



Domestic Workers Rights Network- DWRN & Construction workers: An experience of Bangladesh

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Informal Workers in Bangladesh

Total Labour Force (Aged 15 to above)	60.7 Million
Employed population	58.1 Million
Employed in informal sector (87.4% of the total employed population)	50.8 Million
Ratio between formal and informal sector	12.6:87.4 (in percent)

Presently there are growing tendency of informalization of the formal sector works through master role, contact service etc.

Present Status of Informal Sector in Bangladesh

(Ref: Labour Force Survey, 2013)

- The survey findings show a large number of employment persons in the formal sectors with a low level of education. By age group, 91.7 percent of the youths aged 15-29 engaged in the informal employment, and it is 84.1 percent of the adults aged 30-64 in the informal employment.
- The contribution of informal sector employment in urban areas was 75.1 per cent, and in rural areas, it was 92.2 percent. In rural areas, 94.8 per cent of the females are in informal sector employment whereas it was 78.2 percent in urban areas. At the national level, only 9.7 percent females engaged in informal sector employment and it was 13.7 percent for the male counterparts.

Govt. initiatives to the informal sector workers

- Financial support to the workers from Bangladesh Sramik Kallyan Foundation Fund (Bangladesh Labour Welfare Foundation Fund under the Ministry of Labour & Employment);
- Group Insurance Scheme for the Construction workers & Motor Mechanics;
- Strengthening of Labour Welfare Centers.

Informal Sector & Domestic Workers

- 0.9 Million Household Aid in Bangladesh
(Ref: Labour Force Survey 2013).
- A major portion of women informal workers are engaged with domestic works.

Domestic Workers in Bangladesh: Situation & legal protection

- Most of the domestic workers are female, mostly child and young in age. Their income is not included in Gross Domestic Product;
- Domestic workers are excluded from the Bangladesh Labour Act 2006;
- Domestic Servant registration ordinance-1961 is negative to labour rights protection;
- In December 2015 the govt. introduced “Domestic Workers Protection & Welfare Policy 2015”.

**Torture on Domestic workers from 2001 to 2010
and up to 2015**
(Ref: BILS survey)

Dead by torture	Wounded by torture	Sexually Harassed & Others	Total
398	299	100	798

Year	Dead	Wounded	Total
2011	38	20	58
2012	46	32	78
2013	32	24	56
2014	27	28	55
2015	39	39	78

Domestic Workers' Rights Network- DWRN: A platform stands for ensuring DW rights

- BILS conducted a study focused on the domestic workers rights in 2005.
- BILS Disseminated the study among the trade unions, human rights organisations and NGOs and they came together to formulate the Network.
- Domestic Workers' Rights Network (DWRN) is formed in December 2006 with 32 organisations comprising Trade Unions, leading Human Rights and Civil Society organisations.
- Bangladesh Institute of Labour Studies- BILS works as the secretariat of the Network.

DWRN major Advocacy issues

- Advocacy on Demanding inclusion of Domestic Workers in the Labour Act-2006 through necessary amendment.
- Approval of Domestic Workers Protection & Welfare Policy until inclusion of DW in the Labour Law.
- Ratification of ILO Convention 189 on Decent Work for Domestic Workers.

DWRN Actions

- Conducting Research, Study and organising Seminar, Roundtable, Press Conference etc.
- Organising domestic workers through NTUCs and other member organisations;
- Awareness raising, Media campaign and Publications;
- Liaison and linkages with national & international organisations;
- Protest against torture on domestic workers;
- Advocacy with govt.

