

STUDY REPORT ON

Analysis of current situation, Protection Measures, and Challenges in Skill Recognition for Local and Outbound Female Domestic Workers

Under the project entitled “Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills” supported by Oxfam Bangladesh and European Union (EU)



Submitted To:

Sheikh Rumana
General Secretary
Bangladeshi Ovibashi Mohila Sramik
Association (BOMSA)
132, Anjuman Bhaban (3rd Floor)
Darussalam, Mirpur Road
Dhaka-1216
Email: bomsa@dhaka.net

Submitted By:

Aminul Hoque Tushar
Independent Consultant (Migration and
Development)
5/E/1, East Bashabo, WASA Road,
Sabujbag, Dhaka 1214
Bangladesh.
Mobile: +8801819916790.
E-mail: aminul_haque2000@yahoo.com

Implemented By:

BANGLADESHI OVIBASHI MOHILA SRAMIK ASSOCIATION (BOMSA)



STUDY REPORT ON

ANALYSIS OF CURRENT SITUATION, PROTECTION MEASURES, AND CHALLENGES IN SKILL RECOGNITION FOR LOCAL AND OUTBOUND FEMALE DOMESTIC WORKERS

Under the project entitled “Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills” supported by Oxfam Bangladesh and European Union (EU).

Research Lead:

Aminul Hoque Tushar

Contributors:

Lily Jahan

Sheikh Rumana

Prabir Kumar Bishwas

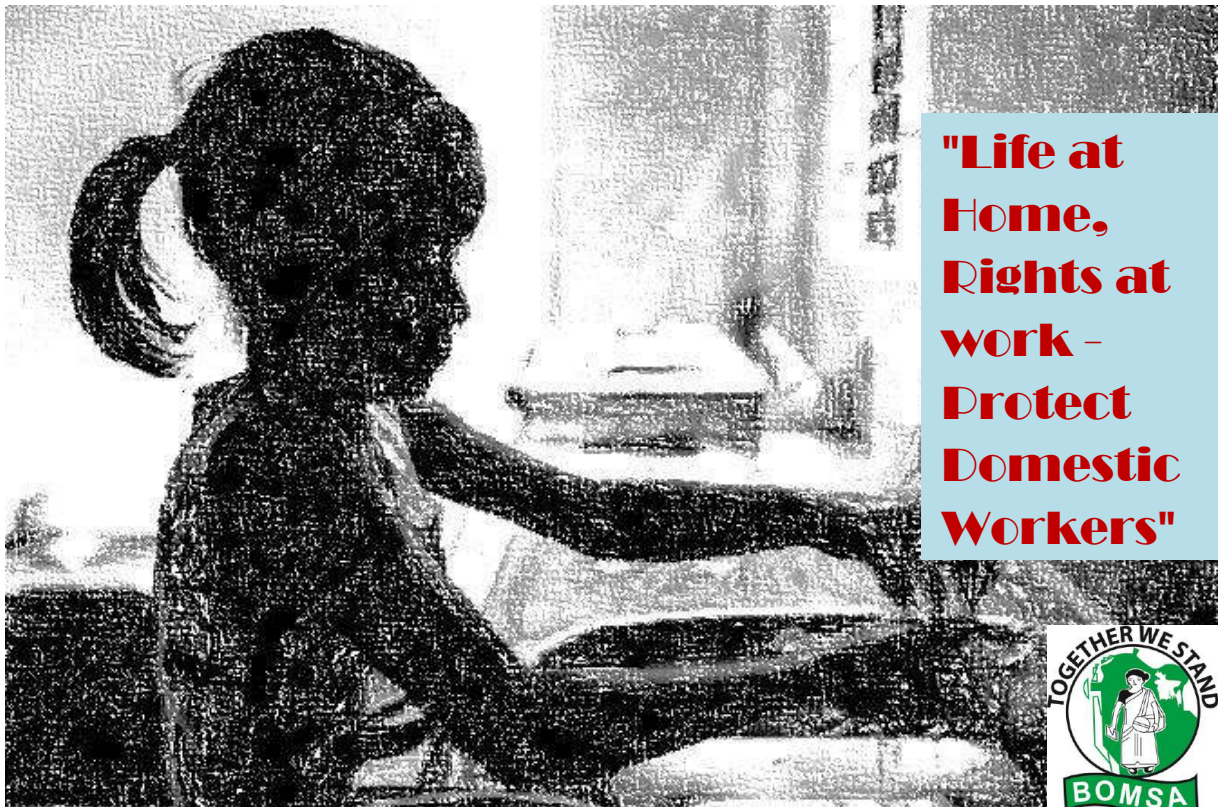
Supported by:

Oxfam in Bangladesh

European Union (EU)

Duration of Research:

August to September, 2023



FORWARD



It gives us great pleasure to write the forward for the study report titled 'Analysis of current situation, Protection Measures, and Challenges in Skill Recognition for Local and Outbound Female Domestic Workers'. The study has been supported by Oxfam Bangladesh and EU and implemented by BOMSA, with the aim of improving the safety and working conditions of female domestic workers in Bangladesh.

We all know that domestic work is a crucial but often neglected sector, with female and child workers facing numerous challenges such as low wages, lack of job security, and vulnerability to abuse and exploitation. The situation is further compounded for outbound migrants who often face exploitation at the hands of recruiting agencies, brokers and employers in their destination countries.

This situation analysis is a welcome initiative that seeks to address these challenges by promoting safe workplace practices, enhancing technical and bargaining skills of female workers, and raising awareness about their rights. By doing so, it is not only empowering these women, but also contributing to building a more just and equitable society. We also like to express gratitude to Mr. Aminul Hoque Tushar, Consultant of this study for finely tuning the necessities of implementing Domestic Workers Protection and Welfare Policy 2015, and placed some recommendations and guidelines for its effective implementations.

We would like to urge Oxfam Bangladesh and EU for their support and BOMSA for their implementation efforts. We believe that this study report will not only provide valuable insights but also act as a catalyst for change, inspiring other stakeholders to take up similar initiatives.

We hope that the findings and recommendations presented in this report will help create an enabling environment for female domestic workers in Bangladesh, pay their dignity and paving the way for a safer and more dignified future for all.

Sheikh Rumana

General Secretary

Bangladeshi Ovivashi Mohila Sramik Association (BOMSA)

ACKNOWLEDGEMENT



BOMSA expresses its appreciation and gratitude to everyone who contributed to the preparation of the situation analysis of Local and Outbound migrant Domestic Worker. BOMSA consider the issue as most time demanding and crucial to address.

Mr. Aminul Hoque Tushar, the consultant who were assigned to prepare the study, and we express our greatness for completing the study on time. His insights, guidance, and unwavering commitment to delivering a comprehensive report were critical to the success of this project.

Special thanks goes to Mr. Prabir Kumar Biswas, who provided overall guidance and responsible for field management. His expertise and experience in the field were invaluable and contributed significantly in ensuring that the research was carried out effectively.

We also like to thank Ms. Shahzadi from Oxfam, who reviewed the study, provided technical support, and oversaw the whole process.

I also want to extend my heartfelt thanks to the BOMSA staffs who worked tirelessly during the field visit and the data collection process. Their dedication and hard work were instrumental in ensuring the success of this project.

Special thanks to representatives from governmental entities, local and international NGOs, Trade Union and Oxfam Bangladesh for sharing their knowledge and expertise during the key informant interviews as well as domestic workers who were engaged in the focus group discussions and shared their experience.

This situation analysis was supported by funding from the European Union and Oxfam Bangladesh, and we hope they will consider the recommendations from this study for further advocacy with the policy makers to ensure secure work environment for domestic worker.

Lily Jahan
Chairman
Bangladeshi Ovibashi Mohila Sramik Association (BOMSA)

LIST OF ACRONYMS

BOMSA: Bangladeshi Ovibashi Mohila Sramik Association
BMET: Bureau of Manpower Employment and Training
BILS: Bangladesh Institute of Labour Studies
CEDAW: Convention on the Elimination of All Forms of Discrimination Against Women
C-189: Domestic Workers Convention, 2011
C-190: Violation and Harassment Convention, 2019
DEMO: District Employment and Manpower Office
DNCC: Dhaka North City Corporation
DWs: Domestic Worker
DWRN: Domestic Worker Rights Network
FGDs: Focus Group Discussions
FMTTC: Fazilatunnessa Mujib Mohila (Women) Technical Training Center.
ILO: International Labour Organization
IOM: International Organization for Migration
IDIs: In-depth Interview
ID: Identification card
KIIs: Key Informant Interviews
MoEWOE: Ministry of Expatriate Welfare and Overseas Employment
MFI: Microfinance Institution
OMDWs: Outbound Migrant Domestic Workers
PDT: Pre-departure Training
PKB: Probashi Kallayan Bank
SDGs: Sustainable Development Goals
TTC: Technical Training Center
WDWs: Women Domestic Workers
WEWB: Wage Earners Welfare Board.

EXECUTIVE SUMMARY

BACKGROUND:

Oxfam Bangladesh supported Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills under its Empowering Women Through Civil Society Actors in Bangladesh project, which is focused on addressing transparency and accountability of the domestic workers workplace and domestic workers migration system. 'Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills' project is implemented by Bangladeshi Ovibashi Mohila Sramik Association(BOMSA) in Dhaka North City Corporation (Ward no – 10, 11), (Kallayanpur, Darussalam, Mirpur-1 Colony, Mazar Road etc.) and Fazilatunnessa Mujib Mohila (Female) Technical Training Center (FM TTC) under Dhaka district. The project started on 1st October 2022 and will ends on 31st March 2024.

STUDY OBJECTIVES:

The main objective for this study is to figure out the domestic workers (both local and outbound migrant workers) protection pathways to know their current status within families, society they belong and migration system regarding their skills, social respect and protection as per existing laws and policies. By analysis of these key issues, the study intended to place recommendations for Domestic Workers Protection and Welfare policy 2015 review.

METHODOLOGY:

The study employ mix method including both qualitative and quantitative methods has been employed for this situation analysis. Total sample size for survey was 129, were 48% conducted among local domestic workers and 52% among outbound female domestic workers who are on processing for their overseas employment. Trained enumerators have been employed for collecting data from field, and time to time monitoing has been done by the team leader. To validate the survey findings, the study also conducted two focus group discussion and three Key Informant Interviews with service providers, activists and experts. All the data has been cleaned, triangulate during inputs and analyzed using MS Excel.

FINDINGS:

Socio-economic status of local domestic workers: The survey revealed that the majority of local domestic workers under the age of 40 have lower literacy levels. Specifically, 82.09% possess only the ability to sign their name, and none of these workers can read Bangla. Additionally, 44.78% of these families rely on only one earning member, who is typically the domestic worker herself. As a result, these workers are the primary breadwinners for their families. However, 32.84% earn between taka 4000 and 5000 (\$45 to \$46 USD) per month, which is below the poverty line. Additionally, approximately 23% of the families earn between 11,000 and 15,000 taka (\$136 to \$140 USD) per month, indicating that they are in the lower middle-income class poverty line.

Experience and Skills recognition of local domestic workers: Based on the results of a survey, more than 55% of female domestic workers are proficient in using basic and commonly-used devices such as rice cookers and pressure cookers, while 40% are capable of using juicers and blenders. However, the majority of these workers lack knowledge on how to operate other machines and appliances such as air conditioners, coffee makers, carpet cleaners, electric ovens, and geysers. Therefore, it is imperative for domestic workers to acquire the skills and expertise to operate modern household equipment and tools. This will generate more possibilities for increased demand and higher wages within the community.

Employment status and Job contract of local domestic workers: Based on the survey results, it was found that a vast majority (95.52%) of domestic workers do not possess a written job contract. As a result, most respondents (89.55%) relied solely on verbal commitments from their employers upon joining the job. A small percentage (1.49%) relied on other types of written documents, such as notes written by the employer. In addition, a fraction (8.96%) secured their job through a broker or agency. Among those surveyed, 18% revealed that they often experience delays in receiving their wages, while 19% reported that they occasionally receive their salaries on time.

Work Environment, Health safety and Personal Protection system of local domestic workers: The study discovered that almost 41.79% of respondents lacked the means to maintain personal hygiene, indicating that it may not be a priority or understood as significant by many domestic workers. Of those surveyed, 25% claimed knowledge of personal hygiene practices, while 75% were unable to describe them. Additionally, 74.63% reported a lack of understanding of STDs/STIs. This highlights a need for education and training on personal hygiene and Sexual and Reproductive Health Rights for local domestic workers. The study also examined illness or disease records before and after joining work, revealing a slight increase in some common seasonal and lifestyle diseases. Domestic workers providing services for 3 to 5 member families (in 52% of cases) spent more time cleaning and washing, especially in households with children under 6 years old. Nutrition-wise, 39% knew about a nutritious and balanced diet, while 49% had only partial knowledge and 82% faced limited access to healthy food. Only 5.97% received adequate rest time and 2.99% had time for personal entertainment. The study showed that 61.19% of workers did not receive leave during pregnancy, which negatively impacted their health, well-being, and productivity. Furthermore, 97.01% of workers remained without financial aid or medical support for workplace injuries or accidents.

Access to justice and Welfare services of local domestic workers: According to the study, the majority (59.70%) of domestic workers lack knowledge about the minimum age and educational requirements for employment according to national standards. Additionally, only small percentages (16.42%) of domestic workers are aware of their rights to be involved with workers associations or trade unions. Surprisingly, none of the participants were able to describe the potential benefits of joining such organizations or even the activities of the Labor Welfare Board.

Knowledge on laws, policies and self-defense of local domestic workers: According to the study, only a small percentage (16.42%) of domestic workers has knowledge of laws or policies that protect them. Surprisingly, none of these workers were able to mention the Domestic Workers Protection and Welfare Policy of 2015, highlighting a significant lack of awareness about their rights. In terms of conflicts with their employers, 13.43% of workers reported experiencing disputes. The most commonly cited reason for these disputes was wage deduction (56.72%), followed by irregular payment (17.91%). While verbal or physical abuse was reported in a smaller percentage of cases (7.46%), it is still concerning and highlights the vulnerability of domestic workers. In only 2.99% of cases were issues related to the nature of work and overload cited. Unfortunately, only 13.43% of workers were able to successfully negotiate and reach a resolution with their employers regarding these conflicts.

Women Empowerment and Gender equality of local domestic workers: The research discovered that out of the domestic workers surveyed, 22.39% believed that earning more money would increase their social and familial acceptance, while 25.37% disagreed. This suggests that while some domestic workers think that a higher income may lead to more acceptances in their family, many are not convinced. Additionally, only 43.28% of domestic workers interviewed believed that their work and financial contribution in their family allowed them a say in decision-making, while 56.72% reported having minimal or no input. This lack of access to decision-making further disempowers

these women in both their personal and professional lives. Furthermore, only 34.33% of domestic workers interviewed claimed to have full freedom to spend their earnings, whereas 65.67% had limited scope. The study revealed that 50.75% of domestic workers were able to bargain for a wage increase, and many may not feel empowered to negotiate for better pay, which could indicate a power imbalance between domestic workers and their employers. The research also sought to address the statement that "Women will be independent if they earn more", with only 13.43% of domestic workers agreeing with the statement. Many cited education, and the freedom to join a trade union, as other factors that contribute to women's independence. This partial agreement may point to the complex societal, economic, and cultural factors that affect women's independence in their respective contexts.

Socio-economic status of outbound (female) domestic worker: The study found that, majority (54.79%) of domestic workers fall into the age range of 31-40 years, whereas 76.71% of them are married. Regarding their educational level, most of the outbound migrant domestic workers (54.79%) found having signature knowledge, which means they can write their own name and maybe a few other words in their local language, and unable to read or understand international languages like English or Arabic. The spouses or parents of outbound female workers are the sole earning member in their family. This suggests that their spouses are the primary breadwinners, responsible for supporting their entire family financially. It also found that, 36.99% families are living with earnings between 5000tk. and 7000 tk. (\$60-\$70 USD) per month, while 28.77% have earning between 7100tk. and 10000 tk. (\$80-\$95 USD) per month, which are under poverty line and below standard. However, the study found, majority of outbound migrant workers (69.86%) have lived in Dhaka for less than a year, indicating that they are living Dhaka for migration purpose only. Among them, a significant portion are moving from nearby districts and staying in Dhaka for participating in two months long Housekeeping Training, and waiting for BMET manpower clearance. Regarding owning bank account, the study found only 12.33% of outbound migrant domestic workers have a bank account, while the majority 87.67% are still out from institutional financial services.

Experience and Skills recognition of outbound (female) domestic worker: The study revealed that, majority of these outbound workers (83.56%) are migrating for economic solvency, suggesting that they are moving to seek better economic opportunities, higher wages, and a chance to improve their financial situation. Only a small proportion (5.48%) is migrating due to social pressure, which indicates that they may have been compelled to leave their homes because of social or cultural reasons. Regarding destination countries, majority of workers (82.19%) are migrating to Saudi Arabia (KSA), followed by Hong Kong (6.85%) for overseas employment. However, out of the total sample, 69.86% of outbound migrant domestic workers have knowledge about the requirements for manpower clearance, while 30.14% does not have knowledge about the requirements. The study also attempts to measure outbound workers knowledge on medical and physical fitness required for outbound female workers, it found 27.40% of them do not know the criteria or requirements from government or employers.

Employment status and Job contract of outbound (female) domestic worker: The study discovered that only 2.74% of outgoing workers were given job contracts before migrating, while the remainder (97.26%) was not. However, the majority of these individuals received their job contracts at the airport just prior to their departure. As for migration expenses, 64.38% of workers spend more than 31,000 tk. (\$300-\$400 USD), even though KSA has zero migration costs for domestic workers. Nonetheless, middlemen or local brokers demand money from them. Furthermore, 31.51% of outgoing workers still do not possess the necessary knowledge regarding migration requirements. Thus, the data implies that the majority of outgoing migrant domestic workers have some understanding of the minimum prerequisites of being an overseas worker.

Work Environment, Health safety and Personal Protection system of outbound (female) domestic worker: Out of 72 female outbound workers surveyed, 53.42% confirmed their awareness of STDs and relevant reproductive health rights, while 28.77% lacked knowledge on the subject. The results indicate a clear necessity for education and awareness campaigns on reproductive health and STDs for migrant workers.

Access to justice and Welfare services of outbound (female) domestic worker: The study revealed that only 16.44% of workers are aware of the process to file complaints with the government regarding irregularities, exploitation, or abuse. This suggests that a substantial portion of migrant domestic workers lack knowledge of the BMET Arbitration system and complaint mechanism, which are used to address employment-related issues and grievances. Furthermore, the majority of outbound migrant workers do not believe in the existence of social security or welfare provisions, as only 16.44% of them are aware of the services offered by wage earners welfare board.

Knowledge on laws, policies and self-defense of outbound (female) domestic worker: The government implemented two laws, namely the 'Prevention and Suppression of Human Trafficking Act 2012' and the 'Overseas Employment and Migration Act 2013,' to safeguard the rights of migrants. However, only 19.18% of outbound workers are aware of these laws' existence for migrant rights protection, while 68.49% lack any knowledge about them. This underscores the necessity for the government and other stakeholders to educate and inform outbound female domestic workers about their legal entitlements and safeguards.

Women Empowerment and Gender equality of outbound (female) domestic worker: The study aimed to gauge the perceptions of outbound migrants on women empowerment through overseas employment and earning money. To do this, the statement 'Earning money increases more acceptances in family' was presented to the participants. The study found that while 31.51% of the respondents agreed with the statement, 17.81% refused. This implies that while earning money may be a factor that increases acceptance in the family for some outbound workers, it may not hold true for others. Moreover, the study revealed that 39.73% of the respondents believed that they can contribute to family decision-making processes if they can provide financially. This suggests that these migrants have a significant level of empowerment within their families and actively participate in important decisions. However, the study also highlighted that outbound female workers face challenges in this regard, potentially due to socioeconomic status or societal and cultural barriers, leading to their dis-empowerment.

RECOMMENDATIONS:

- More social security program including skill development program needs to deploy for domestic workers to enable them to increase their family income, uplifting from poverty and involve with other income generating activities.
- Skill development program including Housekeeping and Care Giver training courses at TTC should make available for local domestic workers in cheap cost or in free of cost.
- It is recommended that measures be taken to ensure that a job contract is obligatory when employing a domestic worker. The contract should contain details such as job classification, job description, salary, payment method and an estimated timeline, as well as safety measures and other provisions that ensure the well-being of the domestic worker.
- Education related to lifestyle diseases, consumption of nutritious foods, personal hygiene, and reproductive health rights (SRHR) and sexually transmitted diseases (STDs) and STIs are essential for domestic workers.
- It is essential to have job contract where it should clearly maintain supply and availability of hygienic accommodation, foods, leave during pregnancy, aids for workplace injury and rest time for domestic workers.

- Essentially needs to carry more education program among domestic workers on labor rights, existing laws and policies.
- Leadership training is also required for domestic workers to encourage them to organize and claim rights.
- Education and capacity building program on Legal protection and grievance management is essential for domestic workers.
- Special campaign is also required to carry at grassroots level to educate workers on Domestic Workers Protection and Welfare Policy 2015.
- More community sensitization program or campaign needs to carry on domestic workers contribution in family and economy, and recognizing their profession.
- Special family counseling services should make available at community group through peer leaders to recognize the contribution of domestic workers.
- Educational activities (non-formal adult education) needs to carry for local as well as outbound domestic workers besides housekeeping training, which may enable them to read and write some basics and do effective communication.
- Financial literacy and access to institutional financial services is also essential to carry among outbound migrants.
- Pre-decision orientation or training become much essential for outbound or aspirant migrants to provide information regarding safe migration process, government and employers requirements, and documents processing to reduce their vulnerability towards exploitation, abuse and trafficking.
- Housekeeping training and pre-departure training course should update curriculum to disburse safe migration process.
- Advocacy needs to carry with relevant authority, ministries and policy makers to ensure providing or supplying job contract/ job agreement to outbound migrants before departure, and in language they understand.
- Initiatives should take by authority to minimize the migration cost, and protect the migrant workers from fraud.
- Besides Housekeeping training contents, separate programs should be placed or needs to carry at TTC or Community level to educate aspirants or outbound female workers on sexual and reproductive health rights, protection from STDs/ STIs.
- Outbound migrants should build capacity on complaint mechanism and self-defense, access to justice and legal aids. Special campaign could organize at community level.
- Information regarding activities and services offered by Wage Earners Welfare board should make available to migrants and families.
- Pre-departure orientation and Housekeeping training should have contents on existing laws and policies.
- To educate migrants on the 'Overseas Employment and Migration Act 2013' and the 'Prevention and Suppression of Human Trafficking Act 2012', a special campaign should be carried out at the grassroots level.
- There is a need for additional initiatives to raise awareness within the community about the contributions of migrant workers to both the national economy and their own families, while also acknowledging their efforts.
- Peer leaders within community groups ought to offer specialized family counseling services in order to acknowledge the valuable input of migrant workers.

TABLE OF CONTENTS

Content	Page
CHAPTER 1: General overview of Domestic work and International Domestic worker	
1.1. General overview of the context	12
1.2. Background of the study	12
CHAPTER 2: Introduction and Study methodology and Objective	
2.1. Introduction	14
2.2. Objectives	14
2.3. Methodology	15
CHAPTER 3: Conceptual Framework and relevant Definitions	
3.1. Definitions and concepts of local domestic worker	18
3.2. Definitions and concepts of outbound domestic worker	19
3.3. Service availability	19
CHAPTER 4: Overview of the Legal and Constitutional Landscape of International Mechanisms	
4.1. ILO C 189 and C 190	22
4.2. CEDAW	22
4.3. Sustainable Development Goals (SDGs)	22
CHAPTER 5: Overview of the National Mechanisms, Strategies and Policies on protection of Domestic Worker	
5.1. Labour law 2006	24
5.2. Domestic worker protection and welfare Policy 2015	25
CHAPTER 6: Study Findings	26
CHAPTER 7: General Recommendations	62
CHAPTER 8: Conclusion	68
References	69
ANNEXS	70

CHAPTER 1: General overview of Domestic work and International Domestic worker

1.1. GENERAL OVERVIEW OF THE CONTEXT

Domestic workers are individuals who work in private households, performing tasks such as cleaning, cooking, childcare, and personal care for their employers. The work of these domestic workers often goes unrecognized, and they are often paid low wages, face long working hours, and have limited legal protection. The context for conducting a domestic workers situation analysis study focuses on the need to understand the issues, challenges, and opportunities facing domestic workers in different contexts. Moreover, they are an important part of the global labor force, with 76 million of individuals employed in this sector worldwide¹. The situation analysis study is conducted with the aim of promoting the rights and welfare of domestic workers aligning with “Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills” project objectives of BOMSA under Empowering Women through civil society actors in Bangladesh of Oxfam in Bangladesh, supported by European Union (EU), and to ensure that they receive fair treatment, decent working conditions, and are protected from exploitation. This study helps in identifying gaps in policies, processes and procedures for the protection of domestic workers and provides recommendations to improve their working conditions, and ensure their access to legal and social rights. The study involves engaging with stakeholders including domestic workers themselves, employers, civil society organizations, government agencies, and international organizations to gain insights and perspectives on the challenges faced by domestic workers. This study will help to inform policy decisions and interventions aimed at improving the working conditions and rights of domestic workers. The ultimate goal of conducting a domestic workers situation analysis study is to create an enabling environment that promotes decent work for domestic workers, as well as the realization of their human rights.

1.2. BACKGROUND OF THE STUDY:

Oxfam Bangladesh supported Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills under its Empowering Women Through Civil Society Actors in Bangladesh project, which is focused on addressing transparency and accountability of the domestic workers workplace and domestic workers migration system. Promoting safe workplace for local female domestic workers and outbound migrants by enhancing their technical, rights based and bargaining skills is implemented by Bangladeshi Ovivashi Mohila Sramik Association(BOMSA) in Dhaka North City Corporation (Ward no – 10, 11), (Kallayanpur, Darussalam, Mirpur-1 Colony, Mazar Road etc.) and Fazilatunnessa Mujib Mohila (Female) Technical Training Center (FMTTC) under Dhaka district. The project started on 1st October 2022 and will end on 31st March 2024.

The overall *objective* of the project is ‘Domestic workers (in country and outbound migrant workers) build skills and knowledge to protect their rights, reduce vulnerability from exploitation as per existing laws and policies. The *Outcomes* of the Project are: i) Female domestic workers protection and welfare act, policy and national action plan developed to minimize exploitation (in home and outbound). ii) Female domestic workers (in country and outbound female migrant workers) empowered and encouraged to join in trade union or associations for enhancing bargaining power to protect their rights.

¹ It is estimated that 76 million domestic workers around the world represent 2.3 per cent of total employment worldwide (WIEGO and ILO 2022)

Hence, the project of BOMSA planned to undertake a *Conduct a comprehensive study and analysis of Domestic workers' protection pathways to know the situation of domestic workers, skill recognition facility and place recommendations for policy review*, for which it will engage an external, well experienced consultant.

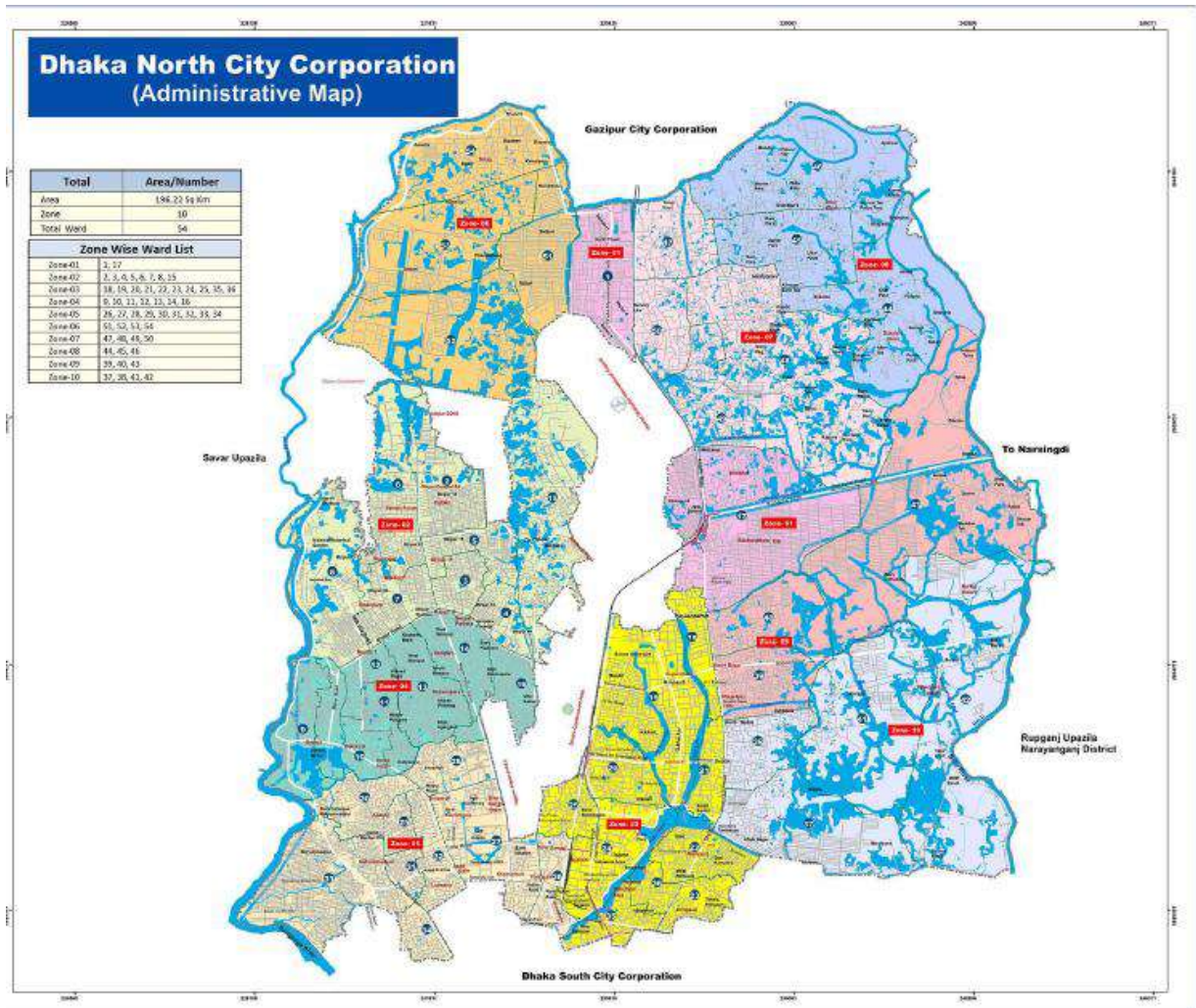


Figure 01: Study Area under Dhaka North City Corporation (DNCC), Bangladesh

CHAPTER 2: Introduction and Study methodology and Objective

2.1. INTRODUCTION:

The domestic worker industry in Bangladesh remains a predominantly female workforce, with 80% of workers being women according to a 2013 survey by the Bangladesh Bureau of Statistics. Shockingly, a study conducted in 2016 by the Bangladesh Institute of Development Studies found that 20% of domestic workers in Bangladesh are children under the age of 18. The majority of domestic workers in the country do not have formal work contracts or agreements, leaving them without legal protection, as estimated by the International Labor Organization. Furthermore, a 2019 study by the Bangladesh Institute of Labor Studies revealed that 95% of domestic workers in Bangladesh have experienced abuse at the hands of their employers. The situation is further compounded by non-payment, delayed payment, or less than the agreed-upon salary, reported by 46% of domestic workers surveyed by the Ain o Salish Kendra (ASK). Additionally, a staggering 73% of workers reported working longer than 12 hours a day, with only 5% receiving overtime payments. The situation is further aggravated with the ILO reporting that domestic workers in Bangladesh are frequently denied leave, have their personal documents confiscated, endure poor living conditions, and have restrictions on their movement. While the accuracy of these statistics may vary, there is an urgent need for improved working conditions for domestic workers in Bangladesh.

