribute water among the tenants.

After that Osman takes his bath and then he arranges food on the dining table and eats together with the family members. After meal he helps another maid (part-time) of the house to clean and organise everything. After that he again goes to the shop despite feeling tired. He does not get rest. He works in the shop till 8:00 pm and returned to home. Then he gets some time to enjoy TV. At 10:00 pm he arranges dinner on table and takes his meal along with the family members. After dinner he has to clean all dishes as the part-time maid servant left the house at evening. He goes to bed at 11:30 pm. He stays in the drawing room with bed and mosquito net. There is no scope of study or play or rest for Osman. Despite having overall satisfaction, Osman has some grievances too. If I am late getting the shop opened Mama scolds and threatens me to get sacked. Osman calls the sons of the owner ‘vaia’ (brother). According to Osman they love him. The owner gives him a mobile so that he can keep contact with him regularly. Osman gets BDT 1200/- monthly which he sends to his father through mobile.

Chapter ►7

Conclusions and recommendations

Conclusions

Based on the experience on conducting this study, survey findings, reports of other such studies and talking to peoples of different walks of life we are to conclude that Child Domestic Work in Bangladesh is a very delicate problem. It is a problem of Gender and a problem of Child Rights at large. It is a very old problem in our society which is deeply rooted in the culture of the Indian sub-continent and similarly many parts of the world. Though primarily it is caused by economic hardship but it has many other socio-cultural dimensions in our class divided society. Failure of the state ensuring fulfillment of the Rights of all children, has forced many children of the poverty stricken families to be in such a low status, low paid, uncertain, unprotected and often hazardous employment. Due to the very much invisibility and inside-house condition, it is difficult to know the real situation of the life and living of a domestic worker. Only through a survey we can learn some indicative conditions of the CDWs. More in-depth and longitudinal study is required to understand the true situation of the CDWs – their present life and the probable consequences in the future.

According to rights activists, child domestic workers are deprived of many of the Rights for which they have legitimate claims. Two-thirds of

working middle-class people employs children as domestic aides. The children are made to do household tasks such as cooking, cleaning, washing, ironing and running errands, and even care for other children, the elderly or the disabled. Earlier about two/three decades back poor parents would keep their young kids at others house often not for payment but to work for food, lodging and old clothes. Domestic aides are usually paid less although they work 12 to 14 hours every day and do all sorts of housework. Payments in most cases are handed over to parents or to the person procuring the CDW.

The loud and big question: So, what is possible to be done realistically? The most satisfying conditions should include the provision of some income support to the family of the CDWs and at the same time fulfillment of the basic rights of the child in employment like any other workers in the formal sector. The monetary remuneration and other facilities against the work of the child have to be agreed upon by the parents/legitimate guardian of the child and the employer. Some guidelines together with regulatory conditions are to be decided and circulated widely through various media, and compliance be monitored by a wing of the Ministry of Labour of GoB. An independency may be organized with the participation of members from among the Child Right Activists of Bangladesh as a Watchdog for

periodical review and assessment of the changes in the situation of CDWs and the employers' family situation as well as the family situation of the CDWs in employment and the social and economic mobility of CDWs.

One related question is whether it is realistic to think of total elimination of CDWs. An assertion prevails that Child Domestic Workers are increasing in Bangladesh.¹¹ Though the government, as a signatory to the Convention on the Rights of the Child is pledge bound to eliminate child labour by 2015, in reality, it is far from being achieved. The Ministry of Labour and Employment adopted National Child Labour Elimination Policy 2010, which provides a framework for eradicating all forms of child labour by 2015. The policy aims include removing children from hazardous jobs, improving income-generating opportunities for parents so they don't rely on children's incomes, and offering incentives for working children to attend school.

There are hazards associated with cooking, like boiling water or chopping vegetables. Burns are relatively common among child domestic workers. An employer's house never becomes a true home, said by Monnujan, the former State Minister of Labour and Employment Monnujan Sufian. The children are treated neither as a family member nor as a worker. They are treated as property, and they are used according to the employer's wishes and whims, she said. "In the current situation, we cannot achieve our goal to eliminate child labour by 2015. You have to consider the reality," Monnujan said.

As it is a multi-dimensional problem, its solution

therefore would require involvement of the totality of stakeholders – children, parents, community, state and the civil society actors. It requires a proper policy direction, strategy, legal actions and their full implementation, planning & programming at both national and local level programmatic action.

But there cannot be any justification or rationalization for exploitation of children as this would be construed as violation of child rights – injustice to human beings. The children are recruited for labour through family members, friends or other contacts. Sometimes there are even agents who arrange the work for the children.