Immediate protest against killing and torture



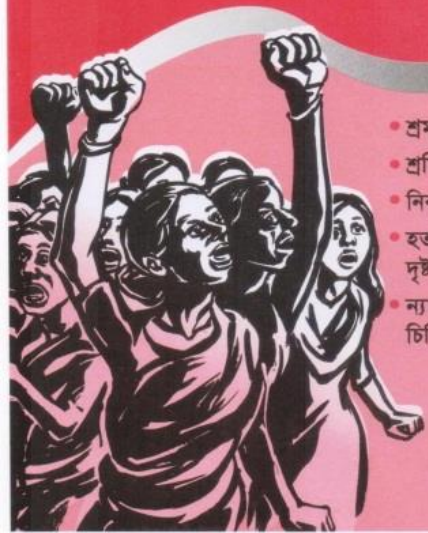
TU Group Meeting of Domestic Workers



DWRN Publications

মহান মে দিবস ২০১৫

গৃহশ্রমিকদের অধিকার সুরক্ষায় আইন চাই



- শ্রম আইনে অন্তর্ভুক্তি চাই
- শ্রমিক হিসেবে স্বীকৃতি চাই
- নিবন্ধন ও পরিদর্শন ব্যবস্থা চাই
- হত্যা ও নির্যাতনে দৃষ্টান্তমূলক শাস্তি চাই
- ন্যায্য মজুরি, নির্দিষ্ট কর্মঘণ্টা, চিকিৎসা ও বিশ্রাম চাই



গৃহশ্রমিক অধিকার প্রতিষ্ঠা নেটওয়ার্ক
Domestic Workers Rights Network (DWRN)

নেটওয়ার্ক স্বেচ্ছাসেবক: আইন ও সশিষ্ট কেন্দ্র, বাংলাদেশ ইনস্টিটিউট অব সেবার স্টাডিজ - বিল্ড, বাংলাদেশ নিগ্যাল এইড এন্ড সার্ভিসেস ট্রাস্ট (গ্রেট), বাংলাদেশ জাতীয় মহিলা আইনজীবী সমিতি, জাতীয় শ্রমিক লীগ, বাংলাদেশ জাতীয়তাবাদী শ্রমিক দল, বাংলাদেশ ট্রেড ইউনিয়ন কেন্দ্র, বাংলাদেশ সেবার ফেডারেশন, বাংলাদেশ খ্রী ট্রেড ইউনিয়ন কেন্দ্র, বাংলাদেশ মুক্ত শ্রমিক ফেডারেশন, বাংলাদেশ জাতীয় শ্রমিক ফেডারেশন, জাতীয় শ্রমিক জোট বাংলাদেশ, বাংলাদেশ শ্রমিক ফেডারেশন, বাংলাদেশ সংযুক্ত শ্রমিক ফেডারেশন, জাতীয় শ্রমিক ফেডারেশন বাংলাদেশ, জাতীয় শ্রমিক জোট-বাংলাদেশ, জাতীয় শ্রমিক ফেডারেশন, জাতীয় শ্রমিক জোট, বাংলাদেশ প্রবীণ হিতৈষী সংঘ, জাতীয় পার্শ্ব নারী শ্রমিক ইউনিয়ন, কর্মজীবী নারী, জাগো নারী ফাউন্ডেশন, মেইলী বাংলাদেশ, সুরাচ, নারীক উন্নয়ন, নারী মেইলী, প্রান ইন্টারন্যাশনাল বাংলাদেশ, আগুয়ান ফাউন্ডেশন ও কারিগর।

সচিবালয়: বাংলাদেশ ইনস্টিটিউট অব সেবার স্টাডিজ - বিল্ড email: dwrnbd@gmail.com, bills@citich.net

সহযোগিতায়: মানবের জন্য আউটবক

৮ মার্চ ২০১৫ আন্তর্জাতিক নারী দিবস এর ডাক

নারীর অধিকার গৃহশ্রমিক নারী ও কিশোরী অধিকার, যথার্থতা ও নিরাপত্তার গোচর হউন

আমার একটা নাম আছে
'বুয়া' আমার নাম না
আমার শ্রমের দাম আছে
শ্রম আমার ফেলনা না...

গৃহকর্মী সুরক্ষা ও কল্যাণ নীতি- ২০১৪'
দ্রুত অনুমোদন চাই

কিশোর-কিশোরী গৃহশ্রমিকদের শিক্ষা গ্রহণ নিশ্চিত করুন।
গৃহশ্রমিকদের দিয়ে কৃকিপূর্ণ বা বিপদজনক কাজ করানো বন্ধ করুন।
গৃহশ্রমিককে পর্যাপ্ত খুম, বিশ্রাম, চিত্ত বিনোদন ও প্রয়োজনীয় ছুটি ভোগ করার সুযোগ দিন।
মসৃণ গৃহকর্মীর চিকিৎসার ব্যবস্থা করুন।
গৃহশ্রমিককে যেকোন প্রকার অশালীন আচরণ, দৈহিক আঘাত বা মানসিক নির্যাতন থেকে রক্ষা করুন।