The current situation of domestic workers in Bangladesh can be described as challenging and often marked by exploitation and lack of legal protection. Many domestic workers in Bangladesh face various issues such as low wages, long working hours, and inhumane working conditions. They often lack legal contracts and are vulnerable to verbal, physical, and sexual abuse. Additionally, domestic workers frequently experience restricted mobility, isolation, and limited access to healthcare and education. In 2020, a total of 44 domestic workers were subjected to various forms of torture in Bangladesh. Of them, 16 were killed, including 12 mysterious deaths. 12 people were raped, 12 were severely tortured due to physical injuries and four committed suicide. The data were presented in a virtual meeting titled "Workplace situation and legal protections for domestic workers in 2020" jointly organized by Bangladesh Institute of Labour Studies-BILS, Campaign for Popular Education-CAMPE, Hellotask, Nari Maitree, RedOrange and UCEP Bangladesh under Oxfam in Bangladesh and Global Affairs Canada-funded 'Suniti' project (Securing Rights of Women Domestic Workers in Bangladesh) on the rights, dignity and protection of domestic workers on January 31, 2021.

One of the main problems faced by domestic workers is the absence of specific legislation in Bangladesh that guarantees their rights and protection. As a result, they are not entitled to standard labor rights and are often excluded from labor laws that safeguard the rights of other workers. However, several organizations and initiatives are working to improve the situation of domestic workers in Bangladesh. Groups such as the Bangladesh Domestic Workers Network, BRAC, Manusher Jonno Foundation (MJF), BOMSA, Democracywatch, Karmajibi Nari and other civil society organizations are advocating for the rights of domestic workers, raising awareness, and providing support services.

In recent years, some positive steps have been taken by the government, including the discussion of a proposed Domestic Workers Protection and Welfare Policy. However, the implementation of such policies and regulations remains a significant challenge, and more comprehensive measures are needed to protect the rights and improve the conditions of domestic workers in Bangladesh.

2.2.OBJECTIVE OF THE STUDY:

The main objective for this study is to figure out the domestic workers (both local and outbound migrant workers) protection pathways to know their current status within families, society they belong and migration system regarding their skills, social respect and protection as per existing laws and policies. By analysis of these key issues, the study intended to place recommendations for Domestic Workers Protection and Welfare policy 2015 review.

2.3. METHODOLOGY:

A. Methodology:

Research methodology refers to the systematic approach and techniques used to conduct research and gather relevant data in order to answer research questions or test hypotheses. It involves the selection and implementation of appropriate methods, tools, and procedures to ensure the reliability, validity, and accuracy of the research findings. The methodology outlines the overall research design, including the research approach (qualitative, quantitative, or mixed methods), data collection methods (such as surveys, interviews, and observations), sampling techniques, data analysis procedures, and ethical considerations. A well-designed research methodology is crucial for ensuring the rigor and credibility of the research study, allowing researchers to draw meaningful conclusions and contribute to the existing body of knowledge in their respective fields. Therefore, the mix method including both qualitative and quantitative methods has been employed for this situation analysis.

B. Sampling:

a. Sample Size: The study aims to conduct a survey on a total of 139 households (48% among local domestic workers and 52% among outbound migrant workers who are currently receiving PDT from TTC). This sample size would provide a reasonable representation of the local and outbound migrant domestic workers' situation.

BOX-1: Sample Size Calculation Formula

The formula applied to calculate sample size is:

$$N = (Z^2 * p * (1-p)) / E^2$$

Where:

n = sample size

Z = Z score (which corresponds to the confidence level, in this case 1.96 for 95% confidence)

p = proportion of population having the attribute we are interested in (this is usually set to 0.5 for maximum variance and conservatism)

E = margin of error (expressed as a proportion, which in this case is 0.07)

Plugging in the values:

$$N = (1.96^2 * 0.5 * (1-0.5)) / 0.07^2 \quad n = 138.26$$

Therefore, the sample size required is 139.

b. Selection: A combination of purposive and stratified random sampling techniques has been applied for this study. The selection has been based on the demographics, geographical distribution, and socioeconomic factors in the target area and population.

c. Stratification: The sample has been divided into two strata:

i. Local Domestic Workers: The households employing domestic workers of local origin, and also the areas where local domestic worker resides.

ii. Outbound Migrant Domestic Workers: The outbound female domestic workers who are participating in 2 months long Pre-departure training and Housekeeping courses.

C. Desk review:

The desk review for the domestic workers situation analysis of Bangladesh included the analysis of a newspaper articles, research Reports, relevant international legal instruments, ILO conventions 189, 190, CEDAW and national Labour law 2006, and Domestic workers protection and welfare policy 2015. The review found that domestic workers in Bangladesh face several challenges including low wages, lack of job contract, long working hours, lack of job security and protection from abuse. The Domestic workers protection and welfare policy 2015 outlines specific guidelines and provisions for the protection of domestic workers. However, the implementation of these policies has been slow and inadequate. Moreover, the national Labour law 2006 and international legal instruments such as ILO conventions 189 and 190, and CEDAW provide a framework for the protection of domestic workers, but their implementation and enforcement have been weak. Overall, the review highlights a pressing need for increased government and stakeholder action to protect domestic workers in Bangladesh.

D. Data Collection:

A structured questionnaire has been developed to gather relevant data from the target people. The questionnaire has been designed in such a way to capture information on:

- Demographic details of the household and the domestic worker including their lifestyles.
- Employment conditions, including working hours, wages, leave entitlement, and overtime compensation.
- Types of rights violations experienced by the domestic workers, such as physical abuse, denial of basic needs, restriction of movement, and confiscation of personal documents.
- Awareness of labor laws and existing mechanisms for reporting and seeking redressal of grievances.
- Access to social protection measures, such as medical care, insurance, and retirement benefits.
- Perceptions of employers on their responsibilities, attitudes towards domestic workers, and awareness of their rights.
- Suggestions and recommendations for improving domestic workers' rights and working conditions.

The survey followed face-to-face interview technique with the households employing domestic workers. Trained research assistants administered the questionnaires while maintaining strict confidentiality and sensitivity towards the participants.

E. FGD and KIIs:

To validate the information, the study also employed FGD and KII technique. It conducted one focus group discussion (FGD) with local domestic workers, and one with outbound workers at TTC. To know the service availability regarding domestic workers grievance management, legal protection and access to welfare services.

F. Ethical Considerations:

- a. Informed Consent: Participants has been informed about the purpose, procedure, and voluntary nature of their participation. Informed consent has been obtained before conducting the survey.
- b. Anonymity and Confidentiality: The respondents' identities and personal details has been kept confidential, and all data has been aggregated to ensure anonymity.
- c. Voluntary Participation: Participation in the survey has been completely voluntary, and respondents had the right to withdraw at any stage without facing any consequences.

G. Data Analysis:

To enhance reliability, the researchers kept detailed written notes of the interviews and took careful notes of the interview context. Given the limited scope of this study, a descriptive rather than theory-building approach was adopted for the analysis stage. The raw transcribed data was coded and categorized into themes and headings. Quantitative data collected through the survey has been analyzed using statistical software. Descriptive statistics, such as frequencies, percentages, means, and standard deviations, provided an overview of the data. Comparative analysis has been conducted between local and outbound migrant domestic workers to identify any significant differences in their experiences.

H. Limitations:

This research is limited by its scale and scope, as data has been generated from a small sample population from 67 households (of 3 wards of Dhaka North City Corporation areas) and 72 training participants in one area of Bangladesh, Dhaka City.

It is also important to note that given the sensitivity of the research topic, some participants may not have felt at ease disclosing the full details of their status and experiences. Moreover, it was a challenge to get the children out of their employers' house. One interview was conducted through the barred balcony. Another interview was conducted in the presence of the employer; some other workers have been pressurized by the employers not to disclose rights violation or torture issues.

It is acknowledged that the data generated from this study was heavily influenced by the relationship between researchers and participants. However, the findings may be generalizable insofar as they confirm theories and concepts from other studies; they may also advance understanding of a previously under-explored area.

Despite these limitations we are confident that we have captured a range of perspectives on domestic work, and generated a preliminary understanding of the working condition of the Bangladeshi urban centric female domestic workers and violations of the universal rights of the female domestic workers in this sector.

However, it is essential in order to ensure the rights and well-being of domestic workers. By examining the current state of skill recognition and analyzing the existing protection pathways, policymakers can identify gaps and areas for improvement. This study has been provided valuable insights and data-driven recommendations for policy review, ultimately leading to better protections and support for domestic workers.

CHAPTER 3: Conceptual Framework and Relevant Definitions

3.1. DEFINITIONS AND CONCEPTS OF LOCAL DOMESTIC WORKERS:

A domestic worker is someone who is employed within a household to perform a range of tasks related to housekeeping and family care. Domestic workers include cleaners, cooks, nannies, and caregivers for elderly or disabled family members, gardeners, and other helpers. In many countries, domestic work is typically performed by women and often by migrant workers who may be vulnerable to exploitation and abuse due to the informal nature of the work and the lack of legal protection. Domestic workers may work full-time or part-time and may be employed directly by the household or through agencies.

Local domestic workers and care givers play an important role in the daily lives of many households in Bangladesh. Here are some definitions and concepts related to these professions in Bangladesh:

- i. **Local Domestic Worker** - A local domestic worker is an individual who provides domestic services such as cleaning, cooking, and laundry to households, dormitories, mess, training center or offices in Bangladesh. These workers are often hired on a daily or weekly basis and are paid a salary that is lower compared to other professions. Most of the local domestic workers in Bangladesh are women and are employed by middle-class families and households.
- ii. **Care Giver** - A care giver in Bangladesh is an individual who provides care to someone who is ill or elderly or even disables. This includes tasks such as bathing, feeding, and administering medication. Care givers can either work in hospitals or homes, and their job responsibilities vary depending on the needs of the patient. Many care givers in Bangladesh are not formally trained but are hired based on their experience and skills.
- iii. **Overseas domestic workers**- a trained worker who migrated to other country as domestic workers following regular labor migration system or procedure and earn remittances for families and country.

The International Labour Organization (ILO) has defined domestic work as "**work performed in or for a household or households**" and has highlighted the need for better regulation and protection of domestic workers. The ILO's Domestic Workers Convention, adopted in 2011, sets out guidelines for fair and decent working conditions for domestic workers.

The concept of local domestic workers and care givers in Bangladesh is deeply rooted in the country's social and economic context. Despite the increasing number of women joining the workforce in recent years, household chores and care work continue to be the responsibility of women in most households. The demand for local domestic workers and care givers is high, especially in urban areas where many families have dual working parents and need additional support to manage their domestic responsibilities.

The local domestic worker and care giver profession faces many challenges in Bangladesh. These include low pay, lack of job security, long working hours, and instances of abuse and exploitation. Many workers are not afforded basic employment rights and are often victims of unfair labor practices. However, there have been efforts by the government and civil society organizations to regulate and improve the working conditions of these professions in the country.

3.2. DEFINITIONS AND CONCEPTS OF OUTBOUND DOMESTIC WORKER

Migrant domestic workers are individuals who are employed in private households to perform household duties such as cleaning, cooking, childcare, and elderly care. They are recruited from different countries to work in other countries, often with the promise of better wages and working conditions. In Bangladesh, the majority of domestic workers are women, and many of them migrate to Middle Eastern countries such as Oman, Kuwait, and Saudi Arabia. The number of Bangladeshi female domestic workers who migrate has increased in recent years, and it is estimated that up to September 2023 more 11,60,000 female leaves the country since 1991 (Source BMET). The trend of migration for domestic work from Bangladesh is driven by several factors, including poverty, lack of job opportunities in the country, social pressure and the desire to earn higher wages. Additionally, the demand for domestic workers in the Middle East is high, and many employers are willing to pay well for their services. According to BMET, major destinations of Bangladeshi female migrants are: KSA (44.39%), Jordan (16.57%), UAE (11.67%), Oman (10.22%), and Lebanon (9.32%). However, migrant domestic workers from Bangladesh face numerous challenges, including exploitation, abuse, and low wages. Many workers are also subjected to harsh living conditions and long working hours without adequate rest. As per the report of BRAC, total 714 women workers returned dead between 2016 and 2022. Of them, 262 died for natural reasons. The report also said that of the deceased 138 died of stroke, 116 committed suicides, 108 in different accidents and 16 were murdered. The Refugee and Migratory Movements Research Unit (RMMRU) reported that 69% female workers died normally while the deaths of 31% were found unnatural. Despite these challenges, many individuals continue to migrate for domestic work due to limited opportunities in their home country.

3.3. SERVICE AVAILABILITY:

Legal aid is an essential service that provides legal support to people who cannot afford legal representation or advice. In Bangladesh, many workers and labours face exploitation and abuse in their workplaces. That's where legal aid comes in as a crucial support system. There are various organizations and NGOs in Bangladesh that offer legal aid services to workers who experience exploitation or abuse. One such organization is the Bangladesh Legal Aid and Services Trust (BLAST), Ain-o-Shalish Kendra (ASK) provides free legal support to marginalized communities, including workers and labours. They offer assistance in cases of workplace harassment or discrimination, unlawful termination, and wage disputes. Furthermore, the International Labour Organization (ILO) also provides legal aid and advice to workers in Bangladesh. They have an office in Dhaka, where they offer free legal services to workers who need assistance in resolving their workplace issues. The government of Bangladesh has also established Labor Court and Labor Appellate Tribunal to ensure justice for the workers. These courts can adjudicate a wide range of matters related to employment, such as grievances regarding wage increases, disputes related to payment of wages, and dismissals or terminations of employment. For migrant workers, BMET set special cell to provide supports to female workers regarding disputes, torture, abuse, return and recovery. In conclusion, legal aid support for Bangladeshi workers is crucial in combating exploitation and abuse in their workplaces. NGOs, the ILO, and the government of Bangladesh should continue to work together to ensure that workers receive access to justice. By ensuring that workers have access to legal aid, we can help to promote fair and just working conditions for all.

The Labor Court and Labor Appellate Tribunal of Bangladesh are important institutions that play a crucial role in resolving labor disputes and ensuring the protection of workers' rights in the country. The Labor Court, established under the Bangladesh Labor Act 2006, is a judicial body that primarily deals with cases related to employment disputes. It provides an avenue for workers to seek redress for grievances related to termination, dismissal, discrimination, wage disputes, and other labor-

related issues. The court comprises a judge with expertise in labor law and is empowered to summon witnesses, take evidence, and make judgments based on the merits of the case. On the other hand, the Labor Appellate Tribunal is a higher judiciary body that serves as an appellate authority over the decisions of the Labor Court. It hears appeals from the Labor Court and has the power to modify, reverse, or affirm the rulings of the lower court. The Tribunal is also responsible for settling disputes between trade unions and employers and has the authority to grant or cancel trade union registration. Both the Labor Court and Labor Appellate Tribunal are essential in promoting a fair and just work environment in Bangladesh. They provide an accessible avenue for workers to seek justice and hold employers accountable for any violation of labor laws. Besides, they also serve as a check on the power of employers and help ensure that labor standards are upheld. However, there have been criticisms of the slow pace of the justice system, resulting in delays in resolving labor disputes. Additionally, the lack of adequate resources and manpower has also been a challenge, leading to a backlog of cases. Nevertheless, both institutions remain vital in addressing the issues faced by the working population in Bangladesh.

Bangladesh Labor Welfare Foundation (BLWF): Labour welfare in Bangladesh is a significant concern for the country's industrial and factory workers. The government of Bangladesh has implemented several policies and programs to ensure the welfare of these workers, including the formation of the Bangladesh Employee Welfare Board (BEWB), which is responsible for the implementation of welfare measures for industrial workers. The BEWB has taken several initiatives to ensure the welfare of the workers, including the establishment of worker's welfare funds, monthly contributions to the funds by the employers, and the provision of various welfare facilities, such as healthcare, education, housing, and food. The government has also formed the Bangladesh Labor Welfare Foundation (BLWF), which is focused on providing financial assistance to the workers who are in need of assistance for their education, health, and other basic needs. The foundation also establishes and runs several rehabilitation centers for the benefit of injured and disabled workers. Moreover, the Bangladesh Labour Act, 2006 has been enacted to ensure that the rights of workers are protected, and that proper working conditions are maintained, including minimum wages, working hours, and safety measures. However, despite these initiatives and policies, there are still significant challenges that must be addressed to improve the labor welfare situation in Bangladesh. One of these is the issue of child labor, which is still prevalent in many industries. Another challenge is ensuring employers comply with existing regulations, especially smaller businesses that may find it challenging to implement regulations. In conclusion, labor welfare is a significant challenge in Bangladesh that requires a coordinated effort by the government, employers, and workers. Addressing the challenges of child labor, improving employer compliance, and increasing the reach and effectiveness of welfare programs are crucial steps toward ensuring the welfare of Bangladesh's labor force.

The Bureau of Manpower, Employment and Training (BMET) is a government agency in Bangladesh that offers a range of services for outbound migrant workers and returnees. BMET provides training and skills development programs to help individuals prepare for work opportunities abroad, as well as information and support relating to migration regulations, documentation, and job placements. Additionally, BMET offers counseling services and assistance with legal and financial matters to ensure that workers are informed and protected before, during, and after their migration.

The Technical Training Center (TTC) is another organization in Bangladesh that caters to the needs of outbound migrant workers and returnees. TTC provides vocational and technical training courses to enhance workers' skills and prepare them for work in specific industries abroad. It has two months long Housekeeping course for outbound domestic workers. The center also assists migrant workers in obtaining different certifications and licenses required for work in various countries, ensuring they are competitive in the global job market.

The Probashi Kollayan Bank (PKB) is a specialized bank in Bangladesh that provides a range of financial services to outbound migrant workers and returnees. PKB offers financial assistance to individuals seeking to migrate abroad and supports those who have returned by providing them with loans and financial advice to aid in their reintegration into the local economy. PKB provides services such as savings accounts, remittance transfers, and affordable financing options, making the migration process more accessible and less risky for workers.

NGOs and CSOs: Apart from government services, many rights based NGOs, Trade Unions (TU) and CSOs, working for protection of legal and workers' rights. For example: BLAST, ASK, Naripokkho, Karmajibi Nari and BRAC provides legal aids and counseling support, BOMSA, OKUP, Democracywatch etc. provides counseling, health care, access to information, skill development, and access to social welfare services. Besides, they also do policy campaign and advocacy with policy makers and parliamentarians for the well-being of local and outbound domestic workers.

Overall, these organizations work together to provide outbound migrant workers and returnees with the resources they need to transition smoothly and successfully. By offering services such as training, counseling, legal assistance, and financial support, these institutions help to ensure that workers are well-prepared and supported throughout the entire migration process.

CHAPTER 4: Overview of the Legal and Constitutional Landscape of International Mechanisms

4.1. ILO C 189 AND C 190

ILO C 189 and C 190 are two of the most important international conventions that relate to the rights of domestic workers. These conventions were adopted on June 16, 2011, by the International Labor Organization (ILO) and represent a significant step forward in protecting the rights of millions of domestic workers worldwide. ILO C 189 sets out certain basic rights that should be granted to domestic workers in order to ensure their safe and fair treatment. These include fair wages, reasonable working hours, protections against exploitation and abuse, and the right to organize and form unions. Additionally, the convention requires employers to provide domestic workers with access to education and training opportunities so they can improve their skills and advance their careers. ILO C 190 builds upon the protections provided in C 189 by establishing protections against all forms of violence and harassment, including verbal, physical, and sexual abuse. The convention also requires employers to take proactive measures to prevent such abuses from occurring and to provide appropriate support and assistance to their domestic workers if they do experience abuse. Together, these conventions help to ensure that domestic workers are treated with dignity and respect and have access to the same basic protections as other workers. By recognizing the important contributions that domestic workers make to their communities and economies, these conventions represent an important step forward in promoting social justice and equality around the world.

4.2. CEDAW AND DOMESTIC WORKER:

The rights and welfare of domestic workers have gained increased attention globally, leading to the development and implementation of international frameworks such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Sustainable Development Goals (SDGs). Both CEDAW and SDGs recognize the unique challenges faced by domestic workers and aim to protect their rights, ensuring dignity and equality.

CEDAW is a landmark international treaty that aims to eliminate discrimination against women in all areas of life. While CEDAW does not explicitly mention domestic workers, its provisions cover a wide range of issues affecting such workers. Article 11 of CEDAW explicitly recognizes the right to work, including the right to freely choose employment, fair and equal remuneration, and safe working conditions. This provides a basis for advocating for the rights of domestic workers and addressing the gendered aspects of their work.

CEDAW also addresses the vulnerabilities and challenges faced by women working in the informal sector. Many domestic workers fall into this category due to their exclusion from legal protections and labor rights. By recognizing the importance of equal protection for women in both formal and informal sectors, CEDAW indirectly supports efforts to improve domestic workers' conditions and rights.

4.3. SDGs AND DOMESTIC WORKERS:

The SDGs are a set of universal goals adopted by the United Nations to address global challenges and promote sustainable development. Several SDGs directly or indirectly relate to domestic workers, recognizing their contributions to society and the need to safeguard their rights.

SDG 5: Gender Equality explicitly focuses on eliminating all forms of discrimination and violence against women and girls. As the majority of domestic workers are women, SDG 5 and its associated targets emphasize equal rights, decent work, and equal pay for women, indirectly addressing the challenges faced by domestic workers.

SDG 8: Decent Work and Economic Growth calls for the promotion of inclusive and sustainable economic growth, full and productive employment, and decent work for all. This aligns with the rights and protections sought for domestic workers, emphasizing fair wages, safe working conditions, social protection, and the elimination of child labor.

Additionally, SDG 10: Reduced Inequalities highlights the need to reduce inequality within and among countries. This includes addressing the gender and socioeconomic disparities faced by domestic workers, ensuring their access to social protection, legal remedies, and support systems.

Intersectionality and Empowerment:

CEDAW and SDGs collectively promote intersectionality, recognizing the double marginalized identity of domestic workers - as women and as workers in the informal sector. Both frameworks emphasize the importance of empowerment, access to justice, and the creation of an enabling environment for domestic workers to exercise their rights.

CEDAW and the SDGs provide a crucial platform for advocating for the rights of domestic workers. By recognizing the unique challenges faced by these workers and providing a framework for addressing their rights violations, these international instruments play a vital role in shaping policies and strategies to protect and empower domestic workers worldwide. Efforts must continue to ratify ILO C 189, 190, and ensure their effective implementation and progress towards achieving the goals of gender equality, decent work, and sustainable development for all.

CHAPTER 5: Overview of the National Mechanisms, Strategies and Policies on protection of Domestic Worker

5.1. LABOUR LAW 2006:

Labour Law 2006 of Bangladesh is a comprehensive legal framework that aims to provide adequate protection and welfare benefits to workers. One of the significant features of this labour law is that it *ensures workers' access to justice in case of any violation of their rights*. The law provides for the establishment of labor courts to hear disputes related to labor employment, wages, and working conditions. Additionally, the law guarantees workers' right to form trade unions, which gives them collective bargaining power and helps them secure better terms and conditions of employment. The government of Bangladesh has also included provisions in the Labour Law 2006 to protect workers' rights and welfare, such as addressing issues related to workers' remuneration, working hours, leave, health and safety, and social security benefits. The law emphasizes the importance of job contracts in ensuring fair treatment of workers and sets specific clauses related to this issue. For instance, clause 16 of the Labour Law 2006 mentions that all workers must have a written contract of employment that clearly outlines important terms and conditions such as job description, salary, working hours, and leave entitlements. However, the Labour Law 2006 of Bangladesh is an essential legal framework that seeks to protect workers' rights, provide access to justice, and ensure adequate welfare benefits. It emphasizes the importance of job contracts and other workers' protection mechanisms. The Bangladesh government and employers must implement and enforce these laws to ensure workers' rights and welfare is safeguarded.

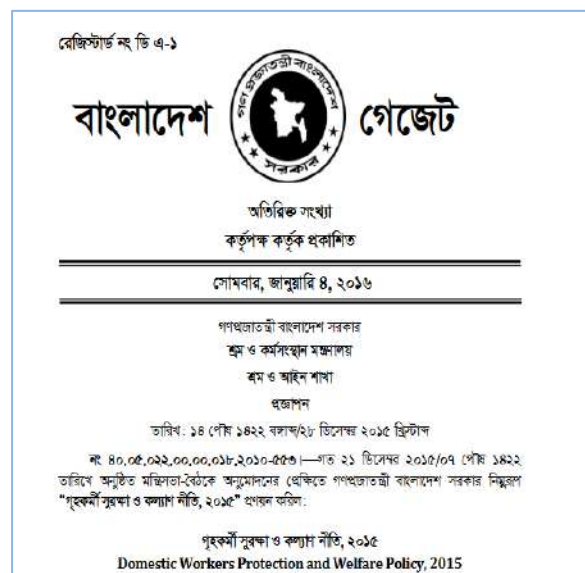
5.2. DOMESTIC WORKER PROTECTION AND WELFARE POLICY 2015:

The Domestic Workers Protection and Welfare Policy 2015 of Bangladesh aim to protect the rights and welfare of domestic workers. The policy highlights the need to recognize domestic work as a legitimate form of work and emphasizes that domestic workers are entitled to the same basic labor rights and protections as other workers.

The policy states that domestic workers are entitled to a written job contract, which should include information about their duties, working hours, compensation, and any other relevant conditions of employment. The contract should be signed by both the employer and the domestic worker and a copy should be provided to both parties.

Among the clauses that focused on domestic workers' rights protection, the Domestic Workers Protection and Welfare Policy 2015 of Bangladesh include:

1. All domestic workers should be treated with dignity and respect, and should not be subjected to any form of physical, sexual, or verbal abuse.
2. Domestic workers should have the right to a safe and healthy working environment.
3. Domestic workers are entitled to a minimum wage and should be paid for any overtime work they perform.



4. Domestic workers should be provided with suitable living quarters and basic amenities such as food, water, and medical care.
5. Employers must provide domestic workers with a day off each week and appropriate leave entitlements such as annual leave, sick leave, and maternity leave.
6. Domestic workers should have the right to join a union or other workers' organizations.

5.3. OVERSEAS EMPLOYMENT AND MIGRATION ACT 2013/2023:

The Overseas Employment and Migration Act 2013 of Bangladesh provides for the protection of female migrant workers' rights. The act recognizes that women are particularly vulnerable to exploitation, abuse, and discrimination in the migration process. It mandates that women should have equal opportunities² in terms of employment, work conditions, and remuneration. The act also bans the recruitment of women for hazardous or strenuous work abroad. The provisions in the act aim to ensure that female migrant workers are protected from trafficking, forced labor, and sexual exploitation. The act also mandates the establishment of a fund to provide support and assistance to female migrant workers who are victims of abuse or exploitation. Overall, the Overseas Employment and Migration Act 2013 of Bangladesh seeks to safeguard the rights of female migrant workers and ensure that they are able to exercise their right to safe and dignified employment abroad.

Overall, the Domestic Workers Protection and Welfare Policy 2015 of Bangladesh represent an important step towards protecting the rights and welfare of domestic workers. However, more work needs to be done to ensure that these policies are implemented and enforced effectively to ensure that domestic workers are afforded the dignity and respect that they deserve.

BOX 2: CONSTITUTION AND DOMESTIC WORKERS RIGHTS

According to the **country's constitution** the state is obliged to protect all citizens and labors, including domestic workers.

- **Article 15.b: the right to work**, which is the right to guaranteed employment at a reasonable wage having regard to the quantity and quality of work.
- **Article 20.1:** Work is a right, a duty and a matter of honor for every citizen who is capable of working and **everyone shall be paid for his work on the basis of the principle “from each according to his abilities, to each according to his work.**
- **Article 34: All forms of forced labor are prohibited** and any contravention of this provision shall be an offence punishable in accordance with law.

² Clause 6 for gender equality, Clause 22 for job contract, Clause 27 for legal aids, and clause 29 for right to return to home under Overseas Employment and Migration act 2013.

CHAPTER 6: STUDY FINDINGS

The study attempts to use clear, concise, jargon-free language to make the findings more accessible to the target audience, specially the right defenders and policy makers. Therefore, we presented our study findings with tables, charts, graphs, and other visual aids to help readers understand and interpret the data. We also tried to contextualize the findings and provide sufficient explanations of the statistical analysis conducted. For this study, we surveyed 67 local domestic workers and 72 outbound domestic workers (who are under process of migration and participants of Housekeeping training of TTC) where all were female. In the following parts, we presented our findings in seven heads both for local domestic workers and outbound domestic workers.

Part A: Findings from Local Domestic Worker Survey

1. Socio-economic status:

Working Areas: The figure-1 displays the working areas of local domestic workers as a percentage of the total number of workers surveyed. The survey includes four areas: Darussalam, Mazar Road, Kallayanpur, and Others. Kallayanpur (the Pora Basthi) has the highest percentage of domestic workers, with 73.13% of the total surveyed population working in that area. This suggests that Kallayanpur is an area where domestic work is more prevalent than the other areas surveyed. Darussalam and Mazar Road have a comparatively lower percentage of workers, with 5.97% and 4.48% respectively. The remaining 16.42% of workers fall under the "Others" category, which could include other areas not covered in the survey or domestic workers who may work across multiple areas.