There is a generally held myth among the middle classes that they are doing them a favour because these 'helpless' children of impoverished families are given food, clothing and shelter. Sometimes the children are allowed to access some facilities to take education, especially non-formal education, usually when such facilities are available around the local community through NGO interventions. Also, to the contrary, it is perceived and argued that these children and their parents as well care less for this and the effort is wasted on them. Thus, a notion of benevolence and charity masks the hidden exploitation and the long-term harm for such children and their lives. It is not all true that children are benefited as domestic child labour because they are earning an income or are getting food and shelter, good clothes, can watch TV and so on. On the other hand, a general understanding is that children are often abused and exploited as they are a source of cheap

10 Islam, Udisa. 'Elimination of child labour is impossible in Bangladesh'. <http://www.dhakatribune.com/labour/2013/jun/12/child-domestic-workers-increasing-bangladesh>.

labour to work long hours without raising any voice. In fact, the situation is a reflection of society's tolerance of child labour and violation of children's rights where children are treated as mere commodities with complete disregard for human rights.

Thus, a notion of benevolence and charity masks the hidden exploitation and the long-term harm for such children and their lives. It is not true that children are benefited as domestic child labour because they are earning an income or are getting food and shelter, good clothes, can watch TV and so on. On the other hand, children are being exploited as they are a source of cheap labour who will work long hours unquestioningly. Such a view is a reflection of society's tolerance of child Labour and violation of children's rights where children are treated as mere commodities with complete disregard for human rights.

The inclusion of domestic child labour in the Act must be utilized for the best interests of the children. First of all there must be a social pressure on all those employing children. Concerned citizens must play a vital role in sensitizing one and all in making child domestic work socially and culturally unacceptable. One must ensure that no child is employed in the neighbourhood or among relatives and friends. Specific instances of children in domestic work and violation of child rights must be publicized widely. In fact, it is necessary for the employers to show concern for her well being and volunteer to release the child than wait to be caught for violation of the Act.

Simultaneously the government must swing to action. It must give publicity to the Act, set up citizens committees in every ward to act as watch dogs on violation of the law. The labour

department must take up the responsibility to issue notices to all the employers in a systematic fashion and send out a clear message that domestic child Labour is banned. The programmes of National Child Labour Programme must focus attention on monitoring child Labour in homes and apartment complexes. Further, a coordinated effort between the labour, police, and revenue and education department at the local level must provide immediate relief for children rescued under the Act. There is a need to review the status of children, the progress made in the cases that have been booked under the law. All these must be taken up in earnestness to make the law effective in rescuing child labour in all its forms. These are challenging tasks indeed. Thus the present study put forward the following:

Recommendations:

A. Policy and Programme Interventions – National level

- a. Initiate immediate enactment of legal provisions to facilitate programme planning at national level and supporting community level actions for full implementation of the recently declared. Domestic Workers Protection and Welfare Policy. Keeping in mind that earlier laws and policies severely lack implementation it is now important that the ministries and departments concerned assume in practical terms the responsibility to implement as mentioned in the policy. As a prerequisite this policy should be turned into a law as soon as possible and for that purpose should be placed

in the parliament as a bill. It has taken almost 5 years to approve the draft policy by the Cabinet. Addressing the problem by the authority concerned has been delayed. To translate the policy into a law, however, BSAF and other civil society bodies should get engaged in very close follow up and lobbying for passing of a proper Act and full and fast implementation of the provisions of the Act. The policy should be reviewed critically to further improve it and address issues like minimum age, minimum wage and other protection issues. Children's age fewer than 14 should not be compromised. To mean proper implementation of Child Rights Conventions and commitment to 'Education for All', children must be protected from conditions that have the risk of restraining them from schooling, and threatening their health (both physical and mental). Measures have to include not only directly supporting the children of poor and distressed families by cash and medical care support to facilitate schooling, but also assisting families to gain enhanced earning.

- b. Initiate and implement efforts to increase awareness through campaign among all stakeholders on Child Rights, Child labour and Child Domestic Work issues mainly to the parents, employers, community leaders, policy makers, programme managers, local Government bodies, professional associations, law enforcing agencies, NGOs, INGOs and the people at large.

