

Domestic workers in Bangladesh: Initiatives, Challenges & Way forward for better protection

Presented By

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(NDWWU)**

Domestic worker in BD

- Total Household help: 1.69 million (above 15 years age)
(Source: Quarterly Labour Force Survey-2015-16-BBS)
- ❑ Child Domestic Worker: 420,000 (*ILO-UNICEF Baseline Survey 2007*)

Among them 83 % are female, most of them are children and young in age.

- ❑ 578 domestic workers died and 442 are injured in their workplaces in last 15 years (*BILS Survey*)
- ❑ Legal vacuum particularly not covered in Bangladesh Labor Act 2006 (amended in 2013);
- ❑ Domestic Servant registration ordinance-1961 negative to labor rights protection;
- ❑ Income of Domestic workers' not counted in GDP
- ❑ Not recognized as dignified work

About NDWWU

- Established on 8th March 2000
- Working area covers Dhaka city area and Chittagong, Sylhet & Rajshahi division
- Total member- 18,000 domestic workers
- NDWWU is founder member of IDWF
- Member of Domestic Workers Rights Network- DWRN
- Member of Central Monitoring Cell of the Ministry of Labour & Employment on implementation of Domestic Workers Protection & Welfare Policy
- Major programs are- Organising & Capacity building of the domestic workers, Policy advocacy, Awareness raising & Legal aid



Domestic Workers Rights Network (DWRN)

- ❑ Common platform of Trade Union & Human Rights Organizations for DW right protection formed in 2006;
- ❑ Advocacy for legal protection of the domestic workers;
- ❑ Organizing the DW;
- ❑ Awareness raising & Media campaign;
- ❑ Collective action including legal support against cases of violence on domestic workers;
- ❑ Sharing knowledge, experiences & resources among the members;
- ❑ Organizing protest program against torture on DW.
- ❑ Networking with International & regional organizations for solidarity support.

NDWWU-DWRN Protect Rights of Child Domestic Workers

- ❑ Support for Rescue and Rehabilitation of victim child workers,
- ❑ Ensure financial support to the victim child workers by DWRN member organizations and Sramik Kallyan Foundation operated by the Ministry of Labour & Employment.



DWRN Protest against killing and torture



NDWWU Actions

Organizing protest against torture on domestic workers:
Tremendous success in ensuring justice for Aduri, Happy, Laili and so many domestic workers torture case



Why this torture?

- CDWs bound to stay at employers house.
- No legal protection as worker.
- No exemplary penalty for torturer.
- Torture on domestic workers is not considered as human rights violation broadly by mainstream Human Rights Organizations and NHR Commission.
- Torture related cases are not trialed in the speedy trial court.
- Lengthy legal process and undue influence of the torturers.
- Absence of strong domestic workers' organizations.

Govt. initiatives

- Formulation of Domestic Workers Protection & Welfare Policy 2015
- Formed Central Monitoring Cell in the Ministry of Labour and Employment on implementation of the Policy
- Developed Action Plan jointly with ILO & DWRN
- Publicity of the policy through Newspaper
- Legal support to the victim domestic workers
- Financial help to the victim domestic workers
- Operating Helpline for domestic workers

Domestic Workers' Protection & Welfare Policy 2015

Basis of the Policy

- ❑ The Constitution of Bangladesh,
- ❑ Universal Declaration of Human Rights,
- ❑ ILO Convention no. 189 on Decent Work of domestic worker.

Major issues covered:

- ❑ Inspection System and Monitoring mechanism at different level,
- ❑ Protection & Welfare of domestic workers,
- ❑ Complain mechanism, 'helpline', legal aid support,
- ❑ Labor issues like job Contract, minimum Age, wage, rest & recreation and other entitlements.