Figure 2: Working Areas of local domestic workers

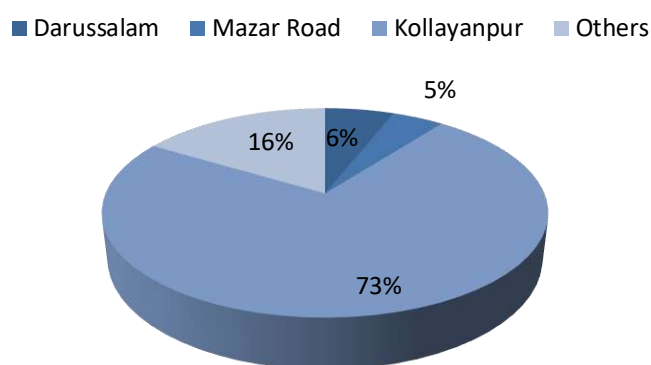
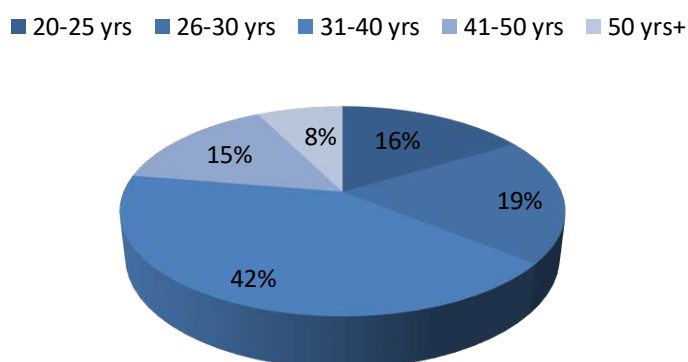


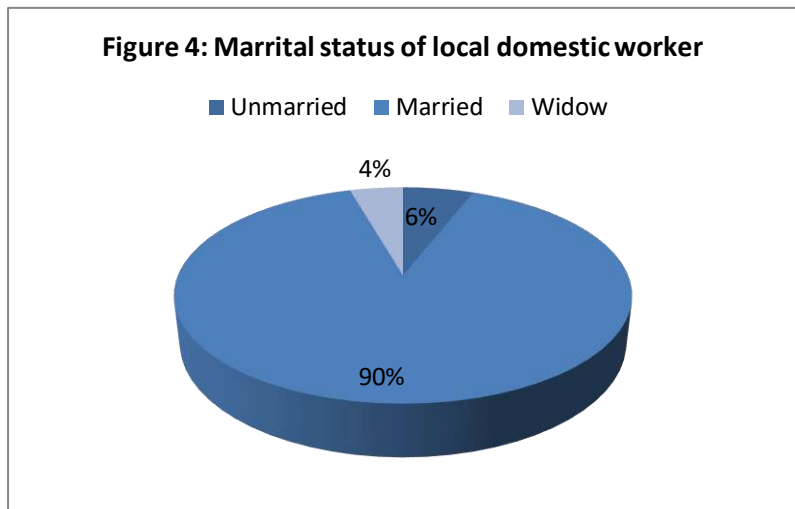
Figure 3: Age range of local domestic workers



Age range: This figure 3 shows the age range of local domestic workers in percentage. The data is based on a sample size of 67 domestic workers. The largest age range of local domestic workers is between 31-40 years old, which accounts for 41.79% of the sample. The second largest age range is between 26-30 years old, which accounts for 19.40% of the sample. The youngest age range, between 20-25 years old,

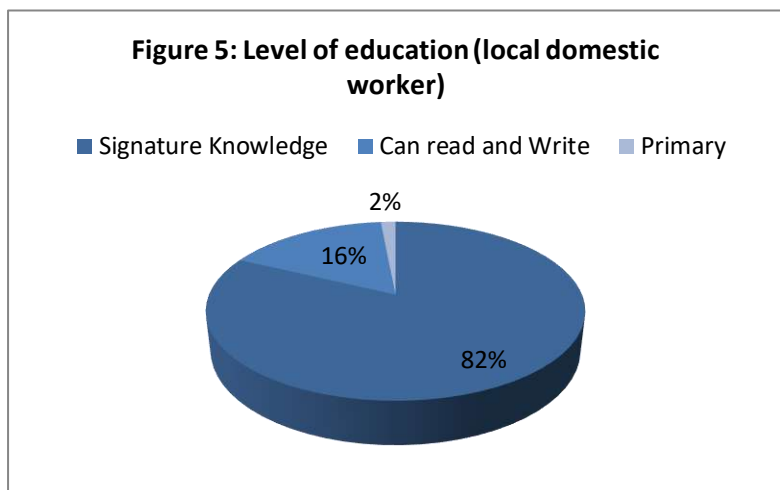
accounts for 16.42% of the sample, while the age range between 41-50 years old accounts for 14.93%. The smallest age range is 50 years and older, which accounts for only 7.46% of the sample. Overall, it can be concluded that the majority of local domestic workers are between 31-40 years old, with a relatively even distribution among the other age ranges.

Marital status: Figure 4 presents the marital status of local domestic workers. Out of a total sample size of 67 workers, 5.97% were unmarried, 89.55% were married, and 4.48% were widowed. The majority of workers in this sample were



found to be married, accounting for almost 90% of the sample. This suggests that domestic work is predominantly performed by individuals who are married. This could be due to cultural or social factors that might influence the participation of different marital statuses in domestic work. A small proportion of workers in the sample were found to be unmarried, comprising less than 6% of the sample. A small percentage of workers in the sample were found to be widowed, comprising around 4.5% of the sample. However, majority of these married women engaged in the profession due to the pressure from their unemployed husbands, or low income of households. Overall, this data provides insights into the demographic characteristics of local domestic workers in terms of their marital status.

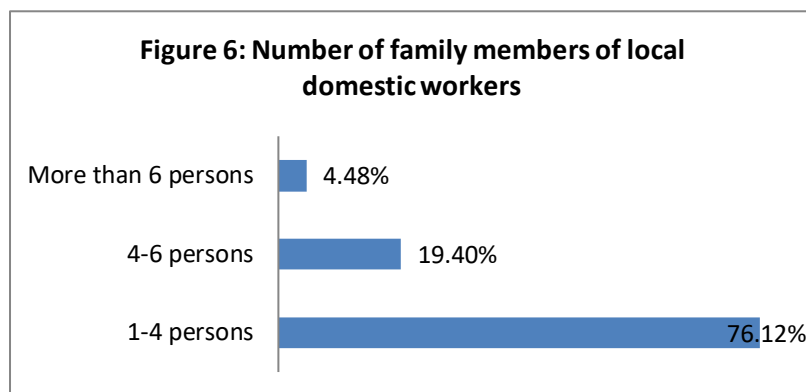
Educational qualification: Figure 5 is a breakdown of the educational levels of local domestic workers. The majority (82.09%) of the workers have Signature Knowledge, which likely means that they have some level of formal education beyond primary school, but it is not specified exactly what level they have reached. A small percentage (16.42%) of workers are able to read and write, but likely do not have any formal education beyond basic literacy



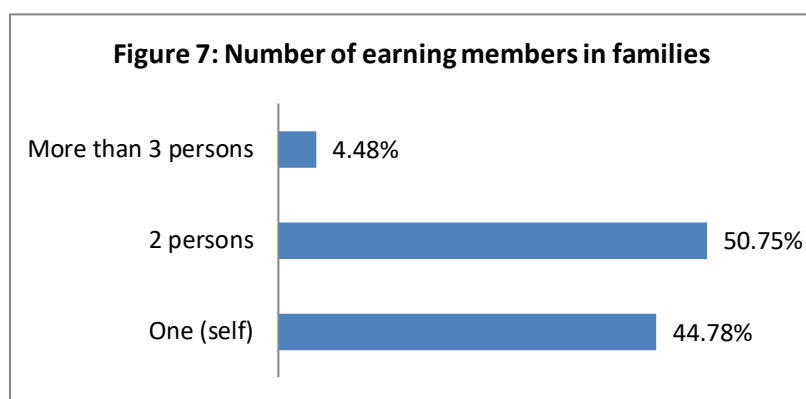
skills. Only 1.49% of the workers have completed primary school, which suggests a lack of access to education or a lack of support for continuing education. Overall, this data highlights the need for increased educational opportunities and support for local domestic workers for increasing their bargaining capacity.

Number of family members: The data in figure 6 shows the number of family members of local domestic workers. Out of the total sample size of 67 workers, the majority (76.12%) reported having between 1-4 family members. A smaller percentage, 19.40%, reported having between 4-6 family members, while the remaining 4.48% reported having more than 6 family members. This data could

be useful for understanding the demographic characteristics of local domestic workers and for making policy decisions related to their employment and labor conditions. It may also be useful for employers who hope to better understand the circumstances and needs of their workers.

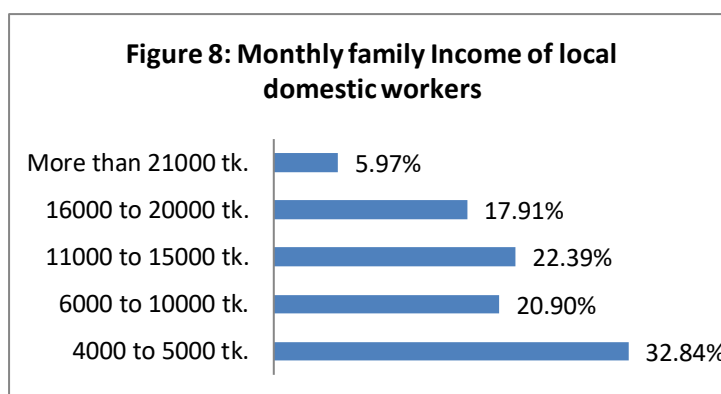


Earning members: Figure 7 represents the number of earning members in families, where "earning members" refers to individuals in the family who generate income. The survey found, 44.78% of families have only one earning member- the domestic worker, who is likely the primary breadwinner for the household. This may indicate a higher level of financial insecurity for these families, as they are reliant on one income source. 50.75% of families have two earning members, which could suggest a more stable financial situation. These families may have two sources of income to rely on, which can help mitigate financial risks and ease



financial burdens. Only 4.48% of families have more than three earning members, which suggests that larger families with multiple working members are relatively uncommon in this sample. This could be due to a variety of factors, such as limited employment opportunities in the area or cultural factors that prioritize large families with fewer working members. Overall, this data provides insight into the distribution of earning members in families and can help inform policies and programs aimed at supporting families and promoting economic stability.

Income of Family: Figure 8 shows the monthly family income of local domestic workers surveyed. The majority of workers surveyed (32.84%) earn between 4000 to 5000 tk. per month (\$45 to \$46 USD), which are below poverty line³. The next largest group of workers (22.39%) earn between 11000 to 15000 tk. (\$136 to \$140 USD) per month (lower middle income class poverty line). 20.90% of workers earn between 6000 to 10000 tk. per month, while 17.91% earn between 16000 to 20000 tk. per month. The smallest group of workers surveyed (5.97%) earn more than 21000 tk. per month.

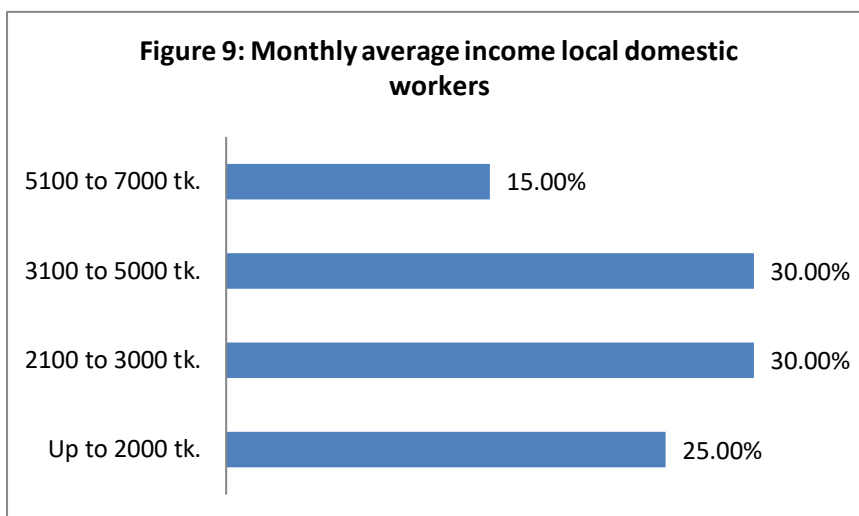


³ Using international Poverty Line \$2.15 USD per day per capita, https://databankfiles.worldbank.org/public/ddpext_download/poverty/987B9C90-CB9F-4D93-AE8C-750588BF00QA/current/Global_POVEQ_BGD.pdf

Overall, this table suggests that domestic worker income in the surveyed area is generally low, under poverty line, with the majority earning less than 11000 tk. per month.

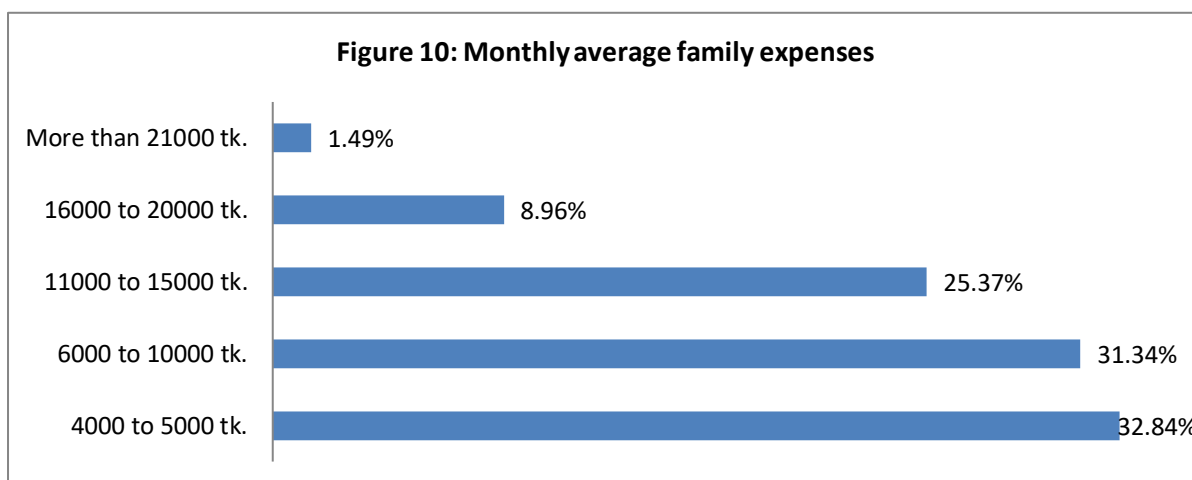
Income of domestic worker:

The data in figure 9 shows the monthly average income in Bangladeshi Taka for local domestic workers. The data set consists of 67 observations. The table presents four income brackets, ranging from up to 2000 tk. to 5100-7000 tk., with 15-30% of workers falling into each bracket. The largest proportion of workers

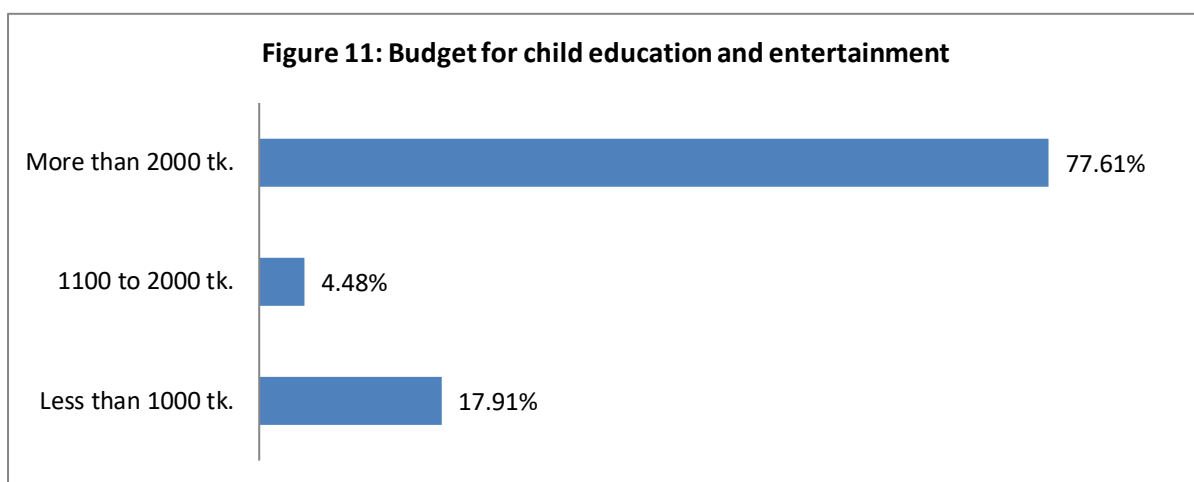


(30%) earns between 2100-3000 tk. (\$25-\$28 USD) per month, followed by those earning between 3100-5000 tk. (\$40-\$45 USD) (also 30%). The smallest percentage of workers (15%) earns between 5100-7000 tk. per month. The data does not provide any information about the type of domestic work being performed by these workers, the level of education or experience required for the job, or working conditions. Therefore, making comparisons with other categories of workers or drawing conclusions about income inequality in Bangladesh would require further data and analysis.

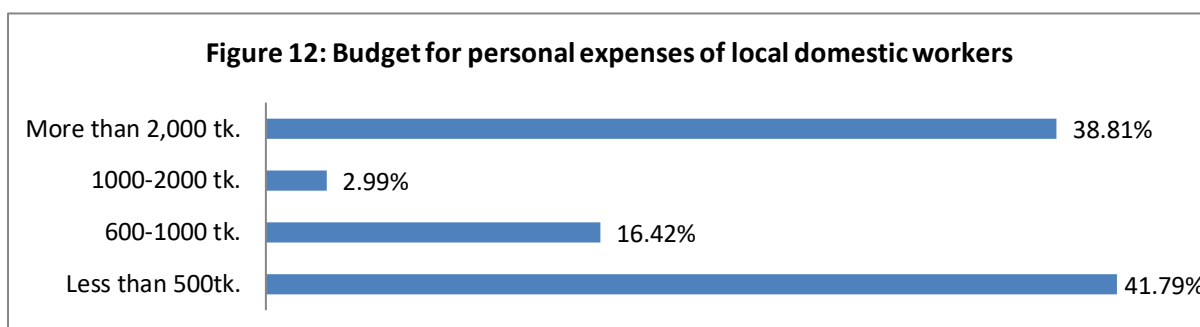
Family level expenditure: The figure 10 shows the monthly average expenses of 67 families in different income ranges. The majority of the families (32.84%) fall into the income range of 4000 to 5000 tk., and they spend the largest proportion of their income on expenses. The second-largest income group in this survey is the 6000 to 10000 tk. income range, with 31.34% of the families. The families in this income range spend almost the same proportion of their income on expenses compared to the families in the lower income range. The third-largest income group in this survey is 11000 to 15000 tk., with 25.37% of the families. These families spend comparatively less of their income on expenses compared to the other income groups. The fourth-largest income group in this survey is 16000 to 20000 tk., with 8.96% of the families. These families spend the least proportion of their income on expenses compared to all other income groups. The highest income range surveyed, which includes families making more than 21000 tk., has only 1.49% of the total households, and they spend a very small proportion of their income on expenses.



Budget for children: The following figure 11 shows the budget distribution for child education and entertainment among 67 individuals. The majority of respondents (77.61%) spend more than 2000 tk. on child education and entertainment, while only a small percentage (4.48%) spend between 1100 to 2000 tk. (\$15-\$20 USD). The remaining 17.91% spend less than 1000 tk. (\$10-\$15 USD). This data suggests that a significant proportion of individuals prioritize spending more on their child's education and entertainment. It also indicates that there may be a socio-economic divide in terms of access to resources for child education (including school fees, private tuitions, educational materials, transport, and school tiffin etc.) and entertainment (includes purchase of toys, visit to entertaining places, games, snacks and others), as only a small percentage of respondents budget between 1100 to 2000 tk. Overall, further analysis such as examining the relationship between income and budget allocation or comparing spending patterns across different regions or demographic groups would provide a more comprehensive understanding of child education and entertainment budget in Bangladesh.



Budget for domestic workers personal expenses: The figure 12 shows the budget for personal expenses of local domestic workers in percentage form. 41.79% of the domestic workers have a budget of less than 500tk. (\$4-\$5 USD/ month) for themselves. This indicates that a significant portion of the workers might struggle to cover their basic personal expenses. 16.42% of the workers have a budget of 600-1000tk. This shows a slightly higher budget range, but still restricted compared to the average expenses. Only 2.99% of the domestic workers fall under the budget range of 1000-2000tk. This indicates a very low percentage of domestic workers have a relatively higher budget to cover their personal expenses, which includes buying cloths, sanitary napkins, mobile recharge or internet package purchase, travel and transport etc.). 38.81% of the domestic workers have a budget of more than 2000 taka (\$18-\$20 USD). This range represents a relatively comfortable budget to cover personal expenses, which is a positive outcome for the domestic workers. In general, the table suggests that a significant portion of domestic workers have a low-budget to cover their expenses, while only limited percentages have a relatively better budget.



Average Bazar times: The figure 13 shows the percentage distribution of the average Bazar visit times (for grocery, vegetables and food purchase) among the local domestic workers. The data indicates that the majority of the respondents, 64.18%, visit the Bazar (for grocery and fresh foods purchase) on a daily basis. However, they purchase foods or groceries valued less than 150 taka (\$1 to \$1.50 USD) daily. Furthermore, 28.36% of the respondents visit the Bazar for 4-7 days per month, indicating that they may visit the Bazar on a weekly or biweekly basis. The remaining 7.46% of the respondents visit the Bazar for 8-10 days per month, suggesting that they may visit the Bazar almost every week or multiple times per week. Overall, the data suggests that a significant proportion of the respondents frequently visit the Bazar, with a majority of them visiting the Bazar on a daily basis. This may imply that the Bazar plays a crucial role in their daily lives and routines.

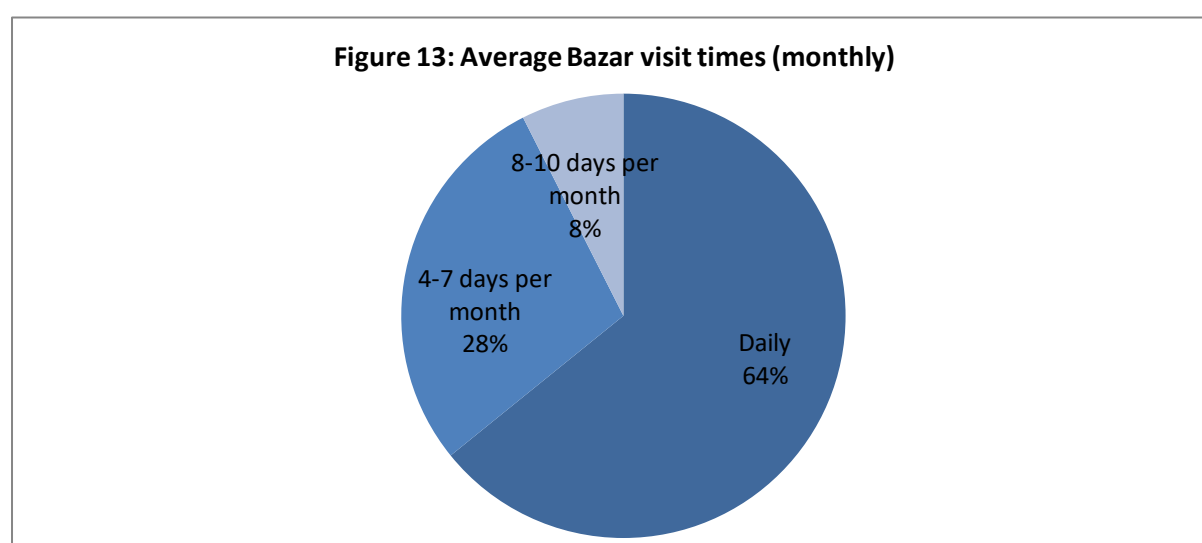
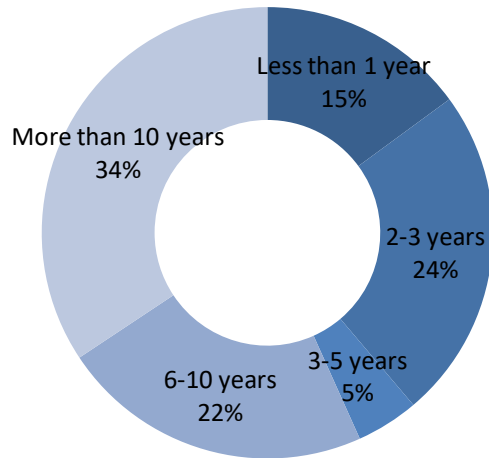


Table 01: Domestic Workers' Home town	in %
Bhola	25.37%
Barishal	16.42%
Manikganj	8.96%
Faridpur	16.42%
Noakhali	11.94%
Others	20.90%

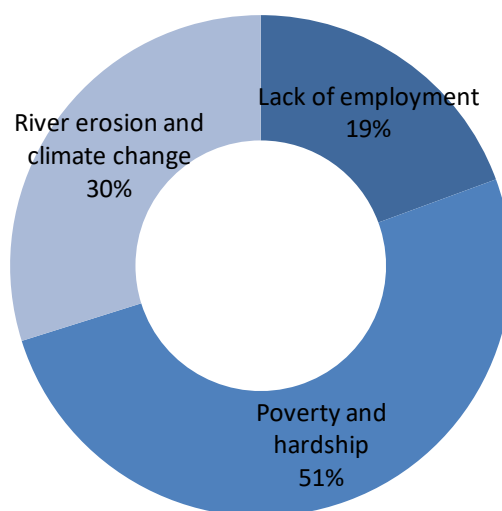
Living in Dhaka and Home town: The figure 14 present's data on the years of living in Dhaka for local domestic workers. The table indicates that: 14.93% of local domestic workers have lived in Dhaka for less than 1 year. 23.88% have lived in Dhaka for 2-3 years. Only 4.48% have lived in Dhaka for 3-5 years. A significant proportion of local domestic workers (22.39%) have lived in Dhaka for 6-10 years. The majority of local domestic workers (34.33%) have lived in Dhaka for more than 10 years. Overall, the figure suggests that the majority of local domestic workers in Dhaka have been living in the city for a long time. This may have implications for their work experience, level of familiarity with local customs and practices, and ability to network and find work. The low percentage of workers who have lived in Dhaka for 3-5 years may suggest that this is a challenging period of adjustment for many individuals. However, the table 1 revealed that, a significant group of domestic workers came from Bhola district (25.37%), followed by Barishal (16.42%), Faridpur (16.42%) and Noakhali.

Figure 14: Local domestic workers years of living in Dhaka



Reason for migration to Dhaka: The figure 15 shows the primary reasons for local domestic workers migrating to Dhaka. On average 19.40% reported that they migrated due to lack of employment opportunities in their original location. More significantly, the majority of respondents (50.75%) reported that they migrated due to poverty and hardship. This suggests that economic reasons are the main driver of internal migration for domestic workers in this region. Additionally, almost one-third of respondents (29.85%) reported that they migrated due to factors related to climate change and environmental displacement, specifically river erosion. This applies for workers who came from Bhola, and Barishal district. This highlights how the impacts of climate change are affecting already disadvantaged communities and contributing to further migration and displacement. Overall, this data underscores the need for policies and interventions to address economic and environmental drivers of migration in order to support vulnerable populations.

Figure 15: Reason for migrating to Dhaka of local domestic worker



2. Experience and Skills recognition:

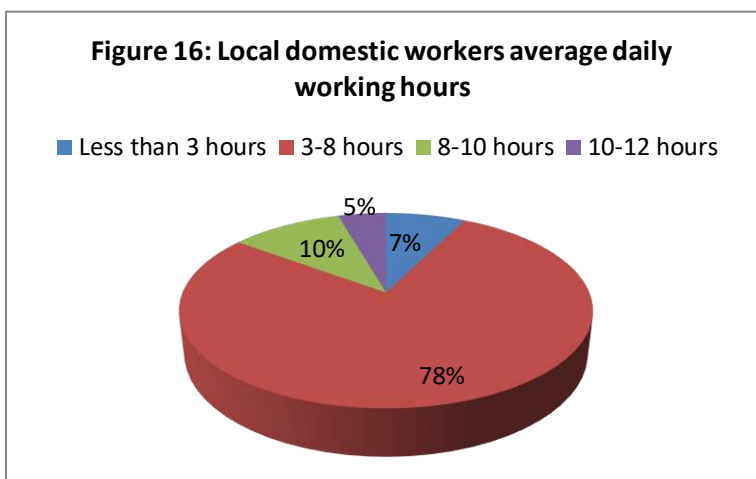
Years of Experiences: The table 02 shows the distribution of years of experience of local domestic workers. The majority of workers (34.33%) have more than 10 years of experience, followed by those with 6-10 years of experience (32.84%). A smaller proportion of workers have less than 1 year of experience (23.88%) or 1-5 years of experience (8.96%). These results suggest that many domestic workers have been in their profession for a significant amount of time, which may indicate that the profession is a stable one for those who choose to pursue it long-term. Additionally, the disproportionate number of workers with more than 10 years of experience may point to a lack of turnover in the industry, which could have implications for worker compensation, job satisfaction, and retention rates.