নেটওয়ার্ক স্বেচ্ছাসেবক:

লিঙ্গ কেন্দ্র, বাংলাদেশ ইনস্টিটিউট অব সেবার স্টাডিজ-বিল্ড, বাংলাদেশ সেবার ফেডারেশন, বাংলাদেশ খ্রী ট্রেড ইউনিয়ন কেন্দ্র, বাংলাদেশ জাতীয় মহিলা আইনজীবী সমিতি, জাতীয় শ্রমিক লীগ, বাংলাদেশ জাতীয়তাবাদী শ্রমিক দল, বাংলাদেশ ট্রেড ইউনিয়ন কেন্দ্র, বাংলাদেশ সেবার ফেডারেশন, বাংলাদেশ মুক্ত শ্রমিক ফেডারেশন, বাংলাদেশ জাতীয় শ্রমিক ফেডারেশন, জাতীয় শ্রমিক জোট বাংলাদেশ, বাংলাদেশ শ্রমিক ফেডারেশন, বাংলাদেশ সংযুক্ত শ্রমিক ফেডারেশন, জাতীয় শ্রমিক ফেডারেশন বাংলাদেশ, জাতীয় শ্রমিক জোট-বাংলাদেশ, জাতীয় শ্রমিক ফেডারেশন, জাতীয় শ্রমিক জোট, বাংলাদেশ প্রবীণ হিতৈষী সংঘ, জাতীয় পার্শ্ব নারী শ্রমিক ইউনিয়ন, কর্মজীবী নারী, জাগো নারী ফাউন্ডেশন, মেইলী বাংলাদেশ, সুরাচ, নারীক উন্নয়ন, নারী মেইলী, প্রান ইন্টারন্যাশনাল বাংলাদেশ, আগুয়ান ফাউন্ডেশন ও কারিগর।

গৃহশ্রমিক অধিকার প্রতিষ্ঠা নেটওয়ার্ক
Domestic Workers Rights Network (DWRN)

সহযোগিতায়:

Oxfam

মানবের জন্য
manusher jonno

বিশ্ব মানবাধিকার দিবস ২০১৫

গৃহশ্রমিকদের মানবাধিকার সুরক্ষায় সোচ্চার হউন, সক্রিয় হউন

- ▶ গৃহশ্রমিকদের শ্রম আইনে অন্তর্ভুক্ত কর।
- ▶ 'গৃহকর্মী সুরক্ষা ও কল্যাণ নীতি ২০১৫' দ্রুত অনুমোদন কর।
- ▶ 'গৃহশ্রমিকদের জন্য শোভন কাজ' সংক্রান্ত আইএলও কনভেনশন (নং ১৮৯) দ্রুত অনুসমর্থন কর।
- ▶ গৃহশ্রমিক হত্যা, নির্যাতন, হয়রানি বন্ধে দোষীদের দৃষ্টান্তমূলক শাস্তি প্রদান কর।
- ▶ গৃহশ্রমিকদের নির্যাতন থেকে রক্ষা ও প্রকৃত অবস্থা যাচাই করতে নিবন্ধন ও পরিদর্শন কার্যক্রম চালু কর।



গৃহশ্রমিক অধিকার প্রতিষ্ঠা নেটওয়ার্ক
নেটওয়ার্ক: বাংলাদেশ ইনস্টিটিউট অব সেবার স্টাডিজ - বিল্ড
ইমেইল: bills@citich.net, dwrnbd@gmail.com

সহযোগিতায়: মানবের জন্য
manusher jonno

DWRN Initiatives for Policy

- Network submitted memorandum to the ministry of labour and employment to account domestic worker in the national labor law.
- Network drafted a Code of Conduct on domestic workers and submitted to the MoLE.
- Ministry Decided to formulate a policy and invited network to contribute in drafting the Domestic workers' Protection and Welfare policy 2010.
- Network organised series of meeting, workshop, seminar, rally, human chain, letter campaign on raising demand for approval of the policy.