How to make the policy functional

- ❑ Advocacy to enact law specific to policy.
- ❑ Forming of **Monitoring Committee and inspection mechanism** as per guideline of the policy.
- ❑ Engage civil society to create pressure group for policy functionality.
- ❑ **Mass campaign to build public opinion in favor of policy implementation and enactment of law.**
- ❑ **Facilitate to form Domestic Workers' Federation as apex body of mobilized DW to raise their collective voice.**

Challenges

- ❑ Domestic worker not recognized as labor in recent amendment of Labor law (2013).
- ❑ 'Domestic Work' is not recognized as hazardous work.
- ❑ Domestic workers not mobilized as group and mostly ignorant to existing legal and policy provision
- ❑ Strong resistance and lack of available evidence
- ❑ Majority of perpetrator in violence case to DW escaped from trial or not accused following undue influence of power
- ❑ Very few cases finally reached to verdict of punishment for the crime

Challenges

- Poor implementation of existing policy and law regarding protection of domestic workers.
- Employers' negative attitude
- Government or NGOs do not have any welfare scheme available for this workers to improve their livelihood and social condition of this workers.

Way forward plan

- ❑ Policy advocacy for inclusion of domestic workers in the law and ratification of ILO Convention 189.
- ❑ Initiate trade union movement for domestic worker.
- ❑ Mass awareness on domestic workers policy and rights and linking with regional & global campaign.
- ❑ Involving urban community particularly middle class for demonstration against violence of domestic workers.
- ❑ Introduce formal recruitment system of domestic worker as per policy guidance.
- ❑ Research and study to better informed the situation.



গৃহশ্রমিকের সুরক্ষায়
এসো দাঁড়াই সবাই মিলে



গৃহশ্রমিক অধিকার প্রতিষ্ঠা নেটওয়ার্ক

সেক্রেটারিয়েট: বাংলাদেশ ইনস্টিটিউট অব লেবার স্টাডিজ - বিলুস

নেটওয়ার্কভুক্ত সংগঠনসমূহ

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সহযোগিতায় :  আই এল ও, ঢাকা

Training to the domestic workers



IDWF Solidarity with NDWWU



Demanding law for DW joint program with BLAST



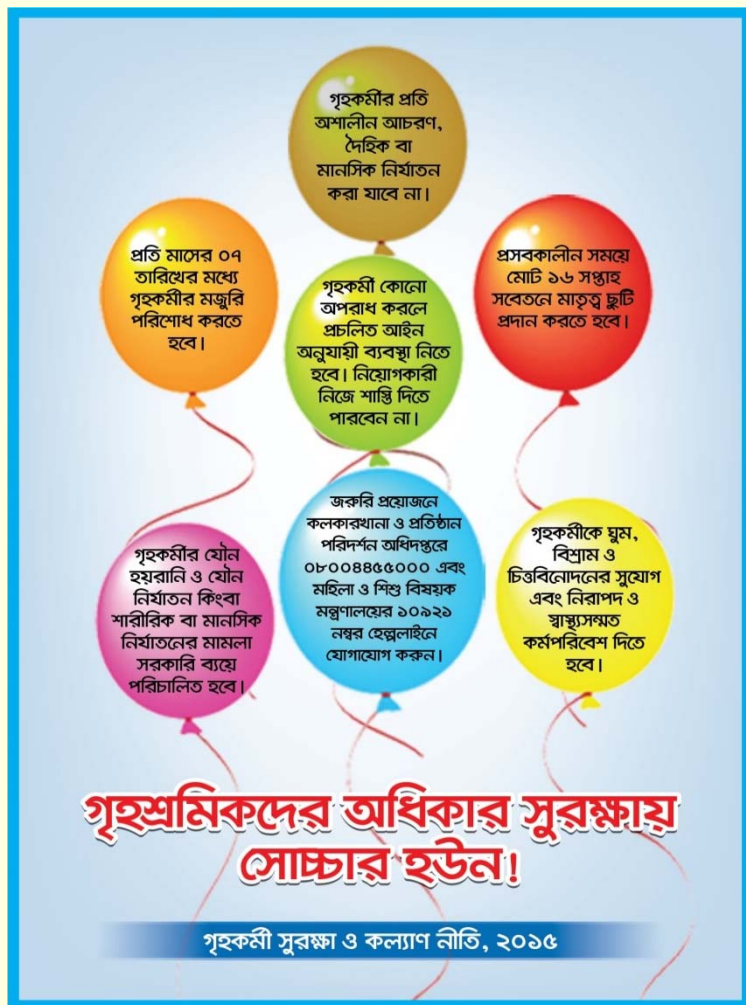
Solidarity with our fight for ratification of ILO Convention 189
The Hon'able Minister Mr. Rashed Khan Menon MP supported the
demand of ratification of the ILO Convention 189 on International
Domestic Workers Day