- c. Strengthen media campaign, social mobilization and advocacy following the Domestic Workers' Protection and Welfare policy 2015 of Bangladesh. Introduce necessary amendments to Bangladesh Labour Act 2006 (as amended in 2013) by inclusion of child labour in domestic works into hazardous job list to cover the interests of CDWs. Ratification of ILO Convention 138 by Bangladesh government and ensure adequate and timely monitoring of proper implementation of provisions of new Policy and Acts. Develop mechanism for regular data gathering for documentation of trend of progress on the improvement in child rights situation and follow up actions.
- d. Reduce poverty of the ultra poor families through providing supports to the implementation of GoB policy and programmes on Social Safety Net.
- e. Discourage negative social practices like gender discrimination, early marriage, polygamy etc. through social awareness to reduce the number of CDWs toward ultimate elimination of CDWs.
- f. Action programmes like signing a Code of Conduct with employers for minimum wage, work hours, rest time etc. for the protection, comfort and development opportunities to be made available to the CDWs so long they are in job.
- g. Design and implement with the cooperation NGOs for introducing

- appropriate provisions and delivery of quality education programmes for working children to allow them to pursue education for 2-3 hours a day without immediately withdrawing children from work. Increase vocational and skill training opportunities at the local level for the children of poor families to prepare them for jobs. Provide psychosocial counseling to motivate children for work toward improved personal, familial and social living.
- h. Establish Directorate of Children Affairs to implement the Child Rights and thus to prevent and protect CDWs. And adopt a comprehensive to addressing family situation, campaigning at community level through NGOs and CSOs using communication technology and proper materials on popularizing child rights promotion.
 - i. Advocate establishing a Child Rights Commission by the Government to ensure that each child enjoys all rights to develop with her/his full potential.
 - j. GoB has ratified the UN CRC in 1990, but full implementation of the CRC has not yet been done. CRC should be fully implemented immediately for the survival, development and protection of the children. ILO conventions related to child labour and CDWs should be implemented and monitored by the Ministry concerned. NGOs working at the grassroots level should be ready to support the process.
 - k. UN CRC should be sufficiently included in the primary and secondary education curriculum and affectively delivered to increase knowledge and awareness of children, teacher and parents.
 - l. Initiate/sponsor research studies to be conducted periodically by independent bodies (Research Institutions) on the progress of rights situation of CDWs resulted from the implementation of the Policy on Child Welfare (2015).
- Actions by NGOs and CBOs at local level with the support of Government Departments*
- a. Initiate Social Action/movement by the NGOs, CBOs and the civil society bodies to reduce CDWs below 14 years of age. Continue this joint action to realize government's positive response to act appropriately for necessary protection, development and participation underlying the rights notion.
 - b. Reduce poverty of the ultra poor families supporting implementation of GoB policy and programmes on Social Safety Net.
 - c. Discourage negative social practices like early marriage, gender discrimination (e.g. getting the male child enrolled for schooling and female child take care of home or work at other's house to support livelihood of the family, and polygamy, etc., through social action. This kind of social reform measures would create an overall social climate contributing to establishing a new standard for social living. This has to be done within the framework of socio-economic

development plan at district, upzila and union levels where local people are involved in planning and implementation. This would involve, by necessity, devolving authority and decentralized planning and budgeting at the local levels.

- d. Mobilize social groups for action programmes like signing Code of Conduct with employers for minimum wage, work hours, rest time etc. for the protection, comfort and development opportunities of the CDWs so long they are in job.
- e. Form a local level social platform at all the districts involving the NGOs, local administration and media for the implementation and supporting of the mass campaign for the protection and wellbeing of the CDWs.
- f. Form local level committees involving local Government representatives, NGOs and CBOs to work as watchdog groups for the protection, safety and wellbeing of CDWs at Ward/union levels.

C. Further Studies

- a. Conduct research and studies geared to policy analysis, on CDWs situation and trend, identify prevalence and causes and recommend programmes based on the findings.
- b. The present survey findings have indicated a very meager awareness particularly among the child domestic workers which is disappointing. Well-focused study on the activities of NGOs which make one of the key-actors group in promoting child rights movement

across mass sections and their present strategies and intervention impacts need to be conducted by adopting appropriate research methodologies. BSAF can initiate a serious study in this regard keeping in mind the expected role of its partner members to get the desired results of the Policy for the welfare of CDWs.

- c. The education sector programmes and the concerned authorities' present activities in the field are important indeed. This aspect should be brought under a careful review in cooperation with the government and development partner agency(ies) keeping in view the strategic importance of ensuring effectiveness of 'Education for All' movement.
- d. The present role of the higher education institutions including research centres based in Public and Private Universities should be looked into in order that they can be encouraged to initiate action programmes to promote education among the most disadvantaged sections of society.
- e. School dropout rate and non-enrollment in schools are higher among the poorest sections. This is a major factor that accounts for children of the poorest take works at others' households (i.e. become CDWs). Appropriate action research should be undertaken to institute needed programme to stop this phenomenon.
- f. Educational aspiration and the kind and level of education, nature and competencies they could aim to acquire

and the correlates in their background should be a useful study for programming.