DWRN Initiatives for Policy

- Sharing the draft with domestic workers, Trade Union, HR & Workers Rights Organisations to collect recommendations;
- Incorporating the recommendations in the proposal;
- Printing the draft and wide circulation among the activists and media.

**In January 09, 2008 DWRN submitted Memorandum to the Secretary of the
Ministry of Labour & Employment**



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 for Domestic Workers
- ILO Decent Work Program

Domestic Workers' Protection & Welfare Policy 2015:

Major points & directions

- Domestic work will be recognized as a profession.
- The Ministry of Labour & Employment will coordinate implementation of the policy.
- Verbal or Written contract should be made for appointing domestic worker.
- Minimum age of domestic workers will be 14 for doing light works; those above 18 years will be eligible for heavy works. Education & health facilities should be provided to the child domestic workers.
- Domestic workers must entitle to a healthy and safe space for sleeping, they must have the scope for prayers according to their religion.

Domestic Workers' Protection & Welfare Policy 2015:

Major points & directions

- Female domestic workers will get 4 months of maternity leave.
- Employer must ensure a full-time domestic workers' salaries and other allowances. Any clothing or other forms of support have to be excluded from the salary arrangement.
- Employer has to distribute work hours ensuring proper rest, sleep, entertainment and leaves.

Domestic Workers' Protection & Welfare Policy 2015:

Major points & directions

- Employer will have to pay for all necessary treatments.
- The employer will be under the obligation to compensate for any accidents, including treatment expenses.
- Employers are strictly prohibited for making physical or mental torture to the domestic workers.
- One month notice should be given for job termination.

Domestic Workers' Protection & Welfare Policy 2015:

Major points & directions

Govt. responsibilities:

- Record keeping on appointment of domestic workers.
- Regular inspection and develop monitoring mechanism by involving non govt. orgs. & civil society members for protecting rights of domestic workers.
- Government will introduce a 'helpline' for the domestic workers while there will be also an awareness campaign.
- Free legal aid to the victim domestic workers.

Scope of Trade Union participation in the policy implementation

- Participation in the National Monitoring Committee.
- Participation in the local Inspection Team as a Member.
- Preparing report of the incidents of torture against domestic workers and sending it to the Govt. Monitoring Cell or concerned local administration.
- Legal support to the victim domestic workers.
- Arrangement of Arbitration to solve problems arises between employers and workers.

Hon' able Minister for Labour and Employment assured about approval of Code of Conduct on January 20, 2010



Members of Parliament expressed their solidarity to the demands of domestic workers on December 10, 2009



Advocacy on ILO Convention 189

- Press conference demanding ratification of ILO Convention 189 and enact law in light of ILC 189 on July 25, 2011



Parliamentarian Mr. Rashed Khan Menon MP supported the demand of ratification of the ILO Convention 189 on International Domestic Workers Day on June 16, 2012



On December 27, 2015 DWRN representatives with the State Minister of the Ministry of Labour & Employment in the discussion meeting on implementation of the Policy



Advocacy on ratification of ILO Convention 189

- Sharing the contents of the Convention 189 with the National Trade Union Federations and the groups of the domestic workers in 10 different places in Dhaka city;
- Sharing with Human Rights organizations of Domestic Workers Rights Network;
- Facilitating media reporting both print & electronic;
- Orientation to the civil society members through publication of booklet on ILO Convention 189 & ILO Recommendation 201 in Bengali and publicity through Poster, Leaflet and Flyers.
- Popularise the demands of ratification through press conference, human chain, rally etc.

Demands in Media

The Daily Star

DHAKA MONDAY APRIL 25, 2011



Greha Sramik Odhikar Protistha Network, an organisation that works for establishing domestic workers' rights, forms a human chain in front of the Jatiya Press Club in the city yesterday demanding steps to stop killing and torture of domestic helps.

PHOTO: STAR

14 domestic helps tortured to death in four months Say human rights activists

STAFF CORRESPONDENT

A total of 14 domestic helps, mostly children, were tortured to death while eight were severely tortured by their employers in the last four months in the country, said human rights activists yesterday.

Speaking at a press conference at Jatiya Press Club in the city, leaders of Network for Establishing the Rights of the Domestic Workers said employers often escape punishment due to absence of a stern law to protect rights of domestic helps.