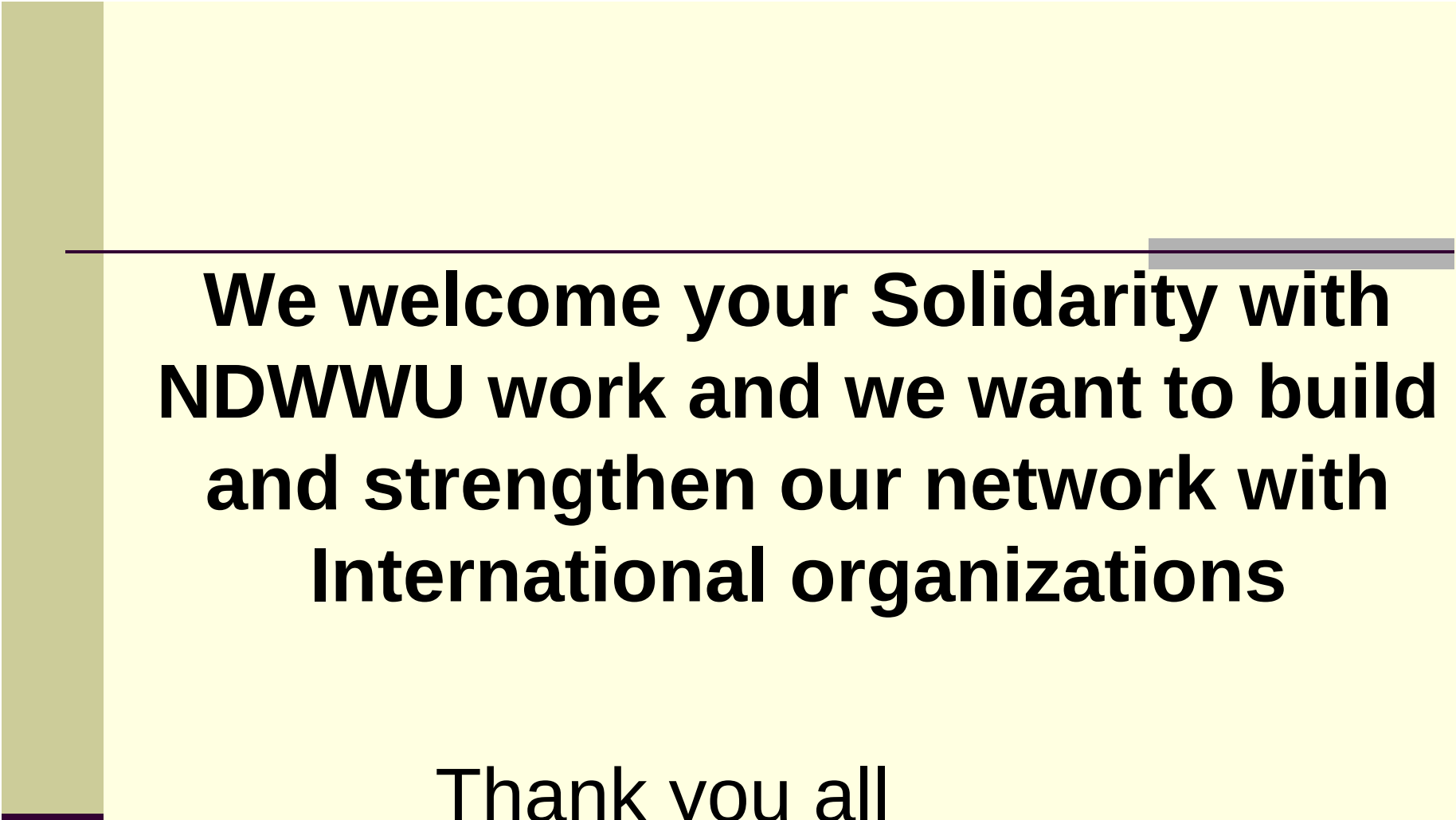


Observing 16 June



Policy Related Poster & Leaflet

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**We welcome your Solidarity with
NDWWU work and we want to build
and strengthen our network with
International organizations**

Thank you all



Thank you