- g. School text books of the National Curriculum and Textbook Board (NCTB) together with other learning materials for upper primary and junior secondary grades, and many other non-formal education programmes for different age groups (and for both male and female) should be studied in the aim of promoting child rights awareness at all levels of people in the country.
- h. Regular follow up research should be undertaken to assess the progress and adequacies of implementation of efforts.

Recent Initiatives by GoB to improve the situation of CDW and Child Labour

In recent years Bangladesh Government has taken some initiatives to address the Child Rights and Child Labour issues.

In 2006, Bangladesh passed a Labour Law setting the minimum legal age for employment at 14 (although it is not in full compliance to ILO Convention (C 138) which has set the minimum age at 12). Bangladesh has a plea that the nature and the state of economy and the society do not warrant the minimum age at 12. Regardless of this, enforcement of the labour laws is viewed to be practically impossible in Bangladesh because 93% of child labourers are employed in the informal sector such as small factories and workshops, on the street, domestic services and businesses activities. Bangladesh Government has, however, ratified the ILO Worst Forms of Child Labour Convention (C182) although it has

not ratified the Minimum Age Convention (C138).

What the National Consultative Workshop on CDWs suggests:¹¹

Very recently (on 07 December 2015) a national Workshop was organized by the Bangladesh Shishu Adhikar Forum at Dhaka. Representatives of 46 NGOs and the relevant departments of GoB were the participants in the workshop. The study team members of the present study were involved in facilitation with active participation in the workshop.

The main objective of the workshop was to draft an Intervention Plan for 5 years to combat the problem in regard to CDWs, particularly by BSAF and the Network members. In the workshop the participants also put forward some recommendations for consideration by the Government of Bangladesh. A summary presentation of the observation and recommendations is the following:

Presently there is no Government department or directorate dedicated to look after the interest of the children though there is a ministry in the name of Ministry of Women and Children Affairs. Bangladesh Shishu Academy (BSA) is currently doing some child related activities which are very limited and mainly cultural programmes. Actually The Academy's mandate and structure are not enough to work for the total interest of the children. As such the recommendations in consideration of the rights of the children are:

1. A Directorate fully committed to Children's

¹¹ The holding of the workshop preceded the government declaration of the policy on 27th8

Affairs should be established under the ministry of Women and Children's Affairs.

2. A Child Rights Commission has to be established by the Government to ensure that each child enjoys all rights to develop with her/his full potential.
3. An Ombudsperson's office be established for children so that violation of the rights of the children may be referred there for proper justice and actions.
4. GOB ratified the UN CRC in 90s, but full implementation of the CRC has not yet been done. CRC should be fully implemented for the survival, development and protection of the children.
5. Training centers for the development of the CDWs should be established to provide basic education and skill development opportunities so that they can acquire some marketable skills for

gainful jobs or self-employment.

6. UN CRC should be sufficiently included in the primary and secondary education curriculum and affectively delivered to increase the knowledge of the children, teacher and parents.
7. Day Care Centres at the workplace and in the community levels be established so that the working mothers can safely leave their children in the Day Care Centres. This will help the working mothers for tension free work so long they have to work for some earning.
8. Proper legal and administrative arrangement should be made to implement the children's laws effectively.
9. There should be provisions for registration of CDWs at the Ward of Union Parishad or Municipality to keep track and monitor their situation. Union Parishad and Municipality should be assigned with this responsibility.

Annexes

Annex I: Tables

Table A1: CDW by home (supply) district and study area (district)