Table 02: Years of Experience as Domestic Worker	in %
Less than 1 year	23.88%
1-5 years	8.96%
6-10 years	32.84%
More than 10 years	34.33%

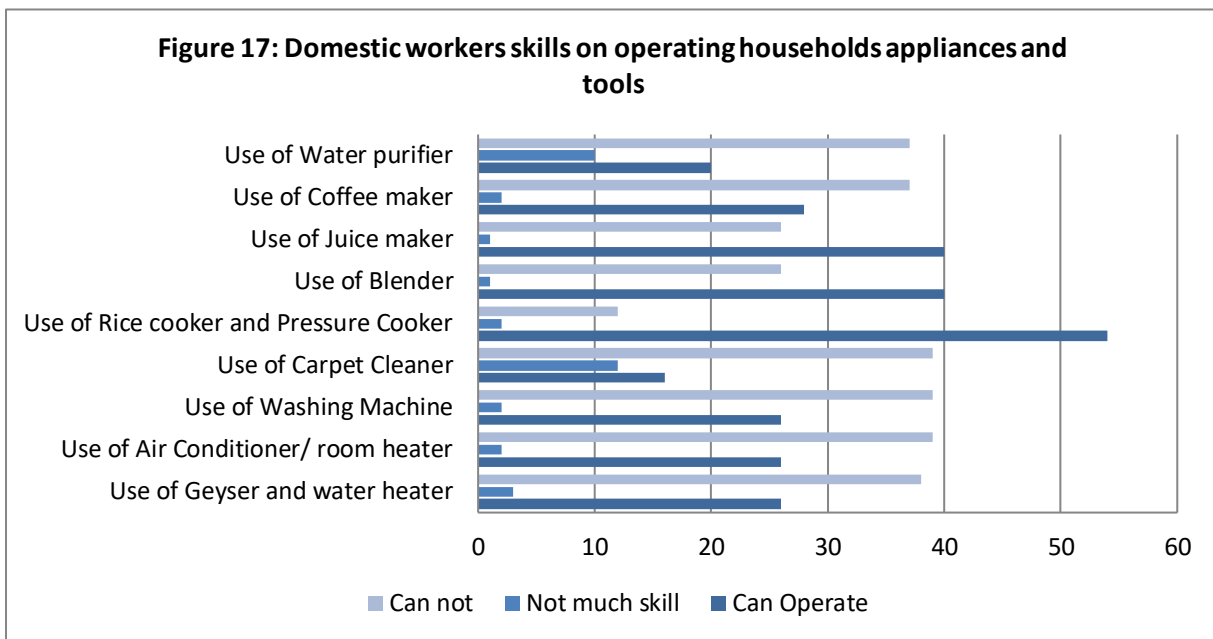
Serving current employers: The table 03 shows the length of time respondents have been serving their current employer, with the corresponding percentage for each category. The most common length of time served is between 1-2 years, which accounts for almost 39% of the total respondents. While explaining this service tenure, majority said they managed their respected current employers after the Pandemic period. This is followed by those who have been serving for 6-12 months, representing 22.39%. The third largest group is those who have been serving for 2-4 years, accounting for 19.40%. On the other hand, the groups with the smallest percentage are those who have been at their current employer for less than 6 months (13.43%) and those who have been serving for more than 5 years (5.97%). Overall, there is some degree of job turnover as almost a third of the respondents have been at their current employer for less than a year.

Table 03: Serving current Employer	in %
1-6 months	13.43%
6-12 months	22.39%
1-2 years	38.81%
2-4 years	19.40%
More than 5 years	5.97%

Working Hours: The figure 16 shows the distribution of average daily working hours for local domestic workers. The majority of workers (77.61%) reported working between 3 to 8 hours per day, with a smaller proportion working less than 3 hours (7.46%), 8-10 hours (10.45%), and 10-12 hours (4.48% for home staying worker). This data may be useful for policymakers and employers in designing fair and reasonable working hour policies for domestic workers. It also highlights the importance of ensuring that workers are not overworked or exploited, and has access to decent working conditions and fair wages. However, it should be noted that this data only represents a small sample of domestic workers in one



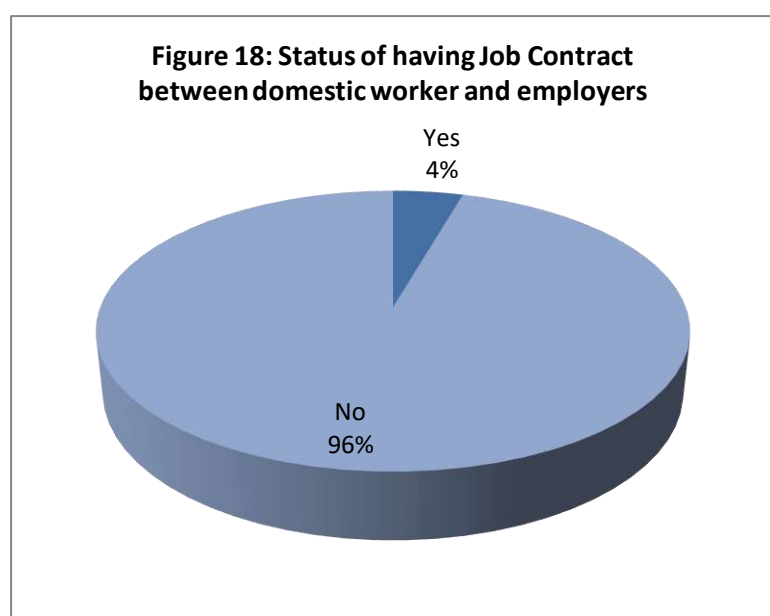
location, and may not be representative of the broader population or of workers in Bangladesh.



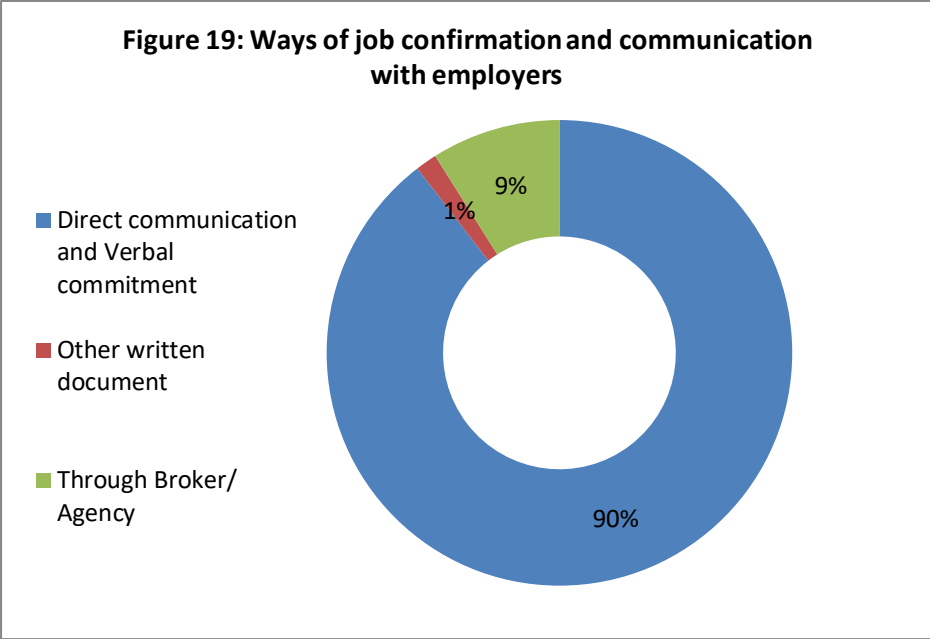
Skills on operating HH machinery and tools: The survey yielded varied results when questioning domestic workers on their proficiency in operating various household appliances and cooking tools. According to figure 17, over 55% demonstrated the ability to use devices such as rice cookers and pressure cookers, while 40% were capable of operating juicers and blenders. However, less than a quarter of workers felt comfortable using more complex appliances, including washing machines, air conditioners, water heaters, and coffee makers. A concerning 34-38% of respondents displayed a lack of familiarity with water purifiers, carpet cleaners, and room heaters. As a result, it is increasingly important for domestic workers to possess the skills and knowledge necessary for operating modern household equipment and tools. Doing so will create more opportunities to increase demand and wages within the community.

3. Employment status and Job contract:

Job contract: Figure 18 shows the percentage of domestic worker-employer relationships that have a job contract. Out of the total of 67 relationships, only 4.48% have a job contract, while the vast majority (95.52%) does not. This suggests that there is a lack of formal agreements between domestic workers and their employers, which can potentially lead to unclear expectations and unfair treatment. The low percentage of job contracts highlights the need for greater regulation and protection of domestic workers.



Ways of job confirmation: The figure 19 presents nature of job confirmation and communication with employers by local domestic workers, and it shows that majority of the respondents (89.55%) relied on verbal commitment when joining work. Only a small percentage (1.49%) relied on other written documents, while a relatively higher percentage (8.96%) joined work through a broker/agency. The results suggest that most of the local domestic workers in the surveyed population tend to rely on informal verbal agreements when starting work. This finding may have implications for the nature of work arrangements and employment

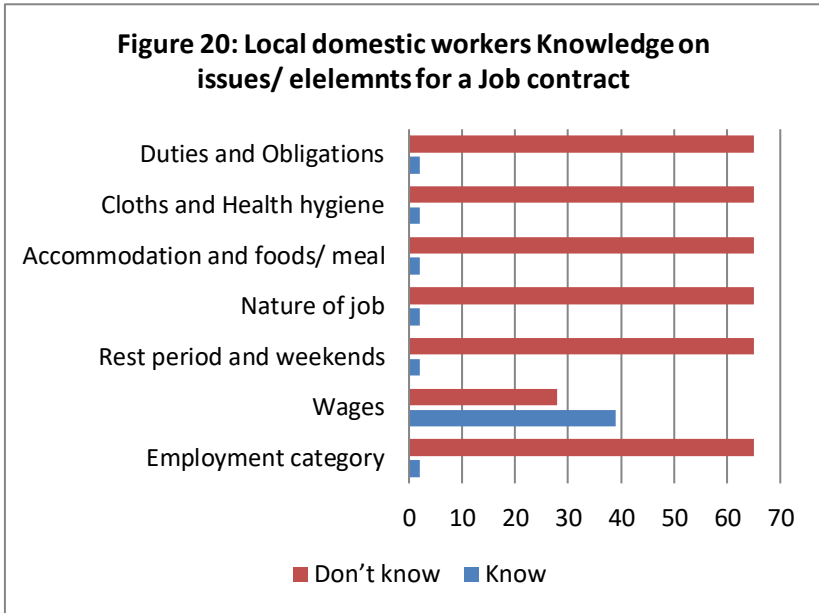


protections for domestic workers. It also highlights the need for more formal and legally binding contracts to protect the rights of domestic workers, especially those who may not have the bargaining power or resources to negotiate better working conditions.

Knowledge on elements essential for job contract:

The figure 20 shows the level of knowledge on various issues mentioned in a job contract. The issues include:

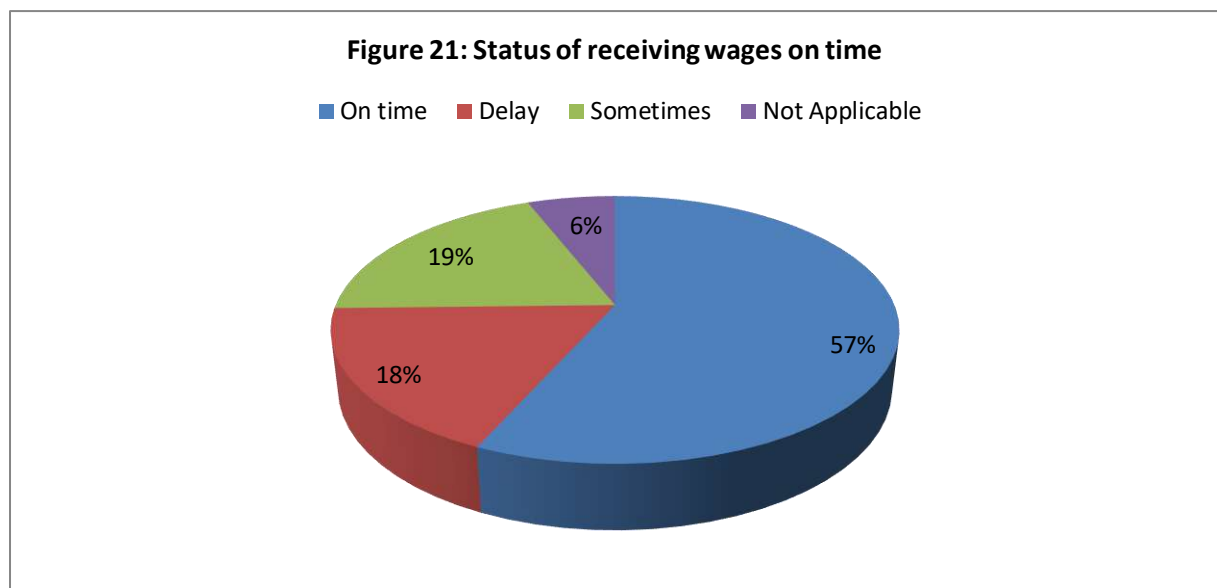
- Employment category
- Wages
- Rest period and weekends
- Nature of job
- Accommodation and foods/meal
- Clothes and health hygiene
- Duties and obligations.



The table indicates that only a small proportion of respondents knew about any of the issues. Only issue regarding wages, had a relatively higher level of knowledge with 39 respondents indicating their awareness, compared to 28 who did not know. For the other issues, only two respondents knew about them while the rest had no knowledge. This implies that there is a significant lack of understanding among the respondents regarding the contents of a job contract. The data also shows that there is a need for greater education and awareness among the population on the importance of understanding the terms and conditions of a job contract, particularly when it comes to issues

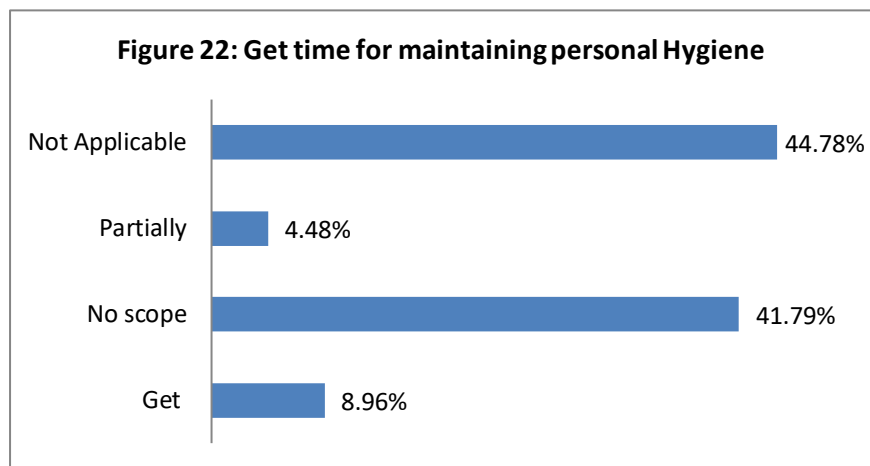
such as wages, accommodation, and working hours. This could help to mitigate instances of exploitation or unfair treatment in the workplace.

Receiving wages: The figure 21 presents the status of receiving wages on time as reported by the respondents. There were 67 respondents in total. 57% of the respondents reported that they receive their wages on time, while 18% reported that there are delays in receiving their wages. 19% of the respondents reported that they sometimes receive their wages on time, while 6% reported that the question is not applicable to them. This table provides useful information for employers and policymakers who are interested in ensuring that workers receive their wages on time. The high percentage of respondents who report receiving their wages on time is promising, but the fact that almost 18% of respondents sometimes experience delays in receiving their wages indicates that there is room for improvement. Additionally, the fact that almost 6% of respondents reported that the question is not applicable to them highlights the need to ensure that all workers are receiving their wages according to the appropriate schedule.



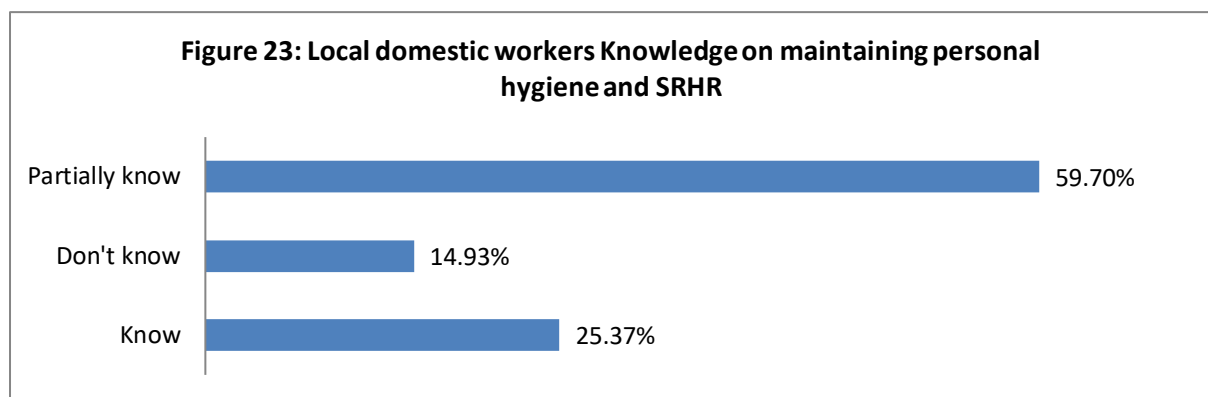
4. Work Environment, Health safety and Personal Protection system:

Time for personal hygiene or reproductive health: The figure 22 provides information on the percentage of respondents who reported getting time for maintaining personal hygiene. Out of the total respondents, only 8.96% reported that they get time for maintaining personal hygiene. This suggests that the majority of the respondents face challenges in finding time for personal hygiene. Moreover, 41.79% of the respondents reported no scope for maintaining personal hygiene. This indicates that the respondents' work or lifestyle may not allow them to maintain personal hygiene, reflecting a significant

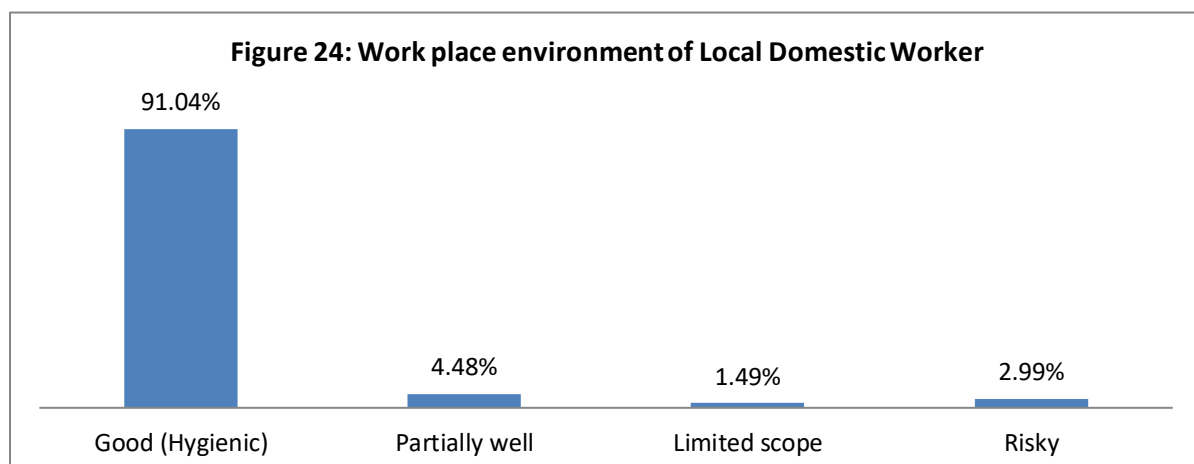


issue that requires attention. 4.48% reported partially getting time for personal hygiene, while 44.78% reported that personal hygiene is not applicable for them, as they stay at employers' house for less than 3 to 5 hours. This suggests that a substantial portion of the respondents may not consider personal hygiene as a priority in their lives, or they may not understand its significance. Overall, the table indicates the need for initiatives to promote personal hygiene and address the challenges that prevent people from maintaining good hygiene habits.

Knowledge on personal hygiene and SRHR: The figure 23 shows the results of a survey conducted on local domestic workers' knowledge of maintaining personal hygiene. Out of the 67 workers, 25.37% of them reported that they know how to maintain personal hygiene. On the other hand, 14.93% of the workers reported that they do not know how to maintain personal hygiene. The majority of the workers, 59.70%, reported that they only partially know how to maintain personal hygiene. This suggests that these workers may have some knowledge about this topic but may need more guidance or education to fully understand how to maintain personal hygiene. Overall, the results of this table suggest that there is a need for more education and training on personal hygiene, and Sexual and Reproductive Health Rights (SRHR) for local domestic workers. This could help improve their overall health and well-being and also help prevent the spread of diseases.



Work place environment: The figure 24 shows the work place environment of local domestic workers in terms of hygiene. Out of 67 respondents, 91.04% reported a good and hygienic work place environment, while 4.48%, who are permanent or home staying worker, reported a partially well work place environment. Only 1.49% reported a limited safe work place, which suggests that there might be restrictions on their abilities to perform their duties and fear for being abused. Additionally, 2.99% of respondents reported a risky work place environment, indicating that their work environment could potentially pose a danger to their health and well-being. Overall, the majority of respondents seem to have a positive perception of their work place environment in terms of hygiene.



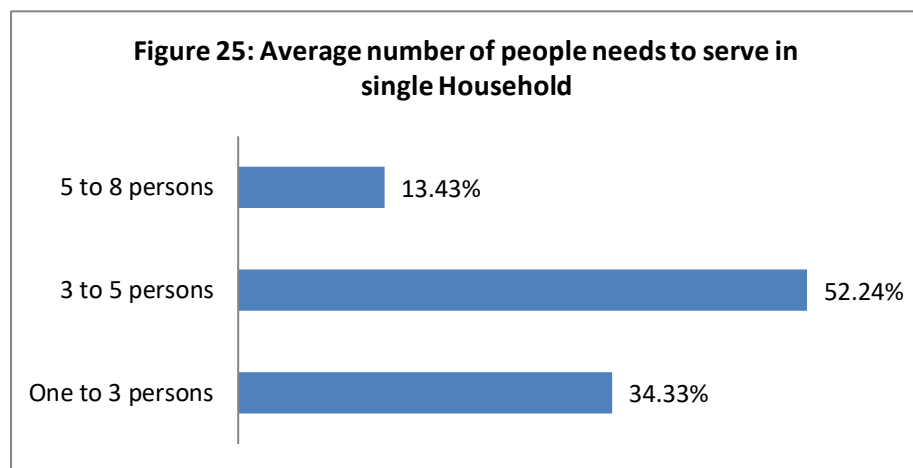
Records of illness: The table 04 shows the record of illness or diseases before and after joining as a domestic worker. The data is based on a sample of 67 individuals, and the table presents the percentage of workers who reported different types of illnesses or diseases before and after joining the work. Before joining, the most common illness reported by the workers was seasonal fever, which affected 29.85% of the workers. This was followed by the absence of any illness, which was reported by 40.30% of the workers. Other illnesses reported before joining were gastric problems (8.96%), reproductive health concerns (13.43%), and other illnesses (7.46%). After joining as a domestic worker, the most common illness reported by the workers was again seasonal fever, affecting 34.33% of the workers. The percentage of workers reporting no illness decreased to 28.36%, indicating that some workers developed new health problems after joining the work. The other illnesses reported after joining were gastric problems (13.43%), reproductive health concerns (17.91%), and other illnesses (5.97%). The table shows that a significant number of domestic workers reported health problems, especially related to seasonal fever and reproductive health concerns. This highlights the need for better healthcare facilities for domestic workers and measures to prevent the spread of infectious diseases in the workplace.

Table 04: Record of illness or diseases before and after joining as domestic worker

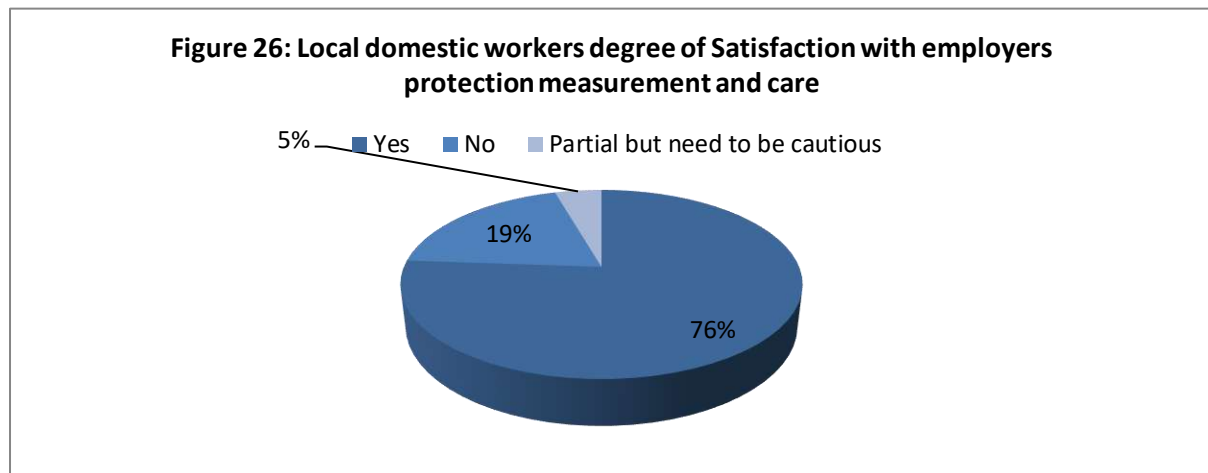
Disease record	Before Joining work	After Joining work
No illness	40.30%	28.36%
Seasonal fever	29.85%	34.33%
Gastric	8.96%	13.43%
Reproductive Health concerns	13.43%	17.91%
Others	7.46%	5.97%

**Total number of surveyed population is 67*

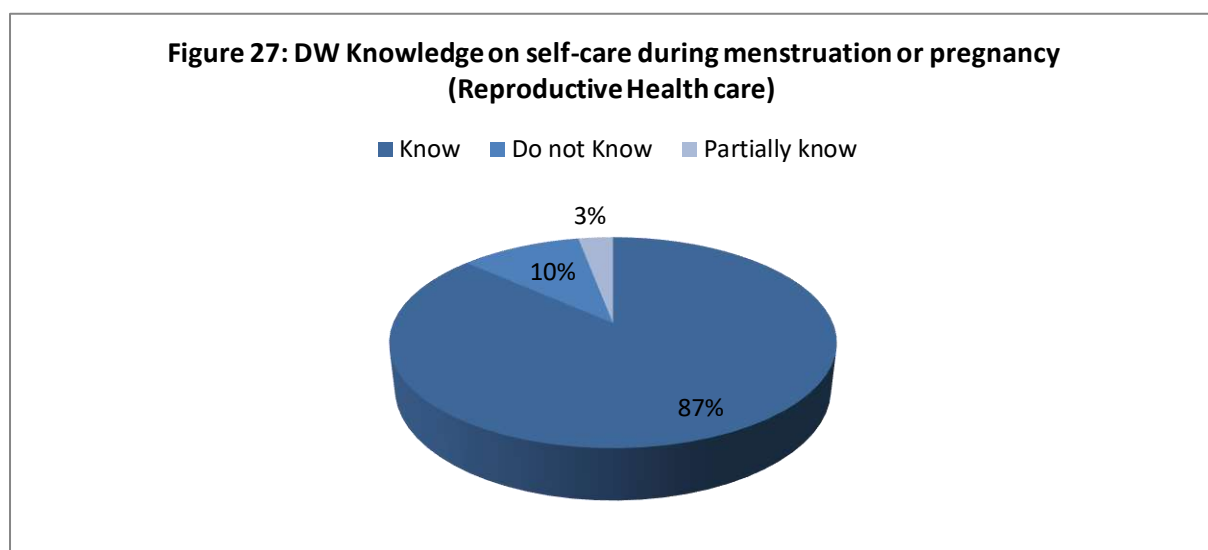
People needs to serve in single household: The figure 25 shows the percentage distribution of the average number of people, that need to be served in single household based on the number of persons living in the household. According to the table, the largest percentage of single households, at 52.24%, comprises of 3 to 5 persons. This suggests that most single households are made up of small families or groups of people living together. The second largest group, at 34.33%, is single-person households, which indicates that a significant portion of single households are occupied by individuals. The smallest percentage of single households, at 13.43%, is made up of 5 to 8 persons. This suggests that single households with larger numbers of people are relatively rare. Overall, the data shows that single households tend to be small, with most households having three to five people. While having further discussion, the domestic workers mentioned that, on average for 3 to 5 persons house, they need to wash 10-15 pieces of cloths/ dresses daily, and 8-10 bed sheets and others per month. They also need to spend more times on cleaning and washing if the households have baby or children less than 6 years.



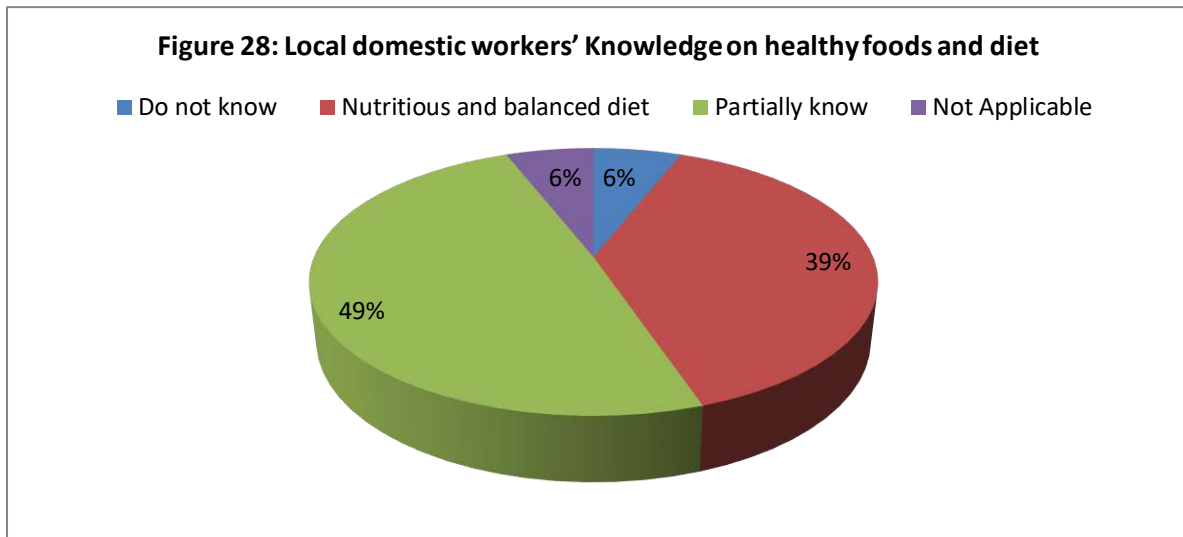
Degree of satisfaction with employers' attitude and care: The figure 26 shows the degree of satisfaction of local domestic workers with their employers' protection measurement, care and attitudes. Out of the total 67 workers surveyed, 76.12% of them answered 'Yes' indicating that they are satisfied with the protection measures offered by their employer. On the other hand, 19.40% of the workers answered 'No' indicating their dissatisfaction with the protection measures. A small proportion of workers, accounting for 4.48% answered that they felt partially protected but needed to be cautious. Overall, the majority of the workers surveyed seem to be satisfied with their employer's protection measures. However, it is a matter of concern that a significant proportion of workers are dissatisfied. The results suggest that employers need to improve the protection measures for their domestic workers to ensure their safety and well-being.