The network demanded the government to formulate a law to protect rights of domestic helps and prevent oppression on them.

The labour ministry last year finalised "Domestic Worker Protection and Welfare Policy 2010" following continuous pressure from the network. But the government is yet to issue any written order to make the policy effective, they said.

Quoting a record of Bangladesh Institute of Labour Studies (BILS), they said a total of 797 incidents of oppression on domestic helps took place in the last ten years, of which, 398 victims died due to severe torture.

More than 20 lakh people are working as domestic helps in the country, 80 percent of

which are women and children, they said.

Though Child Rights Act 1974 prohibits appointing children as domestic helps or at any factory and termed it as a punishable offense, reality is different. So it is a must to make the policy effective, they added.

They said the government must play a positive role in formulating a document on "Decent work for domestic workers" at International Labour Organization convention in June this year.

Their other demands include ensuring security, education, training, wage and fixed working hours for domestic helps and initiating social security and rationing system for them. They also called to punish employers who torture and kill domestic helps and provide legal support from the government to victims.

The conference participants later formed a human chain in front of Jatiya Press Club to realise the demands.

Dr Wajedul Islam Khan, coordinator of Sramik Karmachari Oikyo Parishad; Shirin Akhter, president of Karmojibi Nari; Mohammad Zafrul Hasan, joint secretary general of BILS; and Sultan Uddin Ahammad, the network coordinator, also spoke.

NEWAGE

TUESDAY, JULY 26, 2011

Ratification of ILO convention on domestic workers demanded

Staff correspondent

LABOUR leaders and labour rights activists on Monday demanded immediate ratification of the International Labour Organisation's Convention Concerning Decent Work for Domestic Workers, amendment to the Bangladesh Labour Law 2006 in line with the convention, and immediate approval of the draft Domestic Workers Protection and Welfare Policy 2010.

Inhuman treatment and torture of domestic workers will continue if new laws are not enacted to safeguard their rights and interests, they told a press conference organised by Domestic Workers Rights Network, an association of trade unions and labour rights bodies, at the National Press Club.

Bangladesh Trade Union Kendra general secretary Wazedul Islam Khan in a paper presented at the conference pointed out that the facilities received by workers at the moment depended on the whim of their employers.

Facilities are given to domestic workers on a charitable basis and mostly depend on employers' whim but things like access to education and medical facilities are fundamental rights that cannot be established if laws are not enacted, Wazedul said.

Jatiya Sramik Jote presi-

dent Abdul Kader Howladar said, according to the existing labour law, employers in both formal and informal sectors should provide appointment letters to employees, which make the former liable to ensure that workers received all necessary facilities.

'Unfortunately, in our country we have laws that are not implemented,' Kader added.

Several labour leaders also demanded ensuring access of workers to education including vocational training, their right of getting day-offs and recreation time, formation of a wage board, particularly for domestic workers, establishment of a separate government agency to deal solely with domestic worker-related cases, and conducting a survey of domestic workers.

DWKN coordinator Syed Sultan Uddin Ahmed, Bangladesh labour Federation general secretary Abdul Quader Hawladar, adviser to Bangladesh Women Workers' Union Abul Hossain, Nagorik Sangahti president ASM Atiqur Rahman, Bangladesh Jatiyatabadi Sramik Dal general secretary Zafrul Hassan, Jatiya Sramik League general secretary Roy Ramesh Chandra, and Karmajibi Nari executive director Rokeya Rafique, among others, were present at the conference.

Challenges

- Workers themselves are not aware about their rights and duties because of their extreme poverty and illiteracy.
- Organize the unorganized Domestic workers.
- The govt. did not included domestic worker in the labour law during the last amendment in 2013.
- 'Domestic Work' is not recognized as hazardous work.