Home District	Study area [Col. %]										Total	
	Bari sal	Bogra	Ctg. Nort h	Ctg. South	Gazi pur	Khulna	Narshin gdi	Rajsh ahi	Rang pur	Sylhet	Col. %	Num ber
Bagerhat	-	-	-	-	-	18.6	-	-	-	-	1.8	22
Bandarban	-	-	.6	.6	-	-	-	-	-	-	.2	2
Barisal	100.0	-	.6	1.2	3.3	12.7	-	2.2	-	-	11.5	142
Bhola	-	-	1.2	3.1	4.3	-	-	-	-	-	.9	11
Brahmanbaria	-	-	2.5	1.2	-	-	6.5	-	-	4.3	1.4	17
Chandpur	-	-	2.5	.6	1.1	-	-	-	-	-	.5	6
Chapainawabganj	-	-	.6	-	-	-	-	2.9	-	-	.4	5
Chittagong	-	-	18.5	29.2	2.2	-	-	.7	-	-	6.5	80
Comilla	-	-	12.3	24.2	4.3	-	5.4	.7	-	.9	5.7	70
Cox's Bazar	-	-	7.4	15.5	-	-	-	-	-	-	3.0	37
Dhaka	-	-	-	-	-	-	-	5.1	-	-	.6	7
Dinaipur	-	-	-	-	-	-	-	-	1.7	-	.2	2
Dinaipur	-	.9	1.2	-	1.1	-	-	1.4	12.0	.9	1.7	21
Faridpur	-	-	1.9	-	5.4	5.9	2.2	5.1	-	.9	2.0	25
Feni	-	-	15.4	5.0	-	-	-	-	-	-	2.7	33
Gaibandha	-	10.3	2.5	-	2.2	-	1.1	4.3	3.4	-	2.4	29
Gazipur	-	-	.6	-	2.2	-	3.3	-	-	-	.5	6
Goforgaon Upzila	-	-	-	-	1.1	-	-	-	-	-	.1	1
Gopalganj	-	-	.6	-	-	-	-	.7	-	-	.2	2
Hobigonj	-	-	-	-	-	-	-	-	-	7.8	.7	9
Jamalpur	-	-	-	-	8.7	-	1.1	-	-	-	.7	9
Jessore	-	-	.6	-	-	5.1	-	2.2	-	-	.8	10
Jhalakhathi	-	-	-	-	1.1	-	-	-	-	-	.1	1
Jhenaidah	-	-	-	-	1.1	.8	-	-	-	-	.2	2
Joypurhat	-	2.6	-	-	-	-	-	.7	-	-	.3	4
Khagrachari	-	-	.6	-	-	-	1.1	-	-	-	.2	2
Khulna	-	-	.6	.6	1.1	30.5	-	2.2	-	-	3.4	42
Kishoreganj	-	-	-	3.1	3.3	-	4.3	-	-	.9	1.1	13
Kurigram	-	-	-	-	1.1	-	-	-	12.8	-	1.3	16
Kushtia	-	-	-	-	-	.8	-	.7	-	-	.2	2

Home District	Study area [Col. %]										Total	
	Bari sal	Bogra	Ctg. Nort h	Ctg. South	Gazi pur	Khulna	Narshin gdi	Rajsh ahi	Rang pur	Sylhet	Col. %	Num ber
Lalmonirhat	-	1.7	-	-	1.1	.8	1.1	.7	6.0	-	1.1	13
Laxmipur	-	-	6.2	1.2	-	-	-	-	-	-	1.0	12
Madaripur	-	-	-	-	-	.8	-	1.4	-	-	.2	3
Magura	-	-	-	-	-	.8	-	1.4	-	-	.2	3
Maulvibazar	-	-	.6	-	1.1	-	-	-	-	4.3	.6	7
Mymensingh	-	-	.6	1.9	25.0	-	8.7	-	-	3.5	3.2	39
Narail	-	-	-	-	-	.8	-	-	-	-	.1	1
Narayanganj	-	-	.6	-	-	-	3.3	-	-	-	.3	4
Narsingdi	-	-	-	-	6.5	-	56.5	-	-	-	4.7	58
Natore	-	.9	-	-	-	-	-	8.0	-	-	1.0	12
Netrokona	-	-	-	-	-	-	1.1	-	-	.9	.2	2
Nilphamari	-	1.7	.6	-	-	.8	-	-	13.7	-	1.6	20
Naogaon	-	2.6	-	-	3.3	-	1.1	9.4	-	-	1.6	20
Noakhali	-	-	14.8	9.3	2.2	6.8	1.1	1.4	-	-	4.2	52
Pabna	-	-	-	-	-	-	-	13.0	-	-	1.5	18
Panchgarh	-	-	-	-	-	-	-	-	1.7	-	.2	2
Patuakhali	-	-	-	-	1.1	4.2	-	-	-	-	.5	6
Pirojpur	-	-	-	-	1.1	1.7	-	.7	-	-	.3	4
Rajshahi	-	-	-	-	-	.8	-	29.7	-	-	3.4	42
Rangamati	-	-	.6	.6	-	-	-	-	-	-	.2	2
Rangpur	-	3.4	3.7	.6	4.3	2.5	-	1.4	44.4	-	5.9	72
Satkhira	-	-	-	-	-	1.7	-	-	-	-	.2	2
Savar Upzila	-	-	-	-	1.1	-	-	-	-	-	.1	1
Sherpur	-	-	-	-	5.4	-	-	-	-	-	.4	5
Shunamgonj	-	-	-	-	-	-	-	-	-	22.6	2.1	26
Sirajganj	-	1.7	-	.6	1.1	-	-	-	-	-	.3	4
Sylhet	-	-	-	.6	1.1	2.5	1.1	-	-	53.0	5.4	67
Tangail	-	-	.6	.6	2.2	-	1.1	.7	-	-	.5	6
Thakurgaon	-	-	-	-	-	-	-	-	1.7	-	.2	2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1230