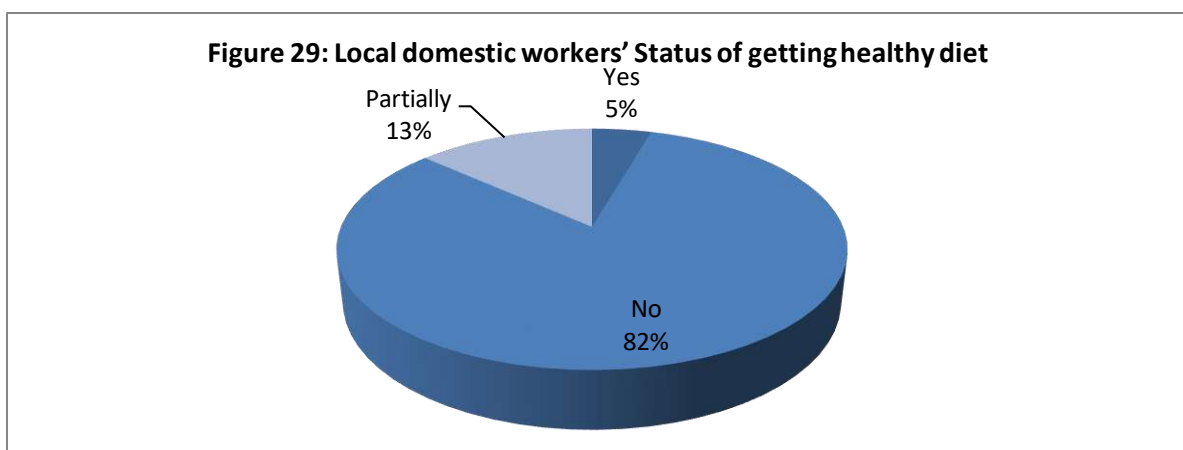
Knowledge on self-care during menstruation or pregnancy: The figure 27 presents information on the knowledge of individuals regarding self-care during menstruation or pregnancy. Out of the total respondents, 86.57% of them reported knowing about self-care during menstruation or pregnancy. 10.45% of respondents reported not knowing about self-care during menstruation or pregnancy. The remaining 2.99% of respondents reported partially knowing about self-care during menstruation or pregnancy. This table suggests that the majority of people have knowledge about self-care during menstruation or pregnancy. However, there are still some individuals who lack knowledge in this area. It is important for health care providers to educate individuals on the importance of self-care during menstruation or pregnancy, particularly those who lives in employers' house and have limited knowledge or are partially aware.



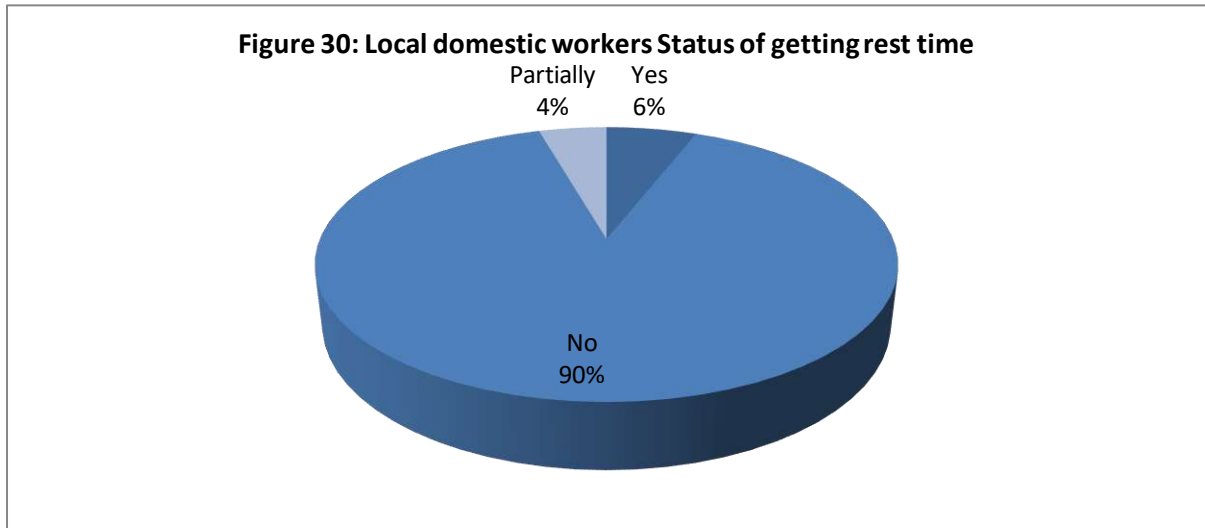
Knowledge on nutritious food and balance diet: The figure 28 presents the knowledge level of local domestic workers on healthy foods and diet, based on the responses of 67 participants. Nearly 39% of the domestic workers reported knowing about a nutritious and balanced diet, while almost half (49%) claimed that they only partially know about it or able to consume. Only a small proportion (6%) reported not knowing, while the same percentage said that the topic is not applicable to them. Overall, the results suggest that there is some level of awareness among domestic workers when it comes to healthy foods and diet, but further education and training may still be necessary to enhance their knowledge.



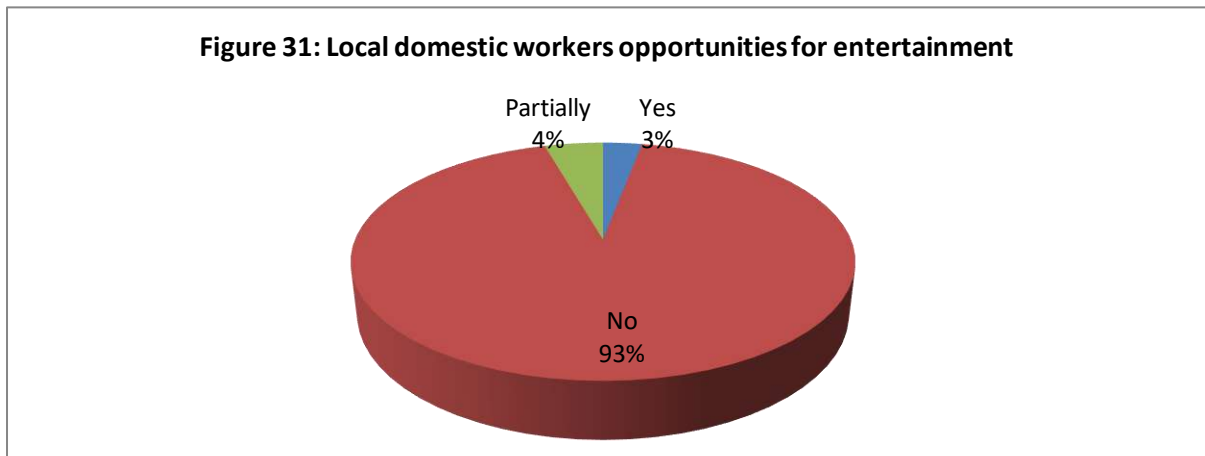
Consumption of healthy foods: The figure 29 presents the responses of 67 local domestic workers regarding their status of getting a healthy diet. Only 4.48% of the respondents reported that they are getting a healthy diet, while the majority, which is 82.09%, responded that they are not getting a healthy diet. Additionally, 13.43% responded that they are partially getting a healthy diet. This table suggests that a large proportion of local domestic workers are not able to access or afford a healthy diet. The low percentage of respondents who reported getting a healthy diet could be due to various reasons such as low income, lack of access to affordable healthy food choices, or limited time to prepare meals. This situation may lead to health concerns for the domestic workers, such as malnutrition, obesity, and other diet-related diseases. The findings of this table could be used to inform policies and initiatives to improve the access of local domestic workers to healthy food choices. Governments and other organizations could consider implementing interventions such as providing subsidies for healthy food options or introducing workplace-based meal programs that cater to the needs of domestic workers.



Rest time: Figure 30 displays the status of local domestic workers receiving rest time. Out of the 67 respondents, only 5.97% of them reported receiving rest time. This indicates that the majority of local domestic workers in the sample (89.55%) do not get rest time. On the other hand, 4.48% of respondents reported partially receiving rest time. This implies that some domestic workers may get rest time but not consistently or as much as they need. Overall, this table highlights the issue of rest time for domestic workers and suggests that many of them may not have access to this basic right.

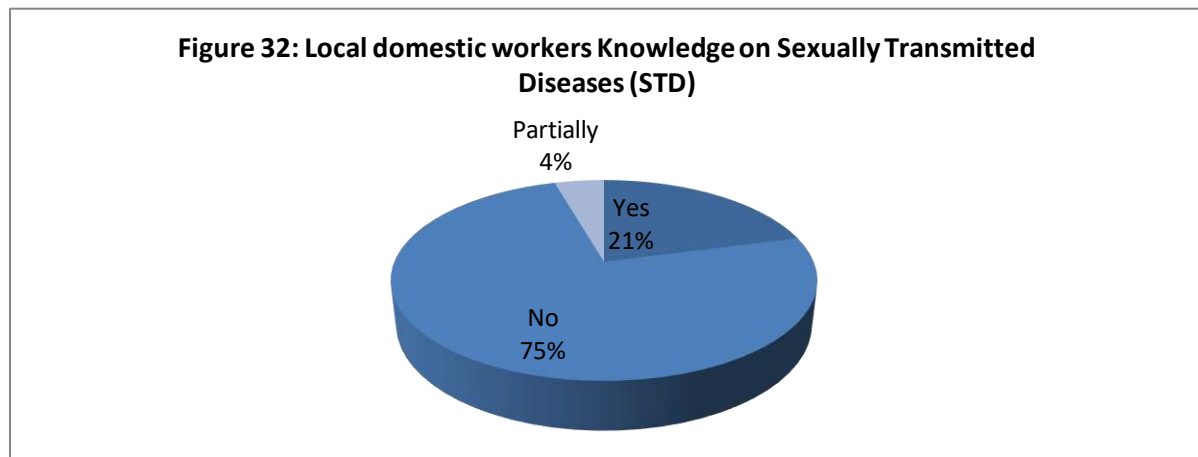


Opportunities for personal entertainment: The figure 31 shows the percentage of local domestic workers who have opportunities for entertainment. Out of the 67 respondents, only 2.99% answered "Yes" to having access to entertainment, while the majority (92.54%) answered "No". It is worth noting, however, that 4.48% responded with "Partially". This could indicate that while they do have some access to entertainment, it may not be sufficient for their needs. Overall, the table suggests that a significant number of local domestic workers do not have access to entertainment opportunities.

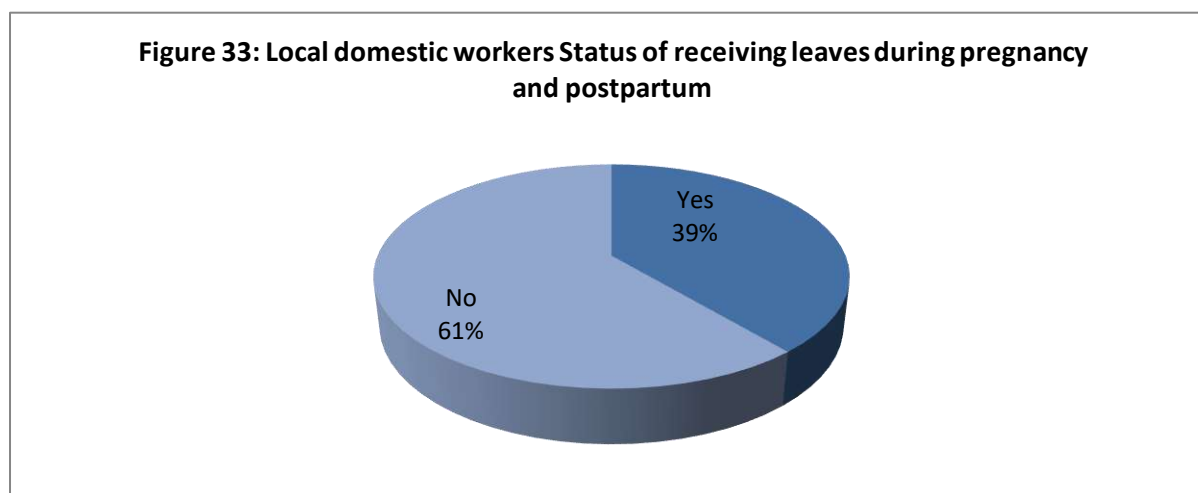


Knowledge on STD/STI: The figure 32 shows the knowledge of local domestic workers on sexually transmitted diseases (STDs) and Sexually Transmitted Infections (STI). Out of the 67 respondents, 20.90% answered "yes" indicating that they have knowledge on STDs, while 74.63% answered "no" indicating that they do not have knowledge on STDs. Only 4.48% answered "partially" indicating that they have limited knowledge on STDs. This data shows a concerning lack of knowledge among local domestic workers on STDs. The majority of respondents do not have proper knowledge on how to prevent and manage these diseases, which can have serious health implications. It is important to

prioritize education and awareness programs for this group to improve their understanding of STDs and minimize the risk of transmission.

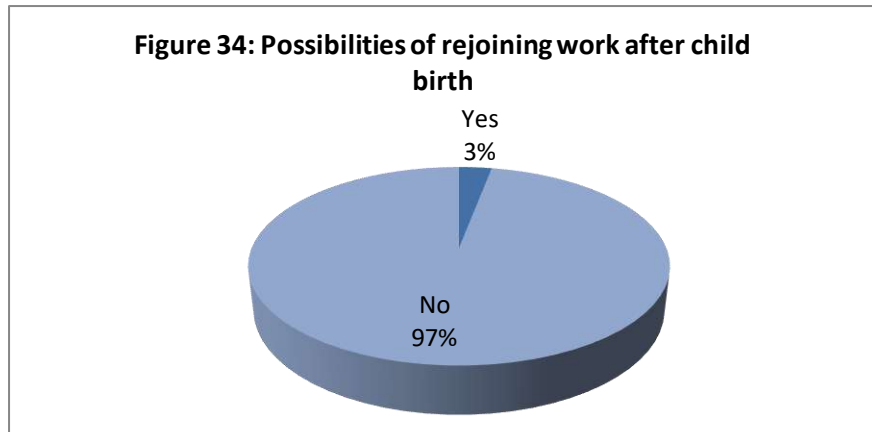


Maternity leaves: The figure 33 provides information on the status of local domestic workers in receiving leaves during pregnancy and postpartum. Out of the total women surveyed, 38.81% of the respondents claimed to have received leaves during their pregnancy and postpartum, while 61.19% reported that they did not receive any leaves during this period, and lost jobs. The table highlights a significant disparity in the treatment of pregnant and postpartum domestic workers. The majority of workers (61.19%) did not receive leaves during this crucial period, which can negatively impact their health, well-being, and productivity. The lack of paid maternity leave can also be a significant financial burden on workers and their families, as they may lose out on wages and struggle to afford medical expenses. On the other hand, the data shows that a significant minority of domestic workers (38.81%) did receive leaves during their pregnancy and postpartum only when they replace another worker on temporary basis. This suggests that some employers may be more supportive and accommodating of their workers' needs, which can have positive implications for both the workers and the employers. Overall, this table highlights the need for more comprehensive policies and regulations to protect the rights and welfare of domestic workers, including ensuring access to paid maternity leave.



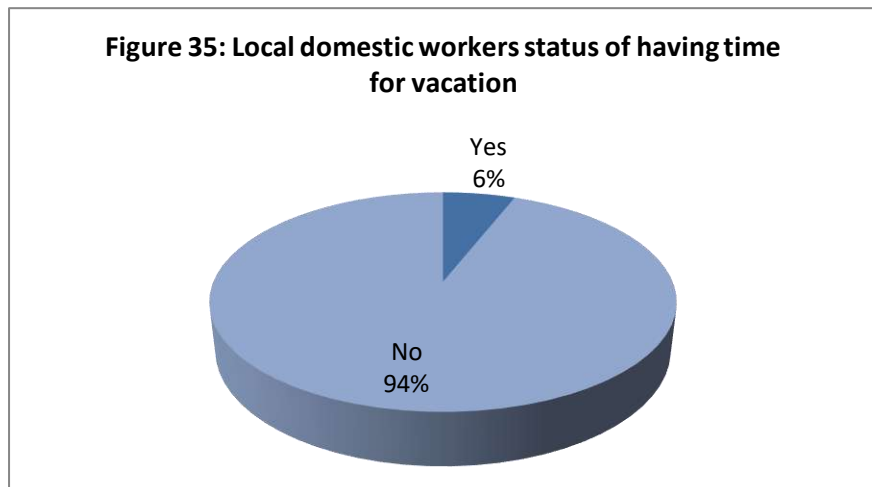
Likelihood to rejoin work after pregnancy and child birth: The figure 34 shows the percentage of respondents who answered "Yes" or "No" when asked about their possibility of rejoining work after giving birth to a child. The results indicate that only a small proportion of respondents (2.99%) said they were likely to return to work after giving birth. The vast majority (97.01%) said they were not likely to do so. This may suggest that many women are facing obstacles or challenges that prevent

them from returning to work after having a child, such as insufficient parental leave policies, workplace discrimination or lack of affordable childcare options. Overall, the results of this table highlight the need for greater support and resources for new mothers in the workforce.



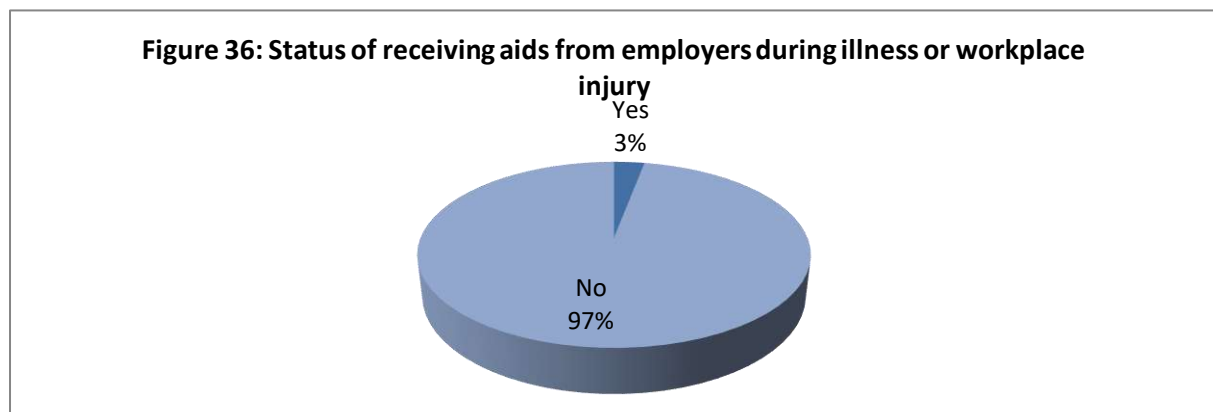
Weekends and vacation:

The figure 35 shows the status of local domestic workers in terms of having time for vacation. Only 5.97% of them answered "Yes" to having time for vacation, while the majority of the respondents, 94.03%, answered "No". This can indicate that local domestic workers may not have access to sufficient breaks and time



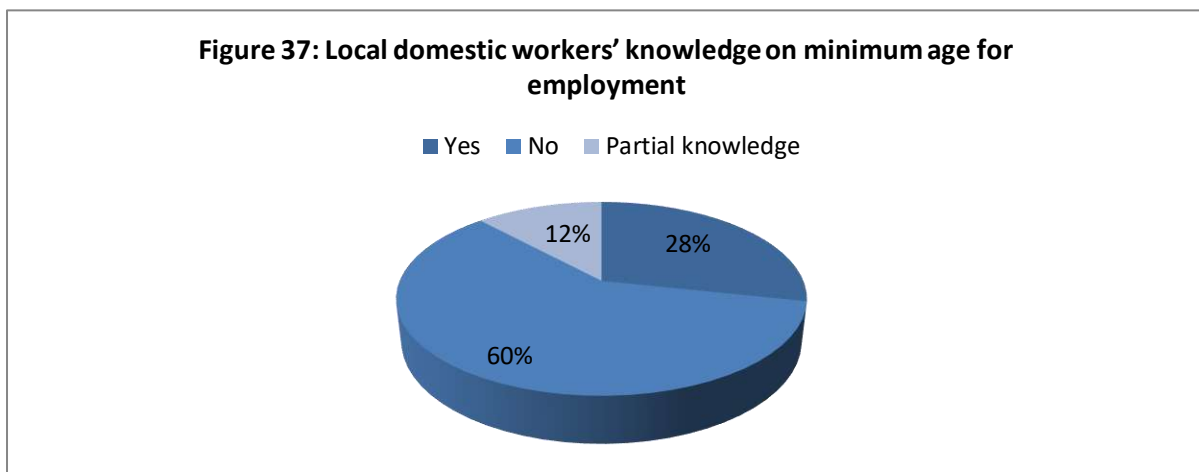
off from work, which can negatively impact their physical and mental well-being. Further analysis and investigation may be necessary to determine the reasons behind the low percentage of domestic workers having time for vacation, as well as potential solutions and interventions to address this issue.

Receiving compensation or aids for workplace injury and accident: The figure 36 shows the status of receiving aids from employers during illness or workplace injury, with a sample size of 67. Only 2.99% of the respondents reported receiving aids from their employers, while a majority of 97.01% did not receive any aids. This suggests that there may be a lack of support from employers in terms of providing assistance to employees who suffer from illness or injuries while on the job. Further investigation into the reasons behind this trend could provide valuable insights into how employers can better support their workers.

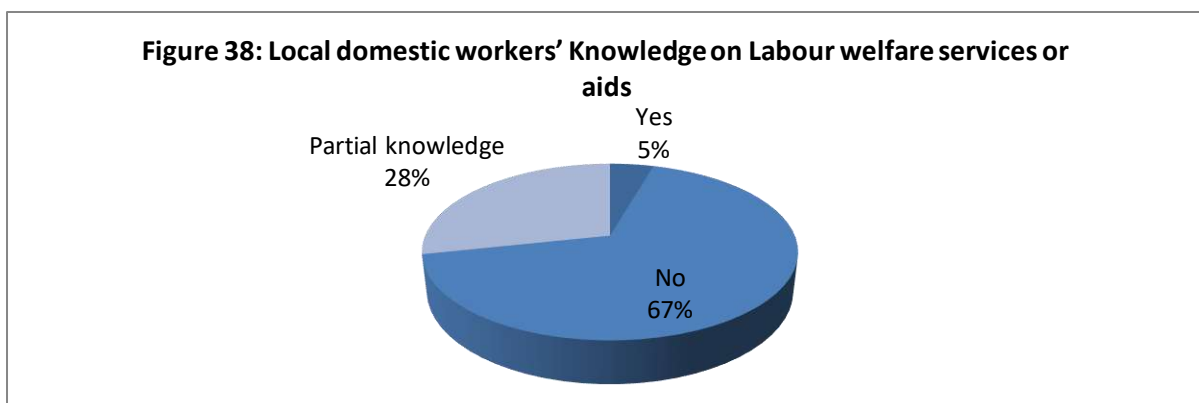


5. Access to justice and Welfare services:

Knowledge on minimum age for employment: The figure 37 presents the percentage of local domestic workers' knowledge on the minimum age for employment. Out of the 67 respondents, 28.36% answered yes, indicating that they have knowledge on the minimum age for employment. On the other hand, the majority of the respondents (59.70%) answered no, indicating that they do not have knowledge on the minimum age for employment. Overall, the table shows that the majority of the local domestic workers do not have knowledge on the minimum age for employment, which may suggest a lack of awareness and education on labor laws and rights. This highlights the need for better information dissemination and education efforts targeted towards this population to ensure their rights as workers are protected.

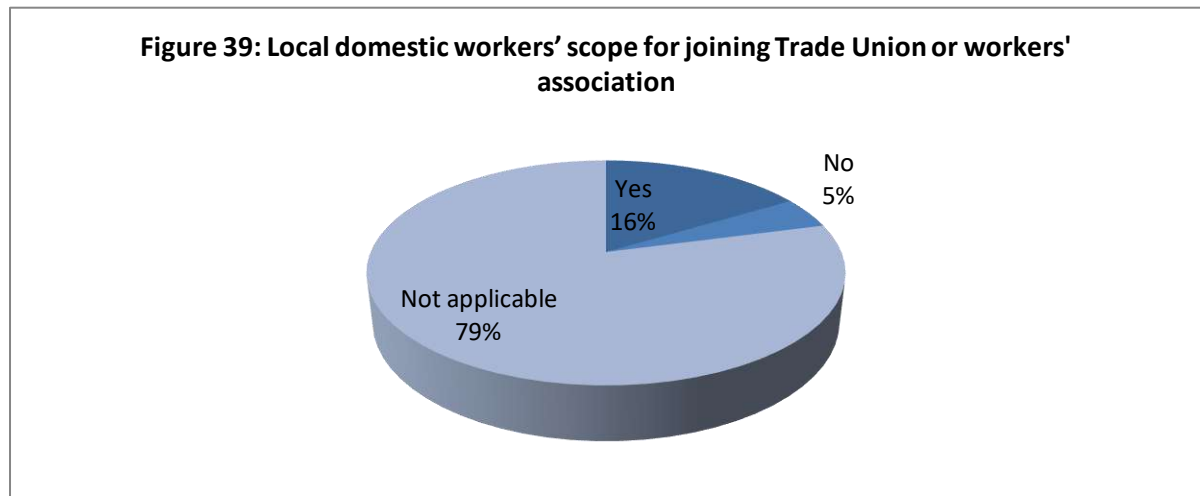


Knowledge on labor welfare services: The figure 38 represents the percentage of local domestic workers' knowledge on labor welfare services or aids. Out of the 67 respondents, only 4.48% replied that they have knowledge on labor welfare services or aids. On the other hand, a predominant 67.16% replied that they have no knowledge on the subject matter. The remaining 28.36% replied that they have partial knowledge on labor welfare services or aids. Overall, this table suggests that the majority of local domestic workers have limited to no knowledge on labor welfare services or aids.



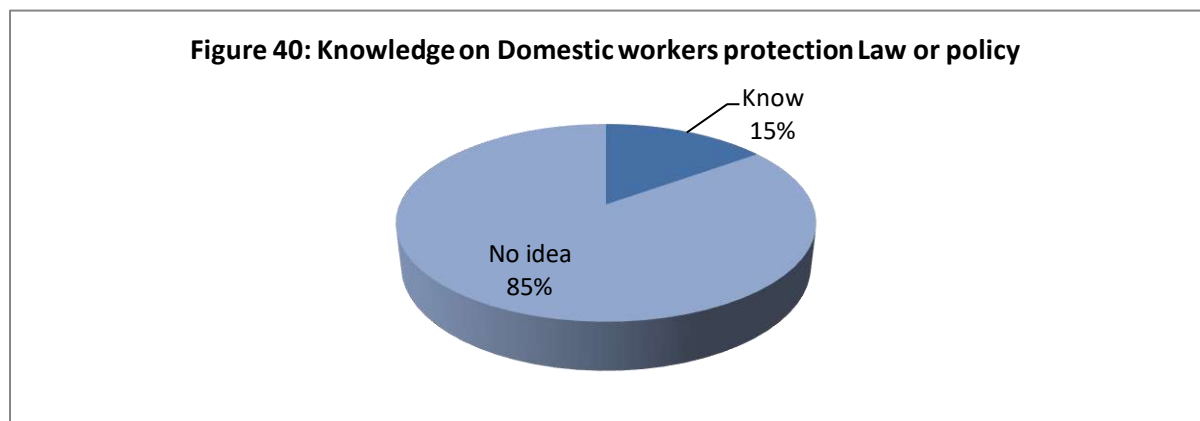
Scope for joining TU and workers association: The figure 39 shows the percentage of local domestic workers who have the scope to join a trade union or workers' association. Out of the total number of respondents, 16.42% answered "Yes", indicating that they have the opportunity to join a trade union or workers' association. On the other hand, only 4.48% answered "No", implying that they do not have the chance to join one. The majority of the respondents (79.10%) answered "Not applicable", suggesting that they may not know or are not sure about the scope for joining a trade union or

workers' association. Overall, the table indicates that there is low awareness among local domestic workers about the potential benefits of joining trade unions or workers' associations.

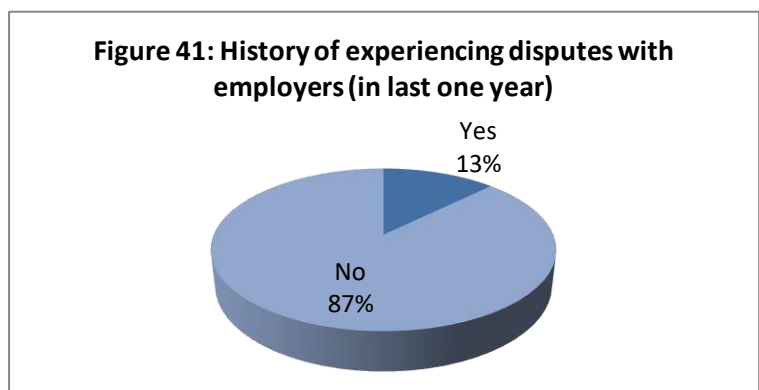


6. Knowledge on laws, policies and self-defense:

Knowledge on laws and policies: The figure 40 shows information about the knowledge of respondents on a domestic workers protection law or policy. Only 16.42% of the respondents answered positively, indicating that they have knowledge about the law or policy protecting domestic workers. On the other hand, a significant majority of 92.54% of respondents have no idea about the law or policy. Hence, it shows that there is a lack of awareness about the protection of domestic workers including the Domestic Workers Protection and Welfare Policy 2015. There is a need to increase education and awareness programs about the existing laws and policies to ensure that domestic workers are protected and their rights are respected.



Disputes with employers: The figure 41 shows the percentage of respondents who have experienced disputes with their employers in the last one year. Out of a total of 67 respondents, 13.43% have experienced disputes with their employers while 92.54% have not. This suggests that the majority of respondents have not



faced any conflicts or disagreements with their employers in the past year. However, the percentage of those who have is not negligible and may indicate some underlying issues in the workplace. Further information would be needed to fully understand the reasons behind these disputes and their impact on the workforce.

Reason of conflict and redress mechanism: The table 05 shows the percentage of different reasons for disputes or conflicts that have occurred between domestic workers and their employers in recent years. Overall, wage deduction is the most commonly reported reason, accounting for 56.72% of cases. Irregular payment is the second most common reason, reported in 17.91% of cases. Verbal or physical torture is a lesser but still notable cause, accounting for 7.46% of disputes. Nature of work and overload are reported in only 2.99% of cases. The remaining 14.93% of cases fall under the category of "others," which could include a range of reasons not captured by the previous categories. The table suggests that wage-related conflicts are a significant issue for domestic workers, with many reporting that their pay is reduced or not paid on time. This reflects broader concerns about low wages and lack of protections for domestic workers, who are often excluded from labor laws and regulations. The incidence of verbal or physical abuse highlights the vulnerability of domestic workers, who may be subject to mistreatment or exploitation in the workplace. The relatively low incidence of disputes related to workload or nature of work suggests that these may be less common issues, but nevertheless can contribute to conflicts between workers and employers.