ILO initiatives for Construction workers

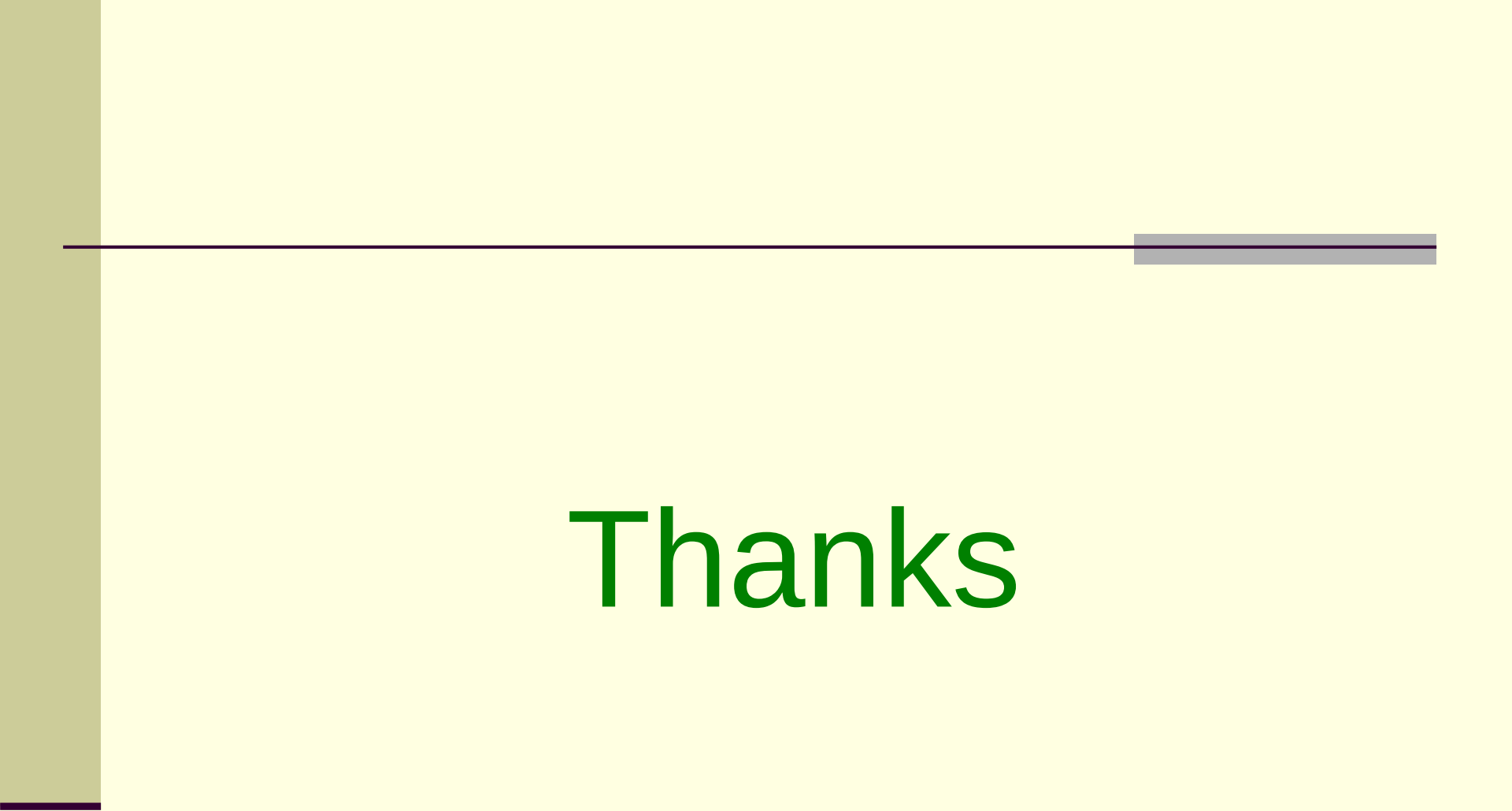
- Recently ILO Dhaka office has undertaken a pilot project on “Piloting issuance of Identity card to Construction workers” with the support of the Ministry of Labour & Employment, Bangladesh Institute of Labour Studies- BILS and National Trade Union Centers.





Future plan for Construction sector:

- **Increasing coverage of group insurance for construction workers** will take place as a vital campaign.
- **Ensuring Identity card for construction workers** is another major component for campaign. Union will provide necessary support to the ILO project on this event.
- **Strengthening organizing program to bring more construction workers in the union** will be continued and union will undertake series of program on this issue.



Thanks