Annex II: Study Instruments

Instrument # 1

<p>Bangladesh Shishu Adhikar Forum</p> <p><i>Child Domestic Worker Survey</i></p> <p>Questionnaire for Child Domestic Worker</p>	District..... Particular Ward..... CWD ID No..... Address:.....
---	---

Sl. No	Question	Answer	Code
1	1.0	Family Data of the Child Domestic Worker (CDW)	
	1.1	Name of Child Domestic Worker	
	1.2	Name of District	
	1.3	Occupation of Father	
		Name of work	
		No father	01
	1.4	Occupation of Mother	
		Name of work	
		No mother	02
	1.5	No mother & father	00
2	1.6	Number of sibling (including CDW)	
	1.7	Number of family member	
	1.8	Number of siblings earn (excluding CDW)	
		No. of brother [If none write 'o']	
		No. of sister [If none write 'o']	
	2.0	Personal Information of the Child Domestic Worker (CDW)	
	2.1	Gender of the CDW	
		Male	1
		Female	2

	2.2	Age of the CDW <i>(If cannot say accurately write approximate)</i>	<8		1
			9-11		2
			12-14		3
			15-18		4
	2.3	Education of CDW	Nothing		0
			Less than class V		1
			Class V pass		2
			Class VI-VII		3
			Class VIII		4
			Class IX		5
			SSC		6
			Madrasah (write grade)	
			Non-formal (without grade)		7
Non-formal (with grade, write grade)				
2.4	Whether receive salary	No		0	
		Yes		1	
		If Yes	Monthly amount (BDT)		
			Who receives salary		
2.5	Benefits received other than salary <i>(Ask one by one of the items in the right column)</i>	Food		1	
		Clothe		2	
		Residence		3	
		Treatment in need		4	

			Study	5	
			Tips	6	
			Zakat money	7	
			Others (specify)	8	
	2.5.1	Why turned as CDW (write in details)	1		
			2		
			3		
	2.6	Please tell about your leave provisions	No leave	0	
			Have leave	1	
			If has leave	Monthly	11
				Yearly	12
				In need	13
	2.7	Can you save money from your salary	No	0	
			Yes, with me	1	
			Yes, with parents	2	
			Yes, with employer	3	
			Yes, with Bank/BKash	4	
			Others (specify)	9	
	2.8	Please tell about your food and residence			
	2.8.1	Where do you sleep at night	Separate room	01	
			If separate room	Has enough light and air	18
				Hasn't enough light and air	19
			With family members	02	

			In the kitchen	03	
			In the store room	04	
			In the drawing room	05	
			In the balcony	06	
			Corridor/empty space in hose	07	
			Others (specify).....	09	
	2.8.2	How is your beddings? (Pillow, Mattress, Quilt, Mosquito net, etc.)	Very good		
			More or less good		
			Not good		
			Not enough during winter		
			Others (specify)		
	2.9 Data about toilet & shower				
	2.9.1	What is the location of toilet you use	Separate within house	1	
			Outside house	2	
			Same with other family members	3	
	3	Data about work and responsibilities of CDW			
		3.1	What are the works you do here? (Multiple answer possible)	Cook	01
				Help in cook	02
				Wash clothes	03
				Wipe furniture	04
				Wipe door, window, fan, etc.	05
				Clean utensils	06
				Wipe floor	07

			Care kids	08
			Accompany child to & from school	09
			Care aged people	10
			Body Massage	11
			Calendar clothes	12
			Carry heavy goods	13
			Others (specify)	19
	3.2	Have you ever received any hurt/injury at work?	No, never	00
			Yes, (please write detail)	
			Whether employer took measures for treatment	
			No	10
			Yes	11
4	Physical and Mental suppression			
	4.1	Please mention the work that cause your physical extortion. (For example, carrying heavy goods, working near fire continuously for long time, electrical works, etc.)	1. 2. 3. 4. 5.	
	4.2	Please tell about how the employer or his family members behave with you? Please specify. (Suppose in case of mistake in work or break something; beat or scold or threat, etc.)	1. 2. 3. 4. 5. Never behaves badly	9

	4.3	If punishes for what reasons	1. 2. 3. 4. 5. Never punish		9
	4.4	What type of punishment you receive?	1. 2. 3. 4. 5. Others (specify)		9
	4.5	How frequently you get punishment at workplace?	Frequently		1
			Occasionally		2
			Not applicable		8
	4.6	Please tell whether you get upset from the conducts of the employer or members of his family?	No		0
			Yes		1
			If yes	What types of conduct hurt you? 1. 2. 3. 4. 5.	
	4.5.1	Who involved in such conduct that hurt you? (Mention relation with family head only, not name)		1. 2. 3. 4.	
	4.6	Did anybody approached or touched you with ill motive?	No		0
			Yes		01