Table 05: Reason of disputes or conflict between domestic worker and employer in recent years	in %	Table 06: Ultimate solution of the conflict with employers	in %
Wage deduction	56.72%	Negotiated	13.43%
Irregular payment	17.91%	No result	49.25%
Verbal or physical torture	7.46%	Worker confess her fault and agree with employers conditions	32.84%
Nature of work & overload	2.99%	Not Applicable	4.48%
Others	14.93%		

**Number of total surveyed population in 67*

The table 06 shows the ultimate solution of the conflict with employers in percentages. The data is based on a sample size of 67 individuals. Out of the 67 individuals, only 13.43% reported that they were able to negotiate and reach a settlement with their employers regarding the conflict. The majority of individuals, 49.25%, reported that no solution was reached in their conflict with their employers. This suggests that a large number of conflicts in the workplace may remain unresolved. 32.84% of individuals reported that they confessed to their fault in the conflict. This indicates that some conflicts may have been caused by the behavior or actions of the employee. Finally, 4.48% of individuals reported that the conflict was not applicable to them. This suggests that the conflict may have been resolved in a different manner or may not have been significant enough to report. Overall, the data suggests that a significant portion of conflicts in the workplace remain unresolved, indicating a need for more effective conflict resolution strategies.

7. Women Empowerment and Gender equality:

Correlation between income and social acceptance: The figure 42 represents the opinions of local domestic workers regarding the statement 'Earning money increases more acceptances in the family'. Only 22.39% of the domestic workers agreed with the statement, while 25.37% did not

agree. The majority of workers, 52.24%, partially agreed with the statement. This suggests that while some domestic workers believe that increased earnings may lead to more acceptances in the family, many are not convinced that this is the case. Further research may be necessary to determine the reasons for these differing opinions.

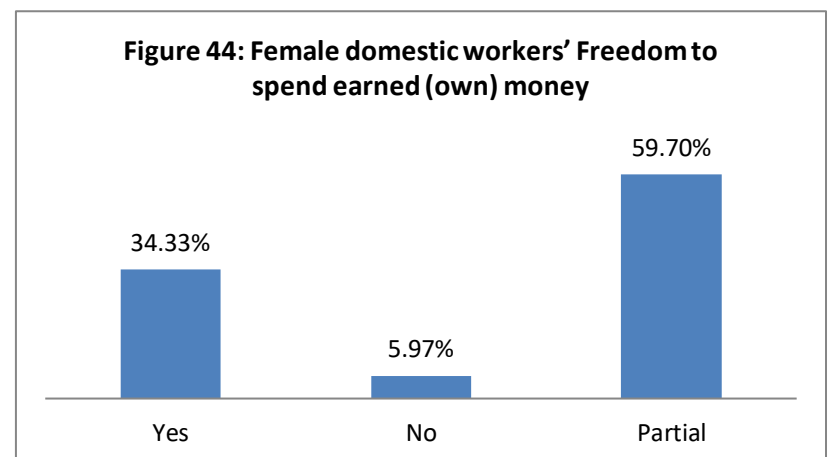
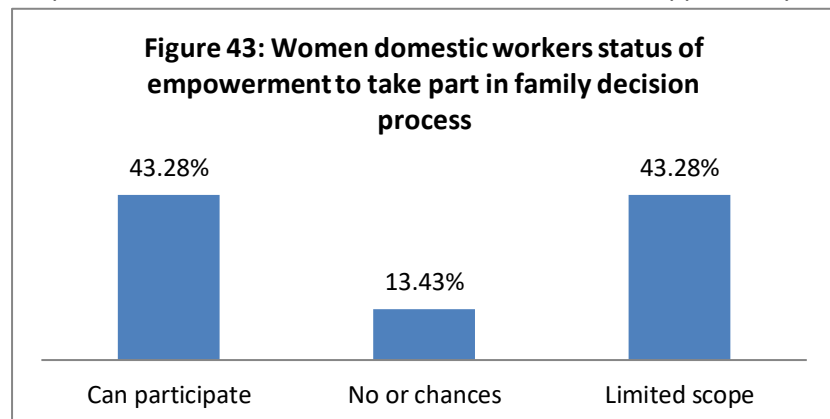
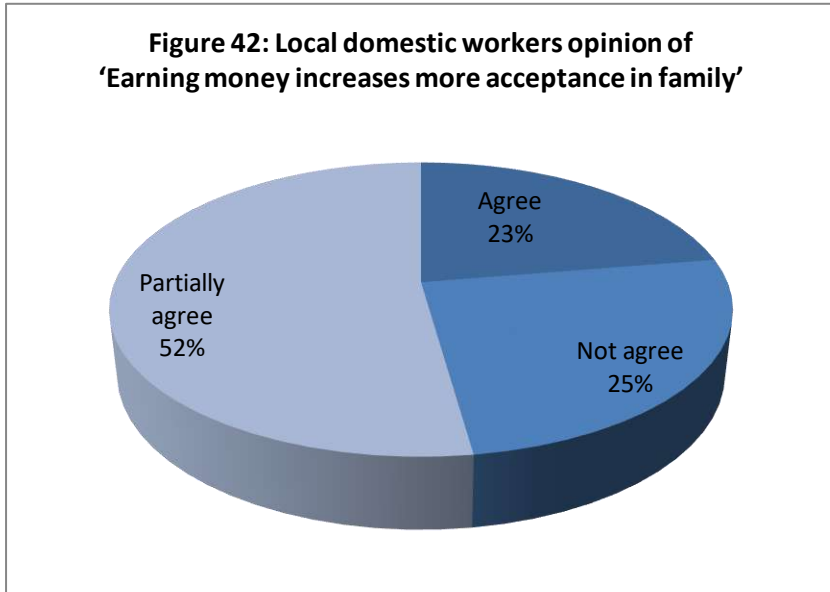
Women empowerment: The figure 43 shows the percentage of women domestic workers who have empowerment to take part in the family decision process. Out of 67

respondents, 43.28% reported that they can participate in making family decisions, 13.43% reported having no or minimal chances, and the rest (43.28%) reported having limited scope. This information suggests that while a significant portion of women domestic workers have the opportunity to

participate in making family decisions, there are still a considerable number of women who are excluded. This limited access to decision-making can further dis-empower these women in their personal and professional lives. Additionally, the data may provide insights into existing power structures within

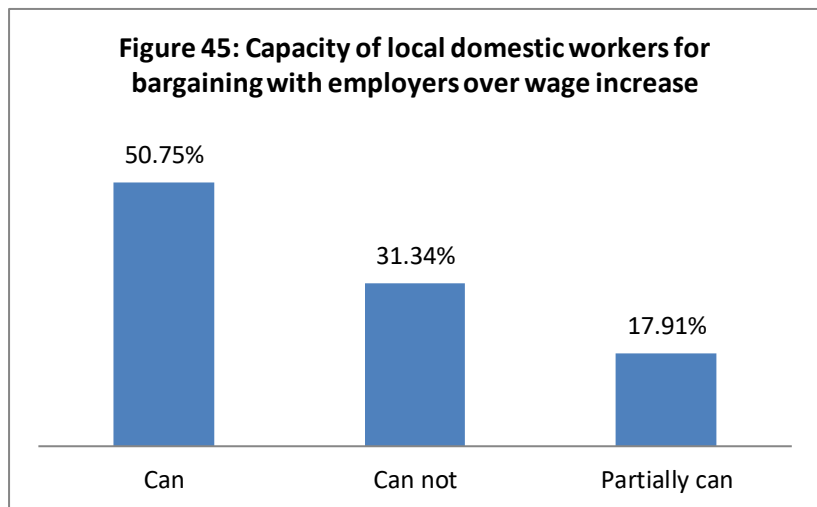
households. It is possible that women may face barriers such as gender discrimination or cultural norms that prevent them from having equal opportunities to participate in decision-making. Further research is needed to identify and address these factors.

Freedom to control own income: The figure 44 shows the percentage breakdown of female domestic workers' freedom to spend their own earned money. Out of the total 67 respondents, 34.33% of them answered "Yes" to having full freedom to spend their money, while only 5.97% answered "No". The majority of respondents, 59.70%, answered "Partial" indicating that they only have



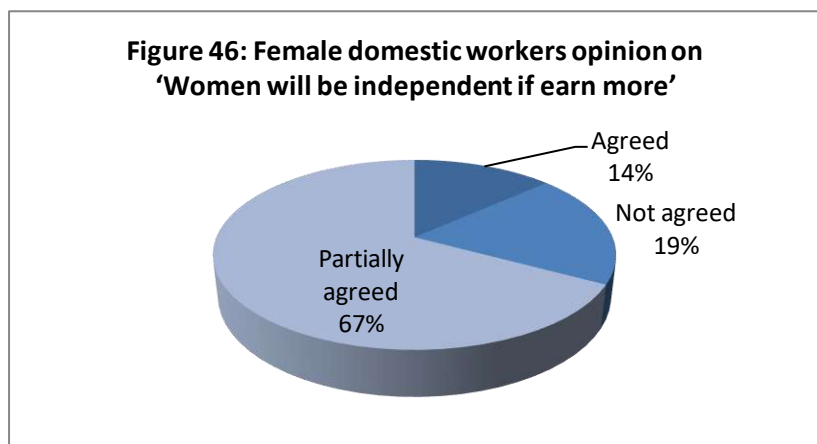
limited freedom to spend their money. This table suggests that a significant proportion of female domestic workers may not have full control over their earnings, possibly indicating a lack of autonomy and agency within their work and living situations.

Bargaining capacity: The figure 45 shows the percentage of local domestic workers who have the capacity to bargain with their employers over wage increases. Out of the 67 workers surveyed, 50.75% reported that they can negotiate for higher wages, while 31.34% cannot and 17.91% can only do so partially. This suggests that a significant portion of local domestic workers may not

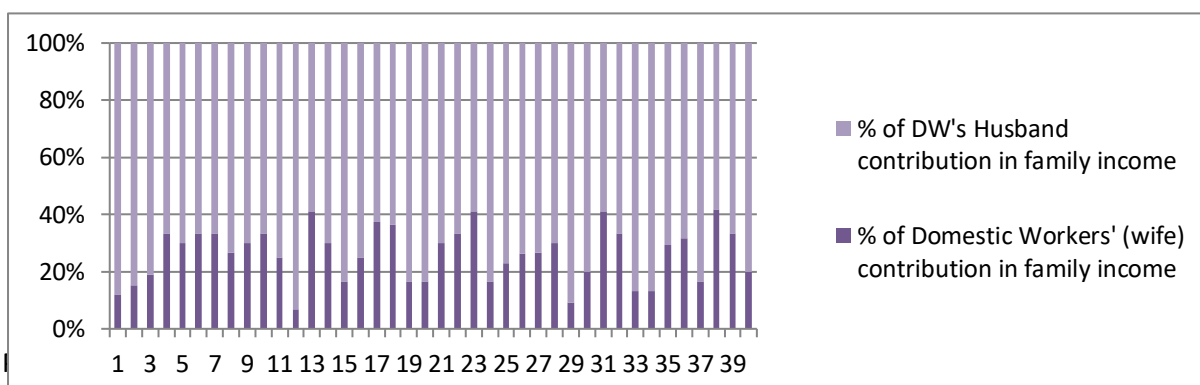


feel empowered to negotiate for better pay, which could be indicative of a power imbalance between workers and employers. However, a majority do have the capacity to bargain, which may suggest that some progress has been made in improving working conditions and workers' rights. The data could also be used to identify areas for improvement in terms of advocating for better working conditions and strengthening workers' negotiating power.

Conceptual understanding on independence of women: The figure 46 shows the opinions of 67 female domestic workers on the statement "Women will be independent if they earn more" presented as percentages. Out of the 67 respondents, only 13.43% agreed with the statement, while 19.40% did not agree. The majority of respondents, 67.16%, partially agreed with



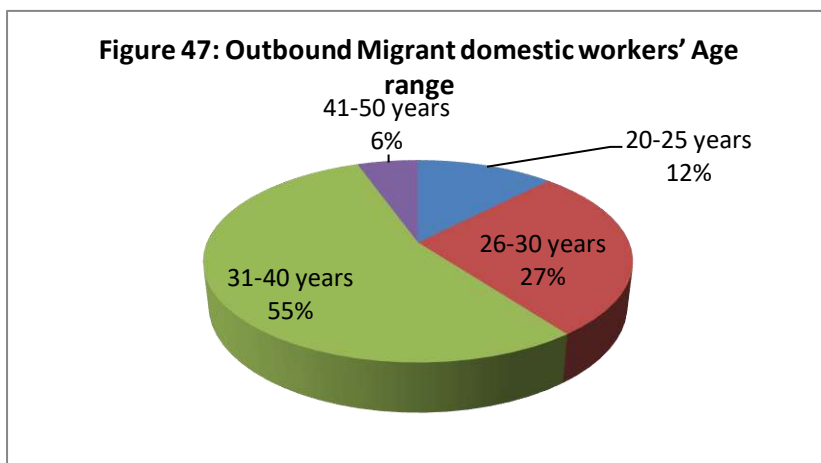
the statement, indicating that they see some truth in the statement but in varying degrees. This suggests that while earning more income may be seen as a way for women to achieve independence, there may be other factors at play that prevent women from achieving full independence solely through earning more money. The partial agreement may be an indication of complex societal, economic, and cultural factors affecting the independence of women in their respective contexts.



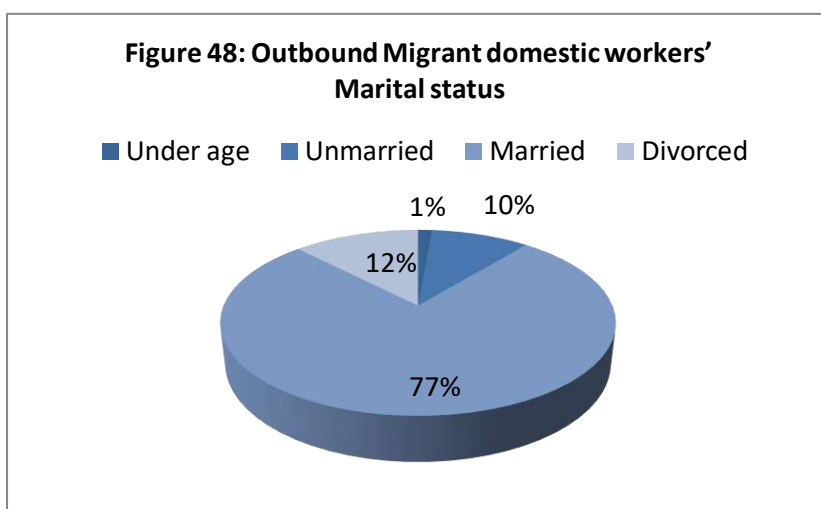
Part B: Findings from Outbound Female Domestic Worker Survey

1. Socio-economic status:

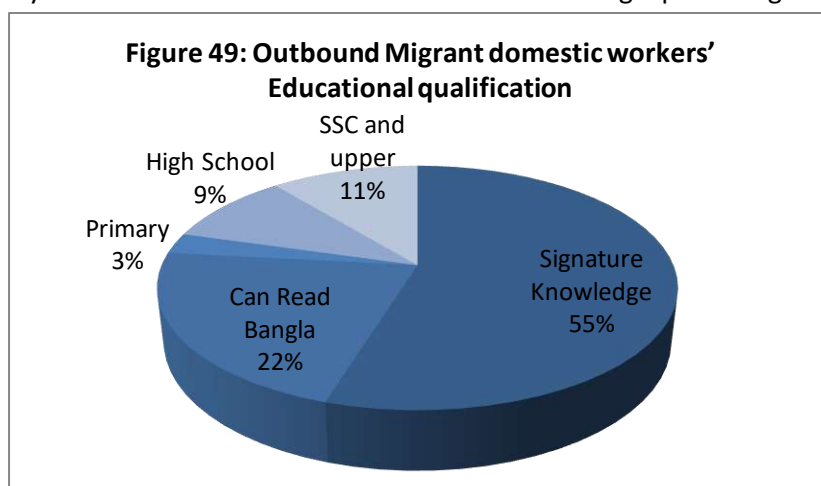
Age range: The figure 47 shows the age range distribution of outbound migrant domestic workers. The majority (54.79%) of domestic workers fall into the age range of 31-40 years, followed by those aged 26-30 years, who make up 27.4% of the sample. The smallest age group is 41-50 years, which accounts for only 5.479% of the sample. The remaining 12.33% falls into the age range of 20-25 years.



Marital status: The figure 48 shows the marital status of outbound migrant domestic workers, based on a sample size of 73. The majority of the sample (76.71%) is married. A significant percentage (12.33%) is divorced, while a smaller percentage (9.59%) is unmarried. Only a small fraction (1.37%) falls under the category of being under the age of marriage. This data could suggest that overseas employment is a job that attracts a high proportion of married individuals. It could also indicate that those who choose to work as migrant domestic workers tend to be older and more experienced, hence the relatively low number of unmarried individuals. The high percentage of divorced individuals could imply that domestic work is a career choice for individuals who may have gone through a marital breakdown, have dependents to take care of, and are seeking financial support through overseas work.

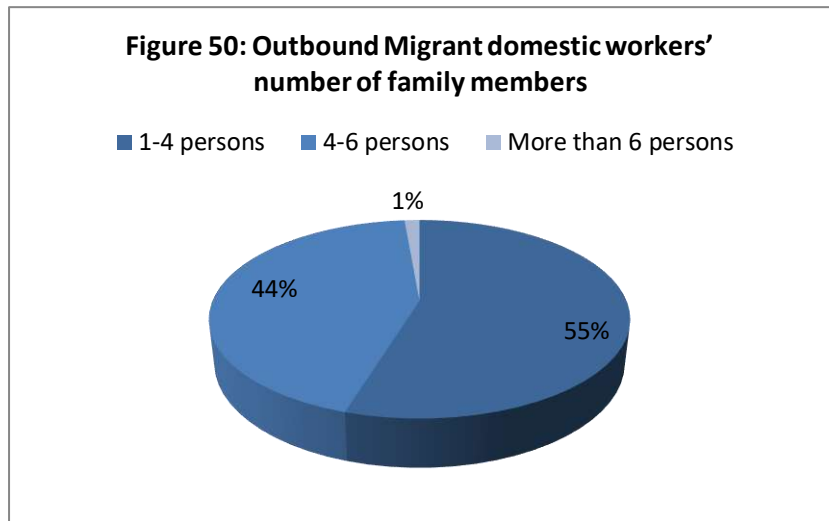


This data could suggest that overseas employment is a job that attracts a high proportion of married individuals. It could also indicate that those who choose to work as migrant domestic workers tend to be older and more experienced, hence the relatively low number of unmarried individuals. The high percentage of divorced individuals could imply that domestic work is a career choice for individuals who may have gone through a marital breakdown, have dependents to take care of, and are seeking financial support through overseas work.

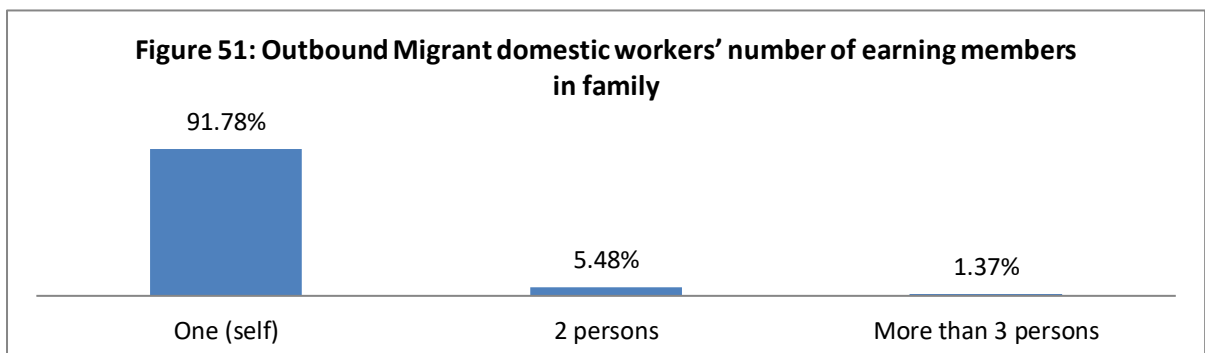


Educational qualification: The figure 49 shows the educational qualification of outbound migrant domestic workers in percentage, based on a sample size of 73. Most of the outbound migrant domestic workers (54.79%) have signature knowledge, which means they can write their own name and maybe a few other words in their local language. About 22% of them can read Bangla, which is a script used in Bangladesh. Only a small percentage of these workers have formal education qualifications. 2.74% have completed primary education, and 9.59% have completed high school. The remaining 10.96% have completed their secondary school certificate (SSC) or higher education. Overall, this table highlights the prevalence of low educational qualifications among outbound migrant domestic workers. This may have implications for their employment opportunities and earnings, as well as their ability to access resources and services in their destination countries.

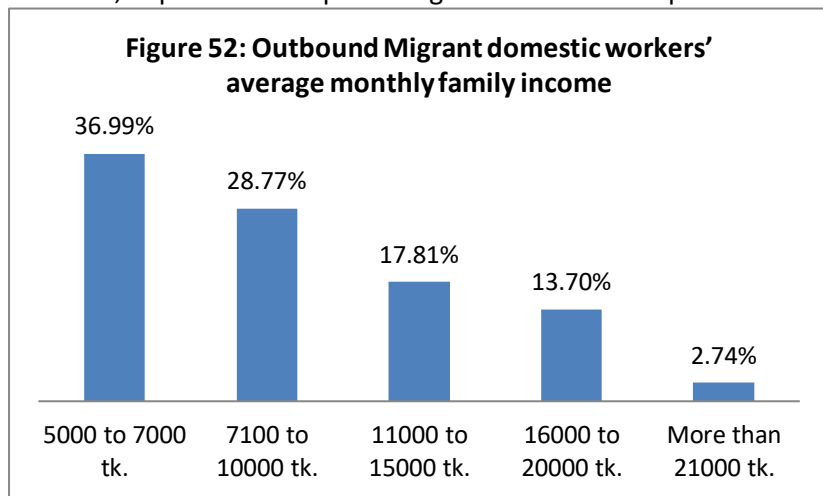
Family member: The figure 50 shows the number of family members of outbound migrant domestic workers as a percentage of the total number of workers surveyed. More than half (54.79%) of the workers surveyed had families of 1-4 persons, while nearly half (43.84%) had families of 4-6 persons. Only a small percentage (1.37%) had families of more than 6 persons. Therefore, female migration (as domestic worker or housekeeper) are common phenomenon among families with less than 6 members.



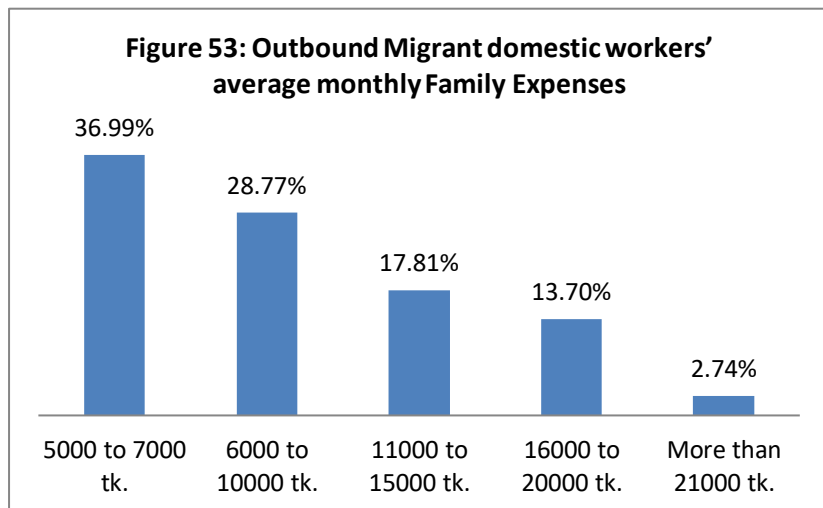
Earning member: The bar chart 51 shows the number of earning members in the family of outbound migrant domestic workers, expressed as a percentage. The majority of outbound migrant domestic workers spouses (91.78%) are the sole earning member in their family. This suggests that their spouses are the primary breadwinners, responsible for supporting their entire family financially. Only a small percentage of outbound migrant domestic workers (5.48%) have one other earning member (spouse or parents) in their family, indicating that there may be some additional support for the household income. The smallest percentage of outbound migrant domestic workers (1.37%) has more than three earning members in their family. This suggests that these workers come from larger families with multiple sources of income. Overall, this data provides insight into the financial situations of outbound migrant domestic workers and their families. The majority of these workers is responsible for supporting their entire family and may face additional pressure to earn enough income to meet their household's needs.



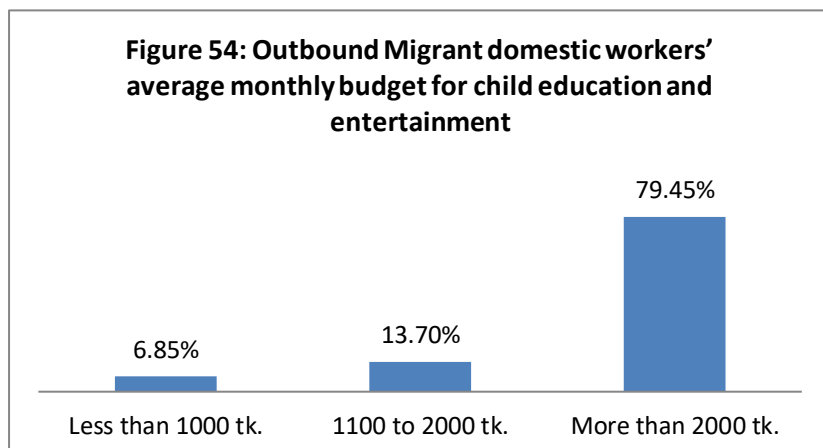
Monthly family income: The figure 52 provides information on the average monthly family income of outbound migrant domestic workers, expressed as a percentage of the total sample size of 73 workers. The largest percentage of workers (36.99%) reported earning between 5000 to 7000 tk. per month, while the second-largest group (28.77%) reported earning between 7100 to 10000 tk. per month. Fewer workers reported earning higher incomes, with only 13.70% reporting incomes between 16000 to 20000 tk. per month and 2.74% reporting incomes above 21000 tk. per month. Overall, the data suggest that outbound migrant domestic workers tend to earn relatively low monthly incomes, with the majority earning less than 10000 tk. per month.



Monthly family expenditure: The bar chart 53 shows the average monthly family expenses of outbound migrant domestic workers in different income brackets. The majority of outbound migrant domestic workers (36.99%) have average monthly family expenses ranging from 5000 to 7000 tk. (\$60-\$70 USD/month). The next largest income bracket is 6000 to 10000 tk., which represents 28.77% of the sample. Only a small percentage of the sample has average monthly family expenses greater than 15000 tk. Only 13.70% of the samples have expenses ranging from 16000tk. to 20000 tk., and 2.74% have expenses greater than 21000 tk. (\$190-\$200 USD). Overall, this table provides insight into the financial situation of outbound migrant domestic workers and suggests that many of these workers have relatively low family expenses.

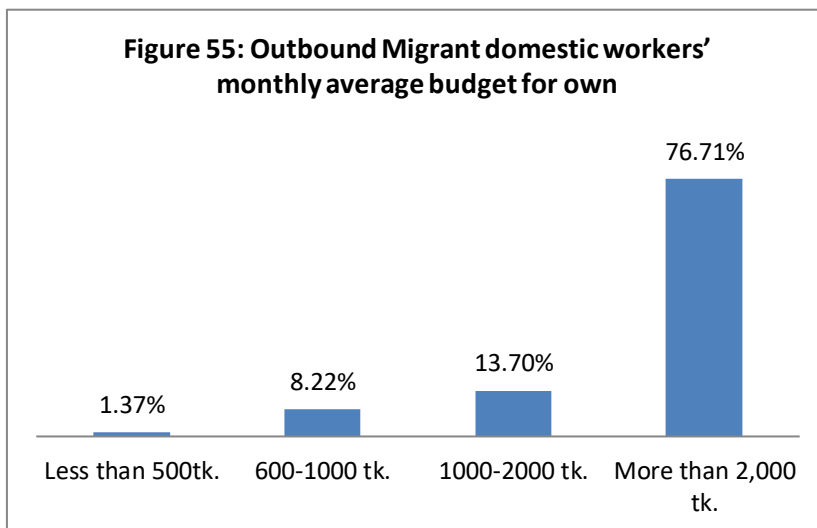


Budget for Children: The chart 54 shows the average monthly budget allocation for child education and entertainment by outbound migrant domestic workers in Bangladesh. Out of the 73 participants surveyed, only 6.85% allocate less than 1000 tk. for these expenses, while 13.70% allocate between



1100 to 2000 tk. (\$16-\$20 USD). The majority, which is 79.45%, allocate more than 2000 tk. for child education and entertainment. This suggests that outbound migrant domestic workers prioritize the education and entertainment of their children despite being away from them. The high percentage allocated for these expenses may also indicate that these workers are willing to sacrifice their own expenses to support their children's development.

Budget for own: From the chart 55, we can see that the majority of outbound migrant domestic workers (76.71%) have a monthly budget of more than 2,000 tk. (\$18-\$25 USD). Only small percentages (1.37%) have a budget of less than 500 tk. Meanwhile, 8.22% have a budget between 600-1000 tk., and 13.70% have a budget between 1000tk.-2000 tk. Overall, the data suggests that outbound migrant domestic workers tend to have relatively high monthly budgets.



Food Habit and Consumption nature: The table 07 shows the frequency with which households consume beef, chicken and fish in a month. Out of the 73 households surveyed, 30.14% reported having meat once a month, while 32.88% had beef 2-4 times a month, 20.55% had beef 4-5 times a month, and 16.44% had meat more than 6 times a month. In the case of chicken, 28.77% of households had chicken once a month, while 65.75% had chicken 2-4 times a month, and only 2.74% had it 4-5 times a month or more. Finally, in the case of fish, only 6.85% of households had fish once a month, while 50.68% had it 2-4 times a month, 41.10% had it 4-5 times a month and only 1.37% had it more than 6 times a month. The data shows that chicken is the most frequently consumed meat, with over 90% of households eating it at least once a month, followed by meat, which is eaten by around 80% of households. Fish, on the other hand, is consumed less frequently, with only around 60% of households eating it at least once a month. It is worth noting that there is a significant variation in the frequency of consumption of these meats, with some households consuming them almost every day, while others consume them only once or twice a month.