			If yes	Family members	11
				Visiting relatives	12
				Neighbours	13
				House guard/worker	14
				Others (specify)	19
4.7	How tiring your works are?	Too much tiring		1	
		Some tiring		2	
		No alternative so continuing		3	
		Not that much tiring		4	
		Others (specify)		9	
5	Data related to child rights				
5.1	What is your aim in life or what you want to be in future?	1. 2. 3. 4. Don't know / cannot say			
5.2	To achieve your aim what facilities do you need?	1. 2. 3. 4.			
5.3	Have you ever heard about child rights?	No		0	
		Yes		1	
5.3.1	How do you heard about child rights? (Multiple answer possible)	1. 2. 3. 4.			

5.4	Up to what age a person is considered as child?	Up to 10 years	1
		Up to 12 years	2
		Up to 14 years	3
		Up to 16 years	4
		Up to 18 years	5
		Do not know	8
5.5	What rights/facilities are required to develop a child as a successful person in future? (Multiple answer possible)	1. 2. 3. 4. 5.	
5.6	What rights/facilities do you feel not receiving at present which could have made your life better? <i>[Readout the items in the right hand column and encircle the answers as replied]</i> [Multiple answer possible]	Adequate food	1
		Food as hungry	2
		Treatment in case of sick	3
		Scope for rest and play	4
		Scope for watch Television	5
		Scope for study	6
		Scope for going outside	7
		Scope for talk/meet with parents	8
		Others (specify)	9
5.7	Please tell about leisure and recreation?		
5.7.1	When you start work in the morning?	Write time	
5.7.2	When you go to bed after work during night?	Write time	

5.7.3	Do you get rest during day's work?	No		0
		Yes		1
6	Work environment, behaviour of family heads			
6.1	How do you enjoy your work as CDW?	Feel tired		0
		Feel joy		1
6.2	If you do minor mistake at work do they scold you or make you understand?	Scold		0
		Make understand		1
6.3	Do you get punishment for mistake in work?	No		0
		Yes		1
		If yes	Light punishment	
			Heavy punishment	
6.4	Please tell about your scope of study			
6.4.1	Do you have scope for study at present?	No		0
		Yes, where?		1
			At home	1
			NGO school	2
			Primary school	3
			Madrasah/Arabic education	4
			Others (specify)	9
7	How long you work as CDW?	Month:.....	Month:.....	
8	How long you work in this house?	Year:.....	Year:.....	

9	Question for the house owner / employer (After giving thank you ask the house owner)		
	<p>How did you collect CDW for your house</p>	<p>1.</p> <p>2.</p> <p>3.</p> <p>4.</p> <p>5.</p>	
	<p>How long he/she is working at your house?</p>	<p>Days:.....Months:.....Years:.....</p>	

<p>Comments of the Interviewer:</p>

<p>Signature of the Interviewer:</p>	<p>Signature of the Supervisor:</p>
<p>Date:</p>	<p>Date:</p>

Instrument # 2

Guideline for Data Collection from Employer of Child Domestic Worker

Address:

Age:.....Gender.....Educational qualification:.....

1. What is your idea about child labour in Bangladesh?

.....

.....

2. What are the works performed by your child domestic worker?

.....

.....

3. Among the works performed by the CDW at your house which are hazardous?

.....

.....

4. Do you have any idea about laws related to child labour?

.....

.....

5. Do you think child domestic labour should be prohibited?

.....
.....

6. What measures are needed to improve the situation of the child domestic worker?

.....
.....

7. If child domestic work prohibited how you will accomplish your household works? Do you have any plan in this regard?

.....
.....

8. Remarks of the Interviewer:

.....
.....

Name of Interviewer.....

Date:.....

Instrument # 3

Guideline for Data Collection from Public Representative (Ward Commissioner)

1. General Information

Name:.....

Name of Ward:.....Ward #:.....

Address of Ward Commissioner's Office:.....

Trainings received related to child rights, women development and gender:

.....
.....

2. Idea about child domestic worker:

a) What is the situation of child domestic work in your city:

.....
.....

b) What is the approximate number of child domestic worker in your city?

.....
.....

c) What is the age structure of the most CDWs in your city:

.....
.....

d) According to you why children compelled to work as CDW?

.....
.....

3. Idea about working condition of the Child Domestic Worker:

3.1 How hazardous the works of the child domestic worker?

.....
.....

3.2 What is the nature of food, lodging, treatment and rest of the Child Domestic Workers?

.....
.....

3.3 Do they (CDW) have any scope for study?

.....
.....

4. Do you have any information about CDW oppression?

.....
.....