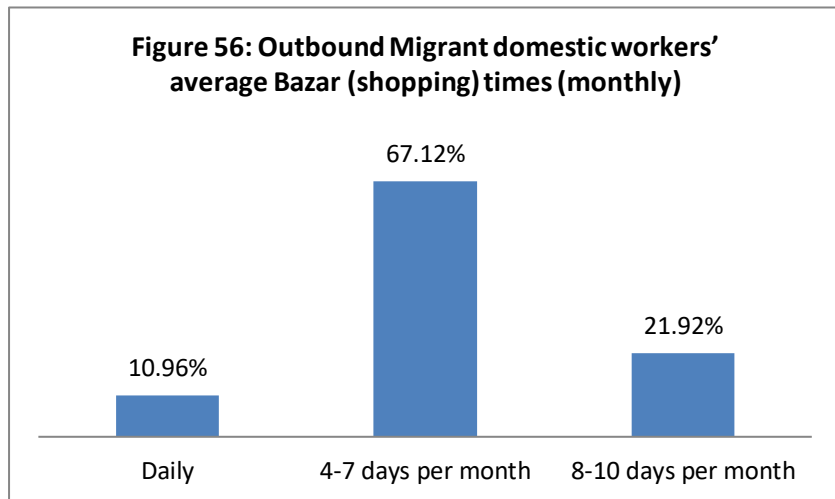
Table 07: Household level Food Habit and consumption nature	in %
Having meat (typically beef) in a month	
One day	30.14%
2-4 days	32.88%
4-5 days	20.55%
More than 6 days	16.44%
Having Chicken in a month	
One day	28.77%
2-4 days	65.75%
4-5 days	2.74%
More than 6 days	2.74%
Having fish in a month	

One day	6.85%
2-4 days	50.68%
4-5 days	41.10%
More than 6 days	1.37%

*Total number of surveyed population is 73

Monthly bazar time: The chart 56 shows the average monthly Bazar times (shopping trips) for outbound migrant domestic workers. The data is presented in percentage form and is based on a sample size of 73 individuals. The results indicate that the majority of outbound migrant domestic workers (67.12%) go to the Bazar 4-7 days per month. This suggests that these workers are likely working long hours and have limited free time to do their shopping.

About one-fifth of workers (21.92%) go to the Bazar 8-10 days per month, indicating that they may have a bit more leisure time or a more flexible work schedule. Finally, a small proportion of workers (10.96%) go to the Bazar on a daily basis. This suggests that these individuals may have more free time or work shorter hours, or they may



prioritize going to the Bazar more frequently. Overall, this data provides insight into the shopping habits of outbound migrant domestic workers and suggests that the majority are limited in their ability to make frequent trips to the Bazar.

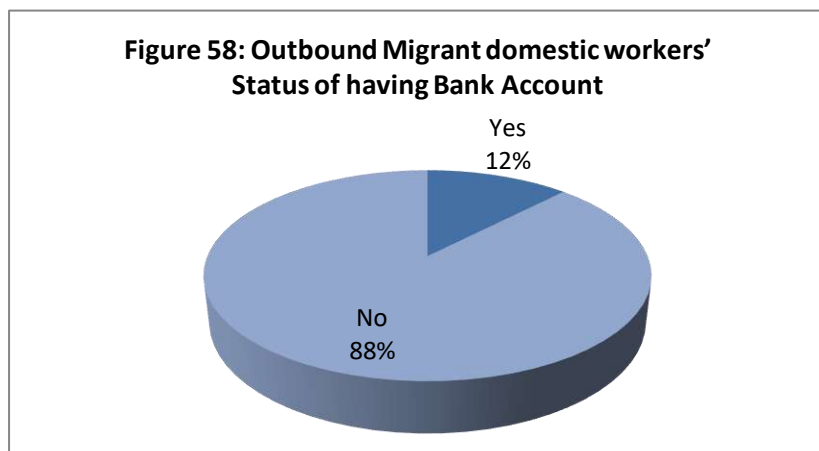
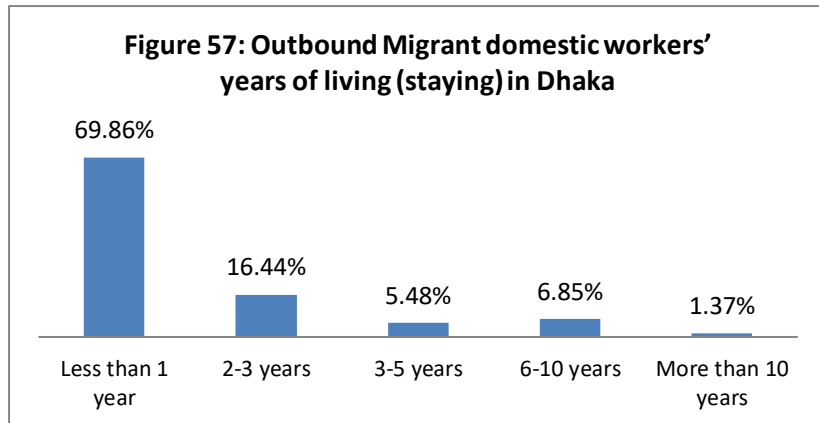
Table 08: Outbound Migrant domestic workers' home town	in %
Dhaka	16.44%
Barishal	9.59%
Dinajpur	4.11%
Chuadanga	5.48%
Cumilla	5.48%
Mymensing	12.33%
Bhola	17.81%
Hobiganj	10.96%
Others	17.81%

*Total number of surveyed population is 73

Home town and duration of living in Dhaka: The table 08 shows the distribution of the number of years migrant domestic workers have lived in Dhaka, represented as a percentage. The total number of respondents is 73. On the other hand, the figure 57 suggested, majority of respondents (69.86%) have lived in Dhaka for less than a year, indicating that there is a high turnover rate among migrant domestic workers. Only a small proportion (1.37%) has lived in Dhaka for more than 10 years. The intermediate categories, 2-3 years, 3-5 years, and 6-10 years, represent a relatively small portion of the sample, with percentages of 16.44%, 5.48%, and 6.85%, respectively. Overall, the figure suggests

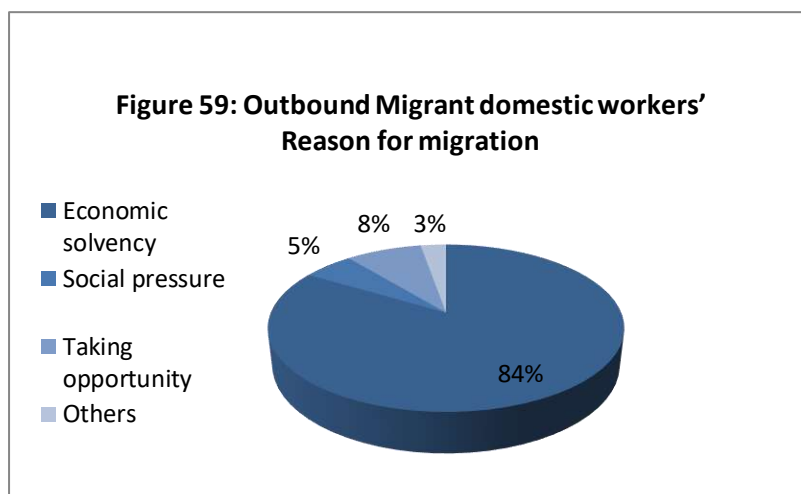
that many migrant domestic workers in Dhaka have short-term stays, which could have implications for their social and economic integration into the city.

Bank account: The chart 58 represents the status of having a bank account among outbound migrant domestic workers and consists of two categories: "Yes" and "No." The data is based on a sample size of 73 individuals. The table shows that only 12.33% of outbound migrant domestic workers have a bank account, while the majority (87.67%) does not. This suggests that a significant proportion of outbound migrant domestic workers do not have access to financial services or formal banking channels. Overall, the figure highlights the financial challenges that migrant domestic workers face, such as limited access to banking services and the potential for exploitation by employers. It also emphasizes the need for policies and programs that can improve the financial inclusion and well-being of migrant domestic workers.



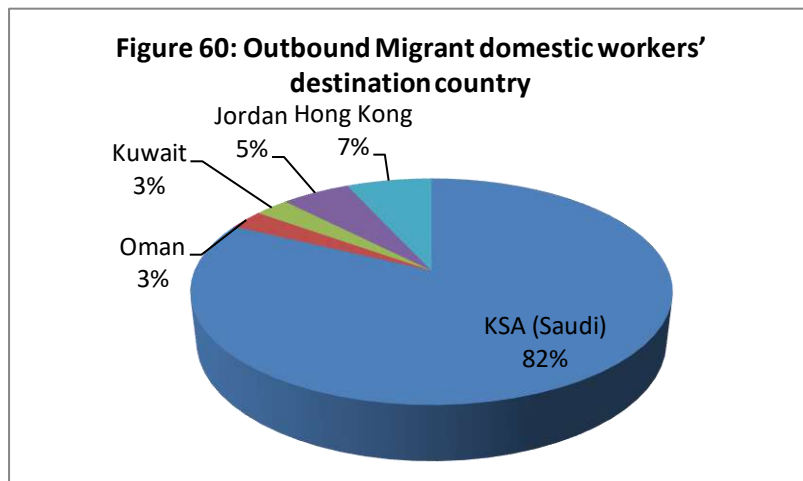
2. Experience and Skills recognition:

Reason for migration: The figure 59 shows the reasons for migration of outbound migrant domestic workers, based on a sample size of 73. The majority of them, 83.56%, migrated for economic solvency, suggesting that they moved to seek better economic opportunities, higher wages, and a chance to improve their financial situation. Only a small proportion, 5.48%, migrated due to social pressure, which indicates that they may have been compelled to leave their homes because of social or cultural reasons. The next highest category, at 8.22%, is taking opportunity, suggesting that some workers saw a chance to improve their situation and decided to migrate. Finally, 2.74% of respondents cited other reasons i.e. climate change, insecurity etc. for their migration. Overall, the table suggests that the

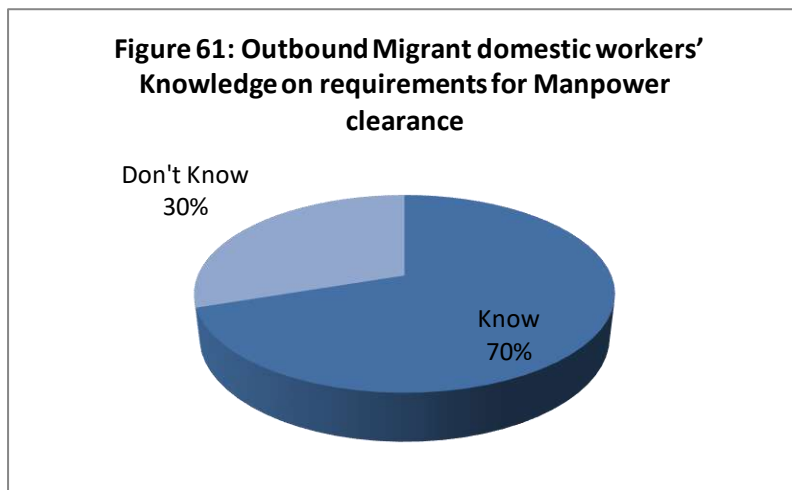


primary motivation for outbound migrant domestic workers to leave their homes is economic in nature. This highlights the importance of addressing issues of poverty and inequality to stem the flow of migration and improve the lives of those who choose to emigrate.

Destination Countries: The figure 60 shows the destination countries of outbound migrant domestic workers, with a total sample size of 73. The majority of workers, at 82.19%, migrated to Saudi Arabia (KSA), followed by Hong Kong at 6.85%. Oman and Kuwait received 2.74% of the workers each, while Jordan received 5.48%. The high percentage of workers migrating to Saudi Arabia indicates a strong demand for domestic workers in the country. The presence of countries like Oman and Kuwait as destination countries suggests that the demand for domestic workers in the Gulf region extends beyond Saudi Arabia. The inclusion of Hong Kong in the table implies that migration of domestic workers is not limited to the Gulf region, but also extends to other parts of the world. The relatively low percentage of workers migrating to Hong Kong could suggest a strong demand for skilled and educated domestic workers in the city, or that migration to Hong Kong is subject to greater restrictions compared to other countries.



Knowledge on requirement for Manpower Clearance: The figure 61 presents the knowledge level of outbound migrant domestic workers on the requirements for manpower clearance. Out of the total sample, 69.86% of outbound migrant domestic workers have knowledge about the requirements for manpower clearance. On the other hand, 30.14% of the sample does not have knowledge about the requirements⁴. This table suggests that there is a significant knowledge gap among outbound migrant domestic workers regarding the requirements for manpower clearance. More efforts are needed to educate these workers about the requirements to enable them to comply with the regulations. This information could also be used to improve pre-departure training programs for migrant domestic workers to increase their preparedness and understanding of labor laws and regulations.

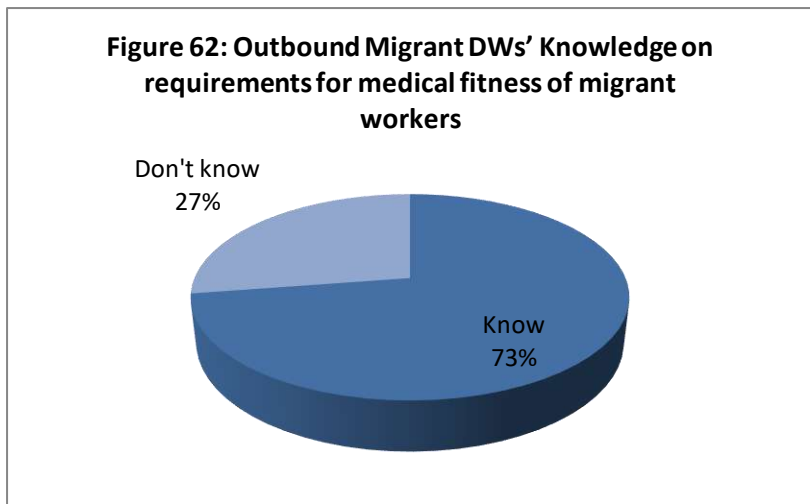


⁴ BMET requirements: Application from Recruiting Agencies, Visa copy, Job agreement attested copy, job seekers registration, commitment letter on non-judicial paper, welfare fees etc. (Source: BMET Citizen Charters'- http://www.old.bmet.gov.bd/BMET/resources/Static%20PDF%20and%20DOC/The_Citizens_Charter.pdf)

Knowledge on medical fitness and qualification of overseas female workers:

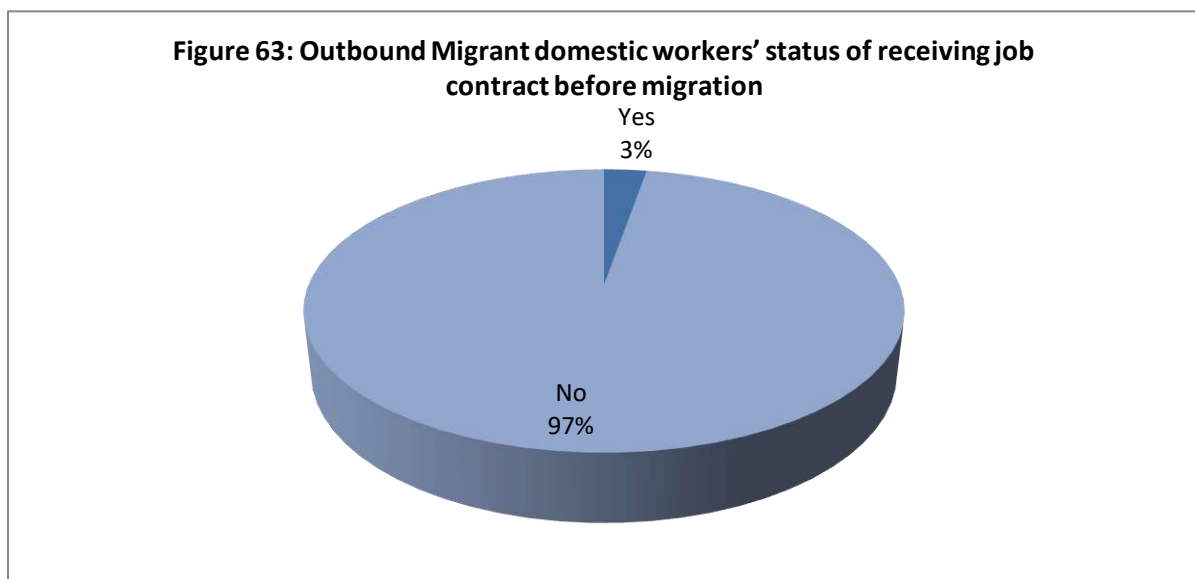
The figure 62 shows the percentage distribution of outbound migrant domestic workers' knowledge on medical fitness and qualification⁵ for migrant workers, based on a sample size of 73. Out of the 73 respondents, 72.60% know about medical fitness for migrant workers, while 27.40% do not know. This suggests that a significant majority of

outbound migrant domestic workers have knowledge about medical fitness for migrant workers. However, it is important to note that the sample size is relatively small, and the results may not be representative of the entire population of outbound migrant domestic workers.



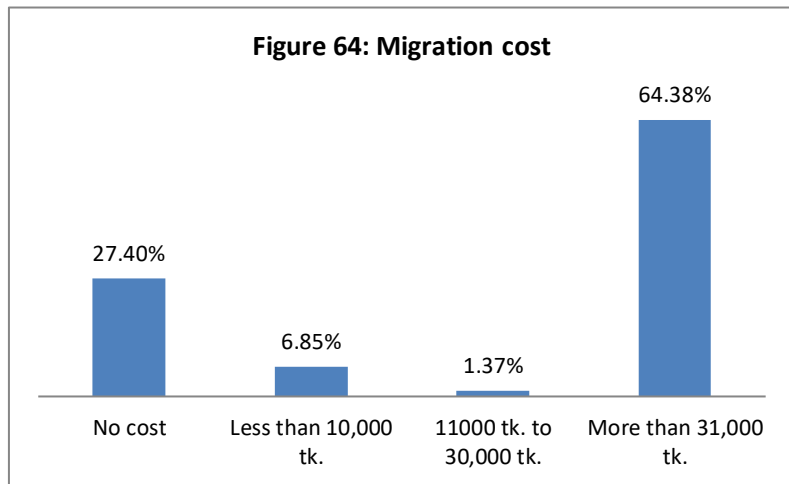
3. Employment status and Job contract:

Status of getting job contract: The figure 63 shows the percentage distribution of outbound migrant domestic workers' status of receiving a job contract before migration. The total sample size is 73, and the results indicate that only 2.74% of the respondents received a job contract before migration, while 97.26% did not. This suggests that a vast majority of outbound migrant domestic workers do not have the opportunity to see the job contract before leaving their home countries. This practice may lead migrant workers vulnerable to abuse and exploitation by their employers, as they may not have any legal protection or recourse if issues arise. This highlights the need for increased protection and support for migrant domestic workers, especially in terms of securing job contracts before migration.



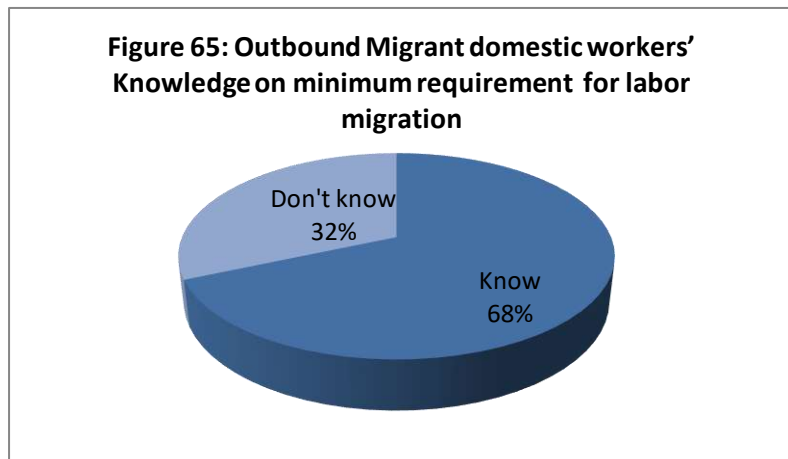
⁵ BMET requirement: Completion of primary education, age range 25-40 years, weight 40kg to 65 kg, height 4'10", and other mental and physical fitness.

Migration cost: The figure 64 presents the migration cost in percentage and includes data from 73 records. The majority of the records, 64.38%, had a migration cost of more than 31,000 tk. (\$300-\$400 USD). This indicates that the cost of migration can be significant for a significant portion of the population represented in the dataset. On the other hand, 27.40% of the records had no cost associated with the migration.



Additionally, 6.85% of the records had a migration cost of less than 10,000 tk. (\$90-\$95 USD), while only 1.37% had a migration cost ranging from 11,000 to 30,000 tk. Overall; the table highlights the variation in migration costs and the potential financial burden that can be associated with moving. However, there is no migration cost for migrating to KSA.

Requirement for labor migration: The figure 65 shows the percentage of outbound migrant domestic workers who have knowledge on the minimum requirement⁶ of a migrant worker. Out of the 73 respondents, 68.49% said they know the minimum requirement while 31.51% said they don't know. This data suggests that a majority of outbound migrant domestic workers have at least

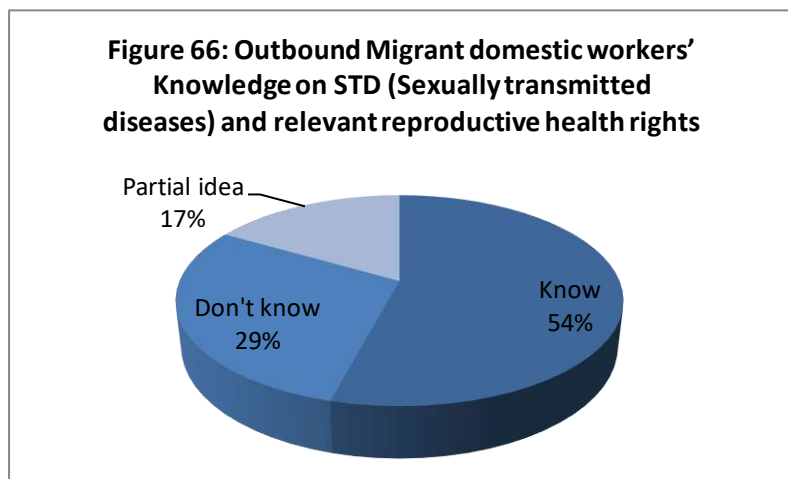


some knowledge of the minimum requirements needed to be a migrant worker. However, almost one-third of the respondents do not have this knowledge, which could indicate a lack of awareness or education about labor migration requirements. It would be useful to explore this data further by examining the factors that contribute to workers' knowledge or lack thereof, and to design interventions that enhance migrant workers' access to information and education on labor migration requirements.

4. Work Environment, Health safety and Personal Protection system:

Knowledge on STD and SRHR:

The figure 66 presents data on the knowledge of outbound migrant domestic workers on sexually transmitted diseases



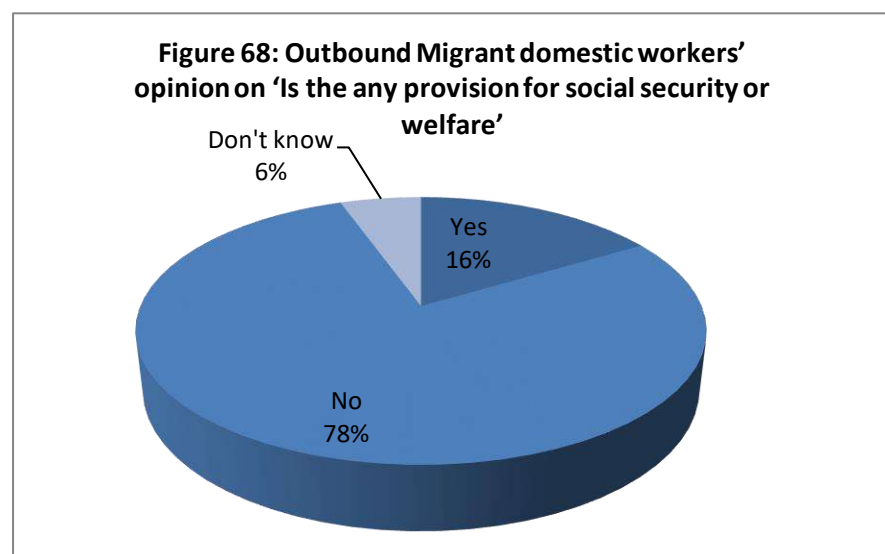
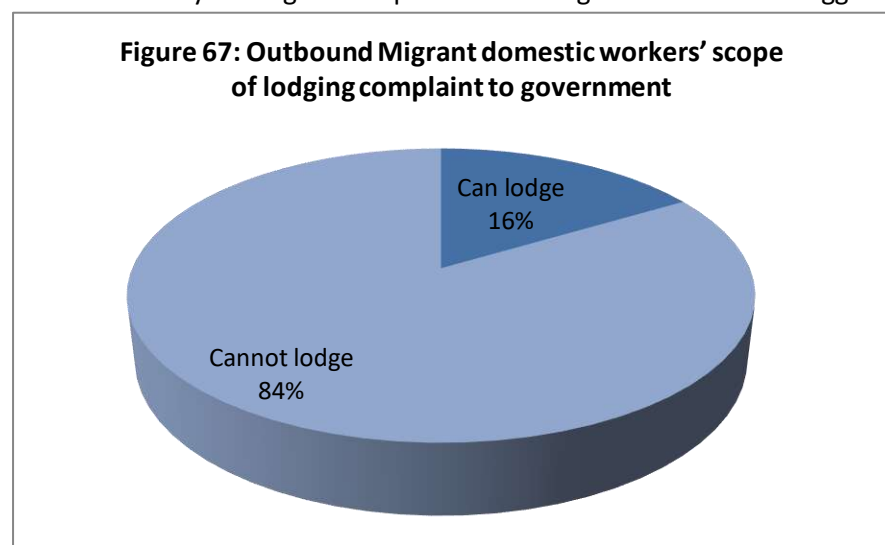
⁶ Physical and Mental fitness, visa documents, training certificate, BMET clearances/ smart card etc.

(STDs) and relevant reproductive health rights (SRHR). Based on the sample size of 73, the analysis shows that 53.42% of the participants know about STDs and relevant reproductive health rights. Meanwhile, 28.77% do not have an idea about it, and 16.44% have a partial idea. The data suggests that more than half of the participants are aware of STDs and relevant reproductive health rights. However, the lack of knowledge on the topic among 28.77% of the participants is concerning, as it may lead to health issues and vulnerability to STDs. The need for education and awareness campaigns on reproductive health and STDs for migrant workers is evident from the results. The partial idea among 16.44% of the participants also shows the need for more comprehensive information on the matter to reduce confusion and misinformation.

5. Access to justice and Welfare services:

Access to justice: The figure 67 provides information on the percentage of outbound migrant domestic workers who can and cannot lodge a complaint to the government. Only 16.44% of the respondents in the sample have the ability to lodge a complaint with the government. This suggests

that a large majority of migrant domestic workers do not have easy access or knowledge/ information on the government mechanisms for addressing issues and grievances related to their employment. The remaining 83.56% of the respondents cannot lodge a complaint, which indicates a lack of legal protection for these workers. This may be due to a variety of factors, such as limited legal rights or inadequate awareness of available resources and support services. Overall, this table highlights the challenges faced by many migrant domestic workers in accessing legal remedies and protections. It underscores the need for improved policies and programs to support this vulnerable group and ensure that their rights are protected.

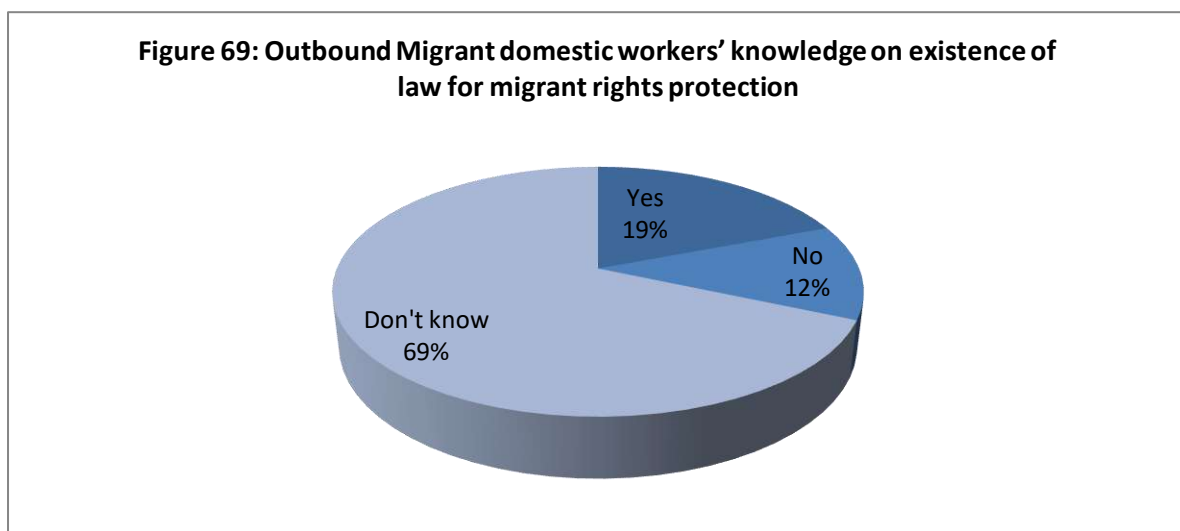


Access to social welfare supports: The figure 68 provides the opinions of outbound migrant domestic workers regarding the provision for social security or welfare. According to the figure, only

16.44% of the outbound migrant workers believe that there is any provision for social security or welfare. On the other hand, a large majority of workers, 78.08%, believe that there is no provision for social security or welfare. A small percentage of workers, 5.48%, do not know whether there is any provision for social security or welfare. The figure indicates that the majority of outbound migrant domestic workers are not confident in the existence of social security or welfare provisions⁷. These findings suggest that there may be a gap in the provision of social security or welfare for migrant workers and that more efforts are needed to create awareness about these provisions and ensure their accessibility to migrant workers.

6. Knowledge on laws, policies and self-defense:

Knowledge on laws and policies for protection: There were 73 outbound female domestic workers (figure 69) who were asked about their knowledge on the existence of law or policies⁸ for migrant rights protection. Only 19.18% of the respondents answered "Yes" indicating that they have knowledge about the law for migrant rights protection. Meanwhile, 12.33% of the respondents answered "No" indicating that they do not have any knowledge about it. The majority of the respondents (68.49%) answered "Don't know" indicating their lack of knowledge about the law for migrant rights protection. This figure highlights the need for government and other stakeholders to provide more information and education to outbound female domestic workers about their rights and protections under the law. It also emphasizes the significance of raising awareness among migrant domestic workers about their rights to protect them from possible exploitation and abuse.