5. Is there any complain about child abuse? What measures you take in such cases?

.....
.....

6. Child rights

6.1 What do you know about the state of child rights in Bangladesh?

.....
.....

6.2 To what extent children of Bangladesh enjoy child rights?

.....
.....

6.3 To what extent child rights are implemented in your working area?

.....
.....

6.4 What rights of the CDWs are violated?

.....
.....

6.5 How rights of the CDWs can be ensured?

.....
.....

6.6 What measures can be taken by the government to ensure the rights of the children?

.....
.....

6.7 What are roles of agencies other than government in implementing child rights?

.....
.....

7. What are your suggestions for improvement of child labour situation in household?

.....
.....

8. What measures are necessary to stop Child Domestic Work?

.....
.....

9. What your office / you can do in improving the CDW situation or stop CDW?

.....
.....

10. Remarks of the Interviewer:

.....
.....

Name of Interviewer:.....

Date:.....

Instrument # 4

Guideline for Data Collection from District Children & Women Affairs Officer

1. General Data of the Officer:

1.1 Name:.....

1.2 Present position:.....

1.3 Duration in present position:.....month.....Year.....

1.4 Past experience:.....

1.5 Study subject:.....

1.6 Training on child labour and child rights:.....

2. Idea and data about child labour

2.1 What is your idea about child labour in Bangladesh?

.....
.....

2.2 What is the approximate number of child labour in this city?.....

Girl.....% Boy.....%

2.3 Types of work performed by the child labours:.....

.....
.....

2.4 Which works of CDW are hazardous?

.....
.....

2.5 Why children bound to work?

.....
.....

2.6 What do you know about child related laws?

.....

.....

2.7 Does your office take any steps to enforce child related laws?

.....

.....

2.8 What activities are taken in your area to build awareness among people about child labour?

.....

.....

3. Idea about the working condition of Child Domestic Worker:

3.1 How hazardous the works of the child domestic worker?

.....

.....

3.2 What is the nature of food, lodging, treatment and rest of the Child Domestic Workers?

.....

.....

3.3 Do they (CDW) have scope for study?

.....

.....

4. Do you have any information about CDW oppression?

.....

.....

5. Is there any complain about child abuse? What measures you take in such cases?

.....

.....

6. Child rights

6.1 What do you know about the state of child rights in Bangladesh?

.....

.....

6.2 To what extent children of Bangladesh enjoy child rights?

.....

.....

6.3 To what extent child rights are implemented in your working area?

.....

.....

6.4 What rights of the CDWs are violated?

.....

.....

6.5 How rights of the CDWs can be ensured?

.....

.....

6.6 What measures can be taken by the government to ensure the rights of the children?

.....

.....

6.7 What are roles of agencies other than government in implementing child rights?

.....
.....

7. What are your suggestions for improvement of child labour in household?

.....
.....

8. What measures are necessary to stop Child Domestic Work?

.....
.....

9. What your office can do in improving the CDW situation or in stopping CDW?

.....
.....

10. Remarks of the Interviewer:

.....
.....

Name of Interviewer:.....

Date:.....

Instrument # 5

Guideline for Data Collection from NGO Officer

1. General Data of the Officer Interviewed:

1.1 Name:.....

1.2 Present position:.....

1.3 Address:.....

1.4 Duration in present position:.....month.....Year.....

1.5 Past experience:.....

.....

1.6 Why joined with the present organization?.....

.....

1.7 Major subject studied:

1.8 Subjects of training received:.....

.....

.....

1.8 Trainings received on child labour and child rights:

.....

.....

1.9 Where did you get training on child labour & child rights?

.....

.....

2. Data about programme and working area of the NGO:

2.1 What are the programmes of your organization?

.....
.....

2.2 What is the working area of your organization?

.....
.....

2.3 How funds are managed for your organization?

.....
.....

2.4 Who / which organization funds your organization?

.....
.....

2.5 What is the number of staff of your organization? Management:.....Service:.....

3. Data about programmes related to child labour:

3.1 Types of work performed by the child labours in your area:

.....
.....

3.2 What is the number of child labour in your area?

Girl.....% Boy.....%

3.2 What is the approximate number of child labour in this city?.....

Girl.....% Boy.....%

3.4 What are the programmes of your organization related to child labour?

.....
.....

3.5 Why children are compelled to engage in domestic work?

.....
.....

4. What are your suggestions for improvement of child domestic worker situation?

.....
.....

5. What measures are necessary to stop Child Development Work?

.....
.....

6. What your office can do in improving the CDW situation or in stopping CDW?

.....
.....

7. Remarks of the Interviewer:

.....
.....

Name of Interviewer:.....

Date:.....



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