7. Women Empowerment and Gender equality:

Correlation between income and social acceptance: The figure 70 shows the opinions of outbound migrant domestic workers regarding the statement "Earning money increases more acceptances in family". Out of the total population, 31.51% of the respondents agreed with the statement, while 17.81% did not agree. The majority of the respondents, 50.68%, partially agreed with the statement. This suggests that while earning money may increase acceptance in the family for some domestic workers, it may not be true for others. Additionally, the fact that more than half of the respondents partially agreed with the statement suggests that there may be complex factors at play influencing

⁷ According to Wage Earners' Welfare Board (WEWB), there are welfare services like: death compensation or aids, financial aids to injured or sick migrants, child scholarship, insurance services, legal aids, repatriation support services, reintegration supports, access to wage earners center etc.

⁸ Overseas Employment and Migration act 2013, and Expatriate Welfare and Overseas Employment Policy 2016.

how earning money is perceived within the family. Further research is needed to understand these nuances and the broader social and cultural context in which these domestic workers operate.

Women empowerment:

The figure 71 shows the status of empowerment of outbound migrant domestic workers to participate in the decision-making processes within their families. About 39.73% of the respondents reported that they can participate in family decision-making processes. This indicates that these migrants have a significant level of empowerment within their families and are actively involved in important decisions. Around 47.95% of the respondents reported limited scope in their

participation, which suggests that their empowerment is restricted to certain areas of family decision-making or to certain times. This may be due to cultural or social norms, such as restrictions on women's participation in decision-making processes. Finally, 12.33% of the respondents reported

having no or very limited chances to participate in family decision-making processes. This indicates that this group of migrant workers is largely disempowered in this regard, either due to their socioeconomic status or because of societal and cultural barriers. Overall, the table suggests that there is a considerable variation in the level of empowerment among outbound migrant

Figure 70: Outbound Migrant domestic workers' opinion on 'Earning money increases more acceptance in family'

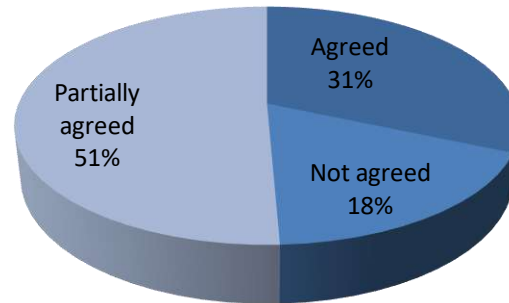


Figure 71: Outbound Migrant domestic workers' status of empowerment to take part in family decision process

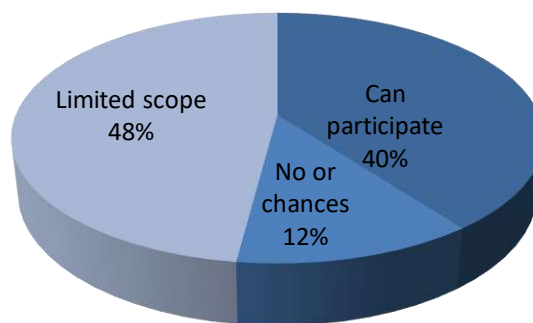
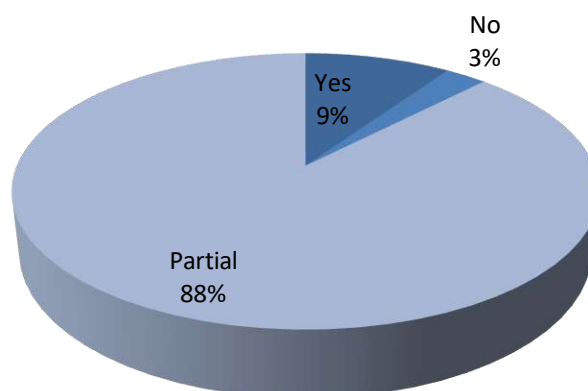


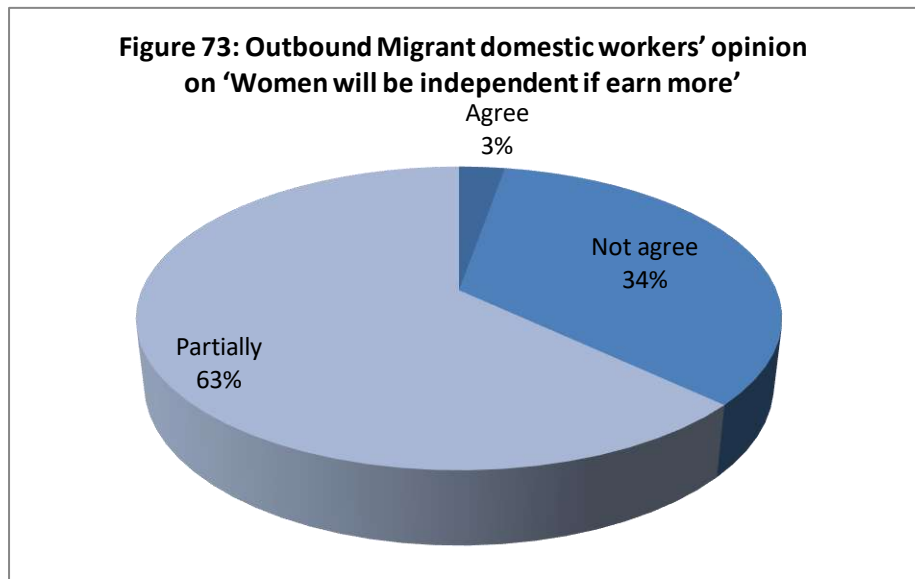
Figure 72: Outbound Migrant domestic workers' freedom to spend earned money



domestic workers to take part in family decision-making processes.

Freedom to control own income: The figure 72 shows the percentage of outbound migrant domestic workers' freedom to spend the money they have earned. Of the 73 respondents in the survey, only 9.59% said they had complete freedom to spend their own money. On the other hand, 87.67% of the respondents said they have only partial freedom to spend the money they earned. It is concerning that such a high percentage of domestic workers have limited control over their earnings. This finding suggests that there may be policies or practices in place that constrain the financial autonomy of domestic workers.

Conceptual understanding on independence of women: The figure 73 shows the opinions of 73 outbound migrant domestic workers on the statement "Women will be independent if earn more" expressed in percentages. Only 2.74% of the respondents agreed with the statement while the majority (63.01%) had a partial



opinion. This indicates a lack of strong consensus among the participants on the notion that greater financial independence leads to greater independence for women. A relatively large proportion (34.25%) disagreed with the statement, which could suggest a belief among some respondents that other factors such as social norms and cultural values play a significant role in determining women's independence. Overall, the table suggests a complex and nuanced understanding of the relationship between financial independence and gender independence among outbound migrant domestic workers.

CHAPTER 7: General Recommendations

Local Domestic Worker:

A. Socio-economic status:

Significant findings: The survey revealed that the majority of local domestic workers under the age of 40 have lower literacy levels. Specifically, 82.09% possess only the ability to sign their name, and none of these workers can read Bangla. Additionally, 44.78% of these families rely on only one earning member, who is typically the domestic worker herself. As a result, these workers are the primary breadwinners for their families. However, 32.84% earn between taka 4000 and 5000 (\$45 to \$46 USD) per month, which is below the poverty line. Additionally, approximately 23% of the families earn between 11,000 and 15,000 taka (\$136 to \$140 USD) per month, indicating that they are in the lower middle-income class poverty line.

Recommendations:

- Essentially needs to carry education program for domestic workers to make them able to read and understand job contract and other documents for their protection and access to welfare services.
- More social security program including skill development program needs to deploy for domestic workers to enable them to increase their family income, uplifting from poverty and involve with other income generating activities.

B. Experience and Skills recognition:

Significant findings: Based on the results of a survey, more than 55% of female domestic workers are proficient in using basic and commonly-used devices such as rice cookers and pressure cookers, while 40% are capable of using juicers and blenders. However, the majority of these workers lack knowledge on how to operate other machines and appliances such as air conditioners, coffee makers, carpet cleaners, electric ovens, and geysers. Therefore, it is imperative for domestic workers to acquire the skills and expertise to operate modern household equipment and tools. This will generate more possibilities for increased demand and higher wages within the community.

Recommendations:

- Skill development program including Housekeeping and Care Giver training courses at TTC should make available for local domestic workers in cheap cost or in free of cost.

C. Employment status and Job contract:

Significant findings: Based on the survey results, it was found that a vast majority (95.52%) of domestic workers do not possess a written job contract. As a result, most respondents (89.55%) relied solely on verbal commitments from their employers upon joining the job. A small percentage (1.49%) relied on other types of written documents, such as notes written by the employer. In addition, a fraction (8.96%) secured their job through a broker or agency. Among those surveyed, 18% revealed that they often experience delays in receiving their wages, while 19% reported that they occasionally receive their salaries on time.

Recommendations:

- It is recommended that measures be taken to ensure that a job contract is obligatory when employing a domestic worker. The contract should contain details such as job classification,

job description, salary, payment method and an estimated timeline, as well as safety measures and other provisions that ensure the well-being of the domestic worker.

D. Work Environment, Health safety and Personal Protection system:

Significant findings: The study discovered that almost 41.79% of respondents lacked the means to maintain personal hygiene, indicating that it may not be a priority or understood as significant by many domestic workers. Of those surveyed, 25% claimed knowledge of personal hygiene practices, while 75% were unable to describe them. Additionally, 74.63% reported a lack of understanding of STDs/STIs. This highlights a need for education and training on personal hygiene and Sexual and Reproductive Health Rights for local domestic workers. The study also examined illness or disease records before and after joining work, revealing a slight increase in some common seasonal and lifestyle diseases. Domestic workers providing services for 3 to 5 member families (in 52% of cases) spent more time cleaning and washing, especially in households with children under 6 years old. Nutrition-wise, 39% knew about a nutritious and balanced diet, while 49% had only partial knowledge and 82% faced limited access to healthy food. Only 5.97% received adequate rest time and 2.99% had time for personal entertainment. The study showed that 61.19% of workers did not receive leave during pregnancy, which negatively impacted their health, well-being, and productivity. Furthermore, 97.01% of workers remained without financial aid or medical support for workplace injuries or accidents.

Recommendations:

- Education related to lifestyle diseases, consumption of nutritious foods, personal hygiene, and reproductive health rights (SRHR) and sexually transmitted diseases (STDs) and STIs are essential for domestic workers.
- It is essential to have job contract where it should clearly maintain supply and availability of hygienic accommodation, foods, leave during pregnancy, aids for workplace injury and rest time for domestic workers.

E. Access to justice and Welfare services:

Significant findings: According to the study, the majority (59.70%) of domestic workers lack knowledge about the minimum age and educational requirements for employment according to national standards. Additionally, only small percentages (16.42%) of domestic workers are aware of their rights to be involved with workers associations or trade unions. Surprisingly, none of the participants were able to describe the potential benefits of joining such organizations or even the activities of the Labor Welfare Board.

Recommendations:

- Essentially needs to carry more education program among domestic workers on labor rights, existing laws and policies.
- Leadership training is also required for domestic workers to encourage them to organize and claim rights.

F. Knowledge on laws, policies and self-defense:

Significant findings: According to the study, only a small percentage (16.42%) of domestic workers has knowledge of laws or policies that protect them. Surprisingly, none of these workers were able to mention the Domestic Workers Protection and Welfare Policy of 2015, highlighting a significant lack of awareness about their rights. In terms of conflicts with their employers, 13.43% of workers reported experiencing disputes. The most commonly cited reason for these disputes was wage

deduction (56.72%), followed by irregular payment (17.91%). While verbal or physical abuse was reported in a smaller percentage of cases (7.46%), it is still concerning and highlights the vulnerability of domestic workers. In only 2.99% of cases were issues related to the nature of work and overload cited. Unfortunately, only 13.43% of workers were able to successfully negotiate and reach a resolution with their employers regarding these conflicts.

Recommendations:

- Education and capacity building program on Legal protection and grievance management is essential for domestic workers.
- Special campaign is also required to carry at grassroots level to educate workers on Domestic Workers Protection and Welfare Policy 2015.

G. Women Empowerment and Gender equality:

Significant findings: The research discovered that out of the domestic workers surveyed, 22.39% believed that earning more money would increase their social and familial acceptance, while 25.37% disagreed. This suggests that while some domestic workers think that a higher income may lead to more acceptances in their family, many are not convinced. Additionally, only 43.28% of domestic workers interviewed believed that their work and financial contribution in their family allowed them a say in decision-making, while 56.72% reported having minimal or no input. This lack of access to decision-making further disempowers these women in both their personal and professional lives. Furthermore, only 34.33% of domestic workers interviewed claimed to have full freedom to spend their earnings, whereas 65.67% had limited scope. The study revealed that 50.75% of domestic workers were able to bargain for a wage increase, and many may not feel empowered to negotiate for better pay, which could indicate a power imbalance between domestic workers and their employers. The research also sought to address the statement that "Women will be independent if they earn more", with only 13.43% of domestic workers agreeing with the statement. Many cited education, and the freedom to join a trade union, as other factors that contribute to women's independence. This partial agreement may point to the complex societal, economic, and cultural factors that affect women's independence in their respective contexts.

Recommendations:

- More community sensitization program or campaign needs to carry on domestic workers contribution in family and economy, and recognizing their profession.
- Special family counseling services should make available at community group through peer leaders to recognize the contribution of domestic workers.

Outbound (migrant) female Domestic Worker:

A. Socio-economic status:

Significant findings: The study found that, majority (54.79%) of domestic workers fall into the age range of 31-40 years, whereas 76.71% of them are married. Regarding their educational level, most of the outbound migrant domestic workers (54.79%) found having signature knowledge, which means they can write their own name and maybe a few other words in their local language, and unable to read or understand international languages like English or Arabic. The spouses or parents of outbound female workers are the sole earning member in their family. This suggests that their spouses are the primary breadwinners, responsible for supporting their entire family financially. It also found that, 36.99% families are living with earnings between 5000tk. and 7000 tk. (\$60-\$70 USD) per month, while 28.77% have earning between 7100tk. and 10000 tk. (\$80-\$95 USD) per month, which are under poverty line and below standard. However, the study found, majority of

outbound migrant workers (69.86%) have lived in Dhaka for less than a year, indicating that they are living Dhaka for migration purpose only. Among them, a significant portion are moving from nearby districts and staying in Dhaka for participating in two months long Housekeeping Training, and waiting for BMET manpower clearance. Regarding owning bank account, the study found only 12.33% of outbound migrant domestic workers have a bank account, while the majority 87.67% are still out from institutional financial services.

Recommendations:

- Educational activities (non-formal adult education) needs to carry for outbound domestic workers besides housekeeping training, which may enable them to read and write some basics and do effective communication.
- Financial literacy and access to institutional financial services is also essential to carry among outbound migrants.

B. Experience and Skills recognition:

Significant findings: The study revealed that, majority of these outbound workers (83.56%) are migrating for economic solvency, suggesting that they are moving to seek better economic opportunities, higher wages, and a chance to improve their financial situation. Only a small proportion (5.48%) is migrating due to social pressure, which indicates that they may have been compelled to leave their homes because of social or cultural reasons. Regarding destination countries, majority of workers (82.19%) are migrating to Saudi Arabia (KSA), followed by Hong Kong (6.85%) for overseas employment. However, out of the total sample, 69.86% of outbound migrant domestic workers have knowledge about the requirements for manpower clearance, while 30.14% does not have knowledge about the requirements. The study also attempts to measure outbound workers knowledge on medical and physical fitness required for outbound female workers, it found 27.40% of them do not know the criteria or requirements from government or employers.

Recommendations:

- Pre-decision orientation or training become much essential for outbound or aspirant migrants to provide information regarding safe migration process, government and employers requirements, and documents processing to reduce their vulnerability towards exploitation, abuse and trafficking.
- Housekeeping training and pre-departure training course should update curriculum to disburse safe migration process.

C. Employment status and Job contract:

Significant findings: The study discovered that only 2.74% of outgoing workers were given job contracts before migrating, while the remainder (97.26%) was not. However, the majority of these individuals received their job contracts at the airport just prior to their departure. As for migration expenses, 64.38% of workers spend more than 31,000 tk. (\$300-\$400 USD), even though KSA has zero migration costs for domestic workers. Nonetheless, middlemen or local brokers demand money from them. Furthermore, 31.51% of outgoing workers still do not possess the necessary knowledge regarding migration requirements. Thus, the data implies that the majority of outgoing migrant domestic workers have some understanding of the minimum prerequisites of being an overseas worker.

Recommendations:

- Advocacy needs to carry with relevant authority, ministries and policy makers to ensure providing or supplying job contract/ job agreement to outbound migrants before departure, and in language they understand.
- Initiatives should take by authority to minimize the migration cost, and protect the migrant workers from fraud.

D. Work Environment, Health safety and Personal Protection system:

Significant findings: Out of 72 female outbound workers surveyed, 53.42% confirmed their awareness of STDs and relevant reproductive health rights, while 28.77% lacked knowledge on the subject. The results indicate a clear necessity for education and awareness campaigns on reproductive health and STDs for migrant workers.

Recommendations:

- Besides Housekeeping training contents, separate programs should be placed or needs to carry at TTC or Community level to educate aspirants or outbound female workers on sexual and reproductive health rights, protection from STDs/ STIs.

E. Access to justice and Welfare services:

Significant findings: The study revealed that only 16.44% of workers are aware of the process to file complaints with the government regarding irregularities, exploitation, or abuse. This suggests that a substantial portion of migrant domestic workers lack knowledge of the BMET Arbitration system and complaint mechanism, which are used to address employment-related issues and grievances. Furthermore, the majority of outbound migrant workers do not believe in the existence of social security or welfare provisions, as only 16.44% of them are aware of the services offered by wage earners welfare board.

Recommendations:

- Outbound migrants should build capacity on complaint mechanism and self-defense, access to justice and legal aids. Special campaign could organize at community level.
- Information regarding activities and services offered by Wage Earners Welfare board should make available to migrants and families.

F. Knowledge on laws, policies and self-defense:

Significant findings: The government implemented two laws, namely the 'Prevention and Suppression of Human Trafficking Act 2012' and the 'Overseas Employment and Migration Act 2013,' to safeguard the rights of migrants. However, only 19.18% of outbound workers are aware of these laws' existence for migrant rights protection, while 68.49% lack any knowledge about them. This underscores the necessity for the government and other stakeholders to educate and inform outbound female domestic workers about their legal entitlements and safeguards.

Recommendations:

- Pre-departure orientation and Housekeeping training should have contents on existing laws and policies.
- To educate migrants on the 'Overseas Employment and Migration Act 2013' and the 'Prevention and Suppression of Human Trafficking Act 2012', a special campaign should be carried out at the grassroots level.

G. Women Empowerment and Gender equality:

Significant findings: The study aimed to gauge the perceptions of outbound migrants on women empowerment through overseas employment and earning money. To do this, the statement 'Earning money increases more acceptances in family' was presented to the participants. The study found that while 31.51% of the respondents agreed with the statement, 17.81% refused. This implies that while earning money may be a factor that increases acceptance in the family for some outbound workers, it may not hold true for others. Moreover, the study revealed that 39.73% of the respondents believed that they can contribute to family decision-making processes if they can provide financially. This suggests that these migrants have a significant level of empowerment within their families and actively participate in important decisions. However, the study also highlighted that outbound female workers face challenges in this regard, potentially due to socioeconomic status or societal and cultural barriers, leading to their dis-empowerment.

Recommendations:

- There is a need for additional initiatives to raise awareness within the community about the contributions of migrant workers to both the national economy and their own families, while also acknowledging their efforts.
- Peer leaders within community groups ought to offer specialized family counseling services in order to acknowledge the valuable input of migrant workers.

CHAPTER 8: Conclusion

In conclusion, the situation analysis of domestic workers in Bangladesh reveals that they are often subject to exploitation and abuse, with insufficient protection from the government and employers. The Domestic Workers Protection Policy 2015 is a step in the right direction, but enforcement of this policy is essential to ensure that domestic workers are not exploited and their rights are protected. Additionally, the implementation of job contracts could help to provide some security for domestic workers, including fair wages and protection from abuse. Access to justice for abuse and exploitation should be available to domestic workers, and the government should provide welfare services through labor welfare board and social safety net programs. Overall, it is necessary for the government, employers, and society as a whole to recognize the immense contribution of domestic workers in Bangladesh and take necessary steps to ensure their safety and well-being.

On the other hand, there is a dire need for addressing various issues to ensure their well-being and safe migration. Education on Sexual and Reproductive Health Rights (SRHR) is essential for female migrants to safeguard themselves from exploitation, violence, and abuse. Similarly, personal hygiene and financial education can help empower them to become self-sufficient and financially independent. For outbound female domestic workers, the need for education is more pronounced. Aspirants should be educated on the safe migration process, including the importance of having valid documents and being aware of recruitment agencies' responsibilities. Moreover, they need to be familiar with grievance mechanisms to seek help in case they face any issues while working abroad. Remittance management education can help them make the most of their earnings and plan for a better future. Hence, there is a need for governments, civil society organizations, and other stakeholders to prioritize the education of female workers before they leave their countries to work abroad. This can help in ensuring their safe and successful migration and mitigate the risks and challenges associated with it. By providing such education, the international community can ensure that all female migrants are well-informed and better prepared to navigate the challenges that they might face while working abroad.

REFERENCES:

- [1] An Evaluation of the Vulnerability Situation of Female Domestic Worker in Gopalganj District of Bangladesh, IJASHS, 06 January 2023. Link: http://www.ijashss.com/article_164417.html
- [2] Baseline Survey on Child Domestic Labor (CDL) in Bangladesh, International Labour Organization (ILO), 2006.
- [3] Domestic workers rights in Bangladesh, Monirul Islam, The Daily Star, August 6, 2019.
- [4] Domestic Workers Situation Analysis Report 2019, BILS.
- [5] Global Journal of Management and Business Research Finance, Volume 13, Issue 7, 2013.
- [6] Securing Rights of Women Domestic Workers (SRDW) in Bangladesh, Oxfam, March 1, 2019.
- [7] Study: 87% of domestic workers don't get any weekend off, Dhaka Tribune, February 12, 2023.
- [8] Situation of Child Domestic Workers in Bangladesh, Emadul Islam, Khaled Mahmud & Naziza Rahman,
- [9] Securing protection for Domestic workers in Bangladesh, Case Study, Oxfam Bangladesh, November, 2020.
- [10] Safeguarding the rights of domestic workers: Existing laws and ways to move forward, Dr. Naim Ahmed, Advocate Supreme Court of Bangladesh, 2009.
- [11] There Is No Focus On Domestic Workers': The Invisible Workforce In Bangladesh During COVID-19, Shamminaz Polen, Oxfam Canada, June 11, 2020.

LIST OF FGD PARTICIPANTS

FGD -01 (Local Domestic Worker)

Date: 26-09-2023

SI	Name	Address	Category	Mobile no.	Signature
01	Morium Begum	8 no. Pora Bosti, Kallayanpur, Mirpur, Dhaka	Full time	01971231944	
02	Nargis	As above	Part time/ contractual	01969330103	
03	Hena	As above	Part time/ contractual	01716243272	
04	Rashida	As above	Part time/ contractual	01611188396	
05	Sufia	As above	Full time	01759226985	
06	Khadiza	As above	Part time/ contractual	01407674595	
07	Tania	As above	Part time/ contractual	01863121519	
08	Laizu	As above	Part time/ contractual	01746038812	
09	Angori	As above	Part time/ contractual	01304355319	
10	Jahanara	As above	Full time	01701877230	
11	Asma	As above	Part time/ contractual	01300692920	
12	Rashida	As above	Part time/ contractual	01631255957	

FGD -02 (Outbound Migrant Domestic Worker)

Date: 27-09-2023

SI	Name	Address	Category	Mobile no.	Signature
01	Asma Begum	FMTTC	Outbound Migrant Domestic worker (female)/ PDT – Housekeeping participant	01841470141	
02	Chandni Begum	FMTTC	As above	01709317567	
03	Piyari	FMTTC	As above	01916359300	
04	Sumi Akter	FMTTC	As above	01301798428	
05	Jhorna Begum	FMTTC	As above	01980661169	
06	Julekha Begum	FMTTC	As above	01988795797	
07	Rabeya Khatun	FMTTC	As above	01602610093	
08	Sagorika Khatun	FMTTC	As above	01988500225	
09	Shahanaz Begum	FMTTC	As above	01771862385	
10	Sabina Akter	FMTTC	As above	01326969937	
11	Sathi Akter	FMTTC	As above	01861586799	
12	Shahinur Begum	FMTTC	As above	01741839361	
13	Shemati Niyati Rani	FMTTC	As above	01782244658	

0000 0: 0000000000 0000 0 00000000000
 0000000
 (00000000 00000000 0 000000000
 00000000 0000 000000000)
 0. 000:

 0. 000:

 0. 0000/ 0000000
 000:.....
 0. 00000:
 000000
 0000000
 000000
 000000000
 0. 00000000 0000000:
 000000000000000
 0000000000
 000000000
 000000000000000
 00000000 0000 0000000000
 000000
 0000000000
 0. 000000000 00000000:
 0000000000000000 00000000
 000000 0000 0000
 0000000000 (000000000000 00000000)
 000 00000 00000000
 00 00 00 0 00000000

 0. 00000000 00000:
 0000000000
 00000000000 00000
 0000000000
 0. 00000000/ 0000000000
 0000000:.....

 0. 0000000/ 000000000 00000:

 00. 000000000 000 000000 0000000:
 0-0 00,
 0-0 00,
 0 0000 00000000
 00. 00000000 000 000000000000 00000000
 0000000:
 0 00 (000),
 0 00,
 0 0000 00000000
 00. 000000000 00000000000000 000000 00
 (000000000 000000):
 000 00:
 00000000 00:
 0000000000 00:
 0000000000:

 00. 000 0000 / 0000000000 0000 00000000
 (0000000000,000000000000000 0000000, 0
 0000000000 000 0000000) 0000000
 (0000000000 000000):

 00. 000000000 000 0000000 (0000/ 0000/
 00000000/000000 0000/ 000000000000
 00000000) 0000000000 0000000 (0000000000
 000000):
 00. 0000000000 000 000000 000 (0000000000
 000000):.....

 00000 00000:

 00000000, 000000, 00000 0 000000000
 0000:.....

0000000 0 0000000000
 000:.....
 0000 0 000000
 000000:.....
 00000000/
 00000:.....
 000000000
 0000000:.....
 0000000:.....

 000000000:.....

 00. 000000 0000000 000 000 00000?
 00000
 00
 0000000000 00
 00. 000 00000 000000 00 0000?
 000000000 0000
 00000 0000
 0000000000 00
 00. 00000000000 (000 0000) 00000000,
 00000000, 00000 000000 0 000000000 00000
 000000 000 000 (0000000000 000000):
 000 000000 00
 000-0,000 0000
 0,000- 0,000 0000
 0,000 000000 0000
 00. 000000 0000 (00000000, 0000000 000,
 0000000000, 000000000, 000000 0 000000000)
 000 000000 000 (0000000000 000000):
 000 000000 00
 000-0,000 0000
 0,000- 0,000 0000
 0,000 000000 0000
 00. 00000 00 0000 0000 0000 0000:
 0 000
 0-0 000
 0-0 000
 0 000000 0000
 00. 00000 00 000 000000 00000 0000:
 0 000
 0-0 000
 0 0000000 0000
 00. 00000 00 0000 000 000000 0000:
 0 000
 0-0 000
 0 0000000 0000
 0 0000000 0000
 00. 00000 00 0000 000000 000000 00000:
 000000 000000 000
 0-0 000
 0-00 000
 00 000000 00000
 00. 000000 00 0000 000000 000000? (0000 00
 0000000 000 0000000 00000):
 00. 000 000000 00000 000 000000, 000000 00
 000/ 000 000 0000000?
 0 000
 0-0 000
 0-0 000
 0-00 000
 00 000000 000000
 00. 00000 00 0000000 000 0000000?:
 0000000 000 000/ 0000000000000000 0000
 0000 000 000
 00000000000 0 0000 00000
 000000000 0000
 0000000000 0 000000 00000000000000
 00000
 0000000000
 00. 000000 000000000 00000 00 0000?
 0000000
 00000
 000000000

- (A) 0000000000
- (B) 0000000000
- 00. 000000 0000000000 00000 0000 0000000000 0000000000000000?
- (A) 0000
- (B) 0000
- (C) 0000000000 00
- 00. 000000 00 000000 0000?
- (A) 000000
- (B) 00
- (C) 0000000000 00
- 00. 000000 000000 0000 0000000000 00 0000000000 000000000000?
- (A) 000000 00000000 00
- (B) 00000-00,000 00000
- (C) 00,0000-00,000 00000
- (D) 00,0000-00,000 00000
- (E) 00,0000 0000000 00000000
- 00. 000000 00 000000 0000 000000 000?
- (A) 0000000000 00 00
- (B) 000000000 00000000 0000000 000000 00000 00
- (C) 000000000000
- (D) 000000000000 00
- 00. 0000 000000 00000 000000 00 0000000 0000000?
- (A) 0000 0000000 00 0000,
- (B) 00000000 00000 (000000, 0000, 00000),
- (C) 00000000 00000 0000/00000,
- (D) 0000000000,
- (E) 0000000000 (00000000000000000000),
- (F) 00000000000000
- 00. 000000 00 000000 00000 00000000 000000000 0000?
- (A) 000000
- (B) 00
- (C) 0000000000 00

00000 0: 00000 00000000 0 0000000000

- 0. 00000000000 00000000 0000 00000 0000000000 00 000000/000000?
- (A) 0 000000 00,
- (B) 0-0 0000,
- (C) 0-0 0000,
- (D) 0-00 0000,
- (E) 00 000000 0000000000
- 0. 00000 00000 0000 0000000000?
- (A) 000000 00 (0000 00000 0000000000)
- (B) 0000000000000000 0000 000000
- (C) 00000000000000 00000000 000000
- (D) 000000000000 00
- 0. 00000000 00000 000000000000 0000?
- (A) 000000
- (B) 00
- (C) 0000000000 00
- 0. 00000000000 0000000 000000 00000 00000 (0000 000000000000 0000000000 00000) 00000000000?
-
-
-
- 0. 0000000000 0000000 0000000 (00 00 00000000) 00 0000 0000 0000000000 (0000/0000) 000000?
- (A) 0-0 0000
- (B) 0-00 0000
- (C) 0-0 0000
- (D) 0-0 0000
- (E) 0 000000 0000000000
- 0. 00000 0000000000 000000000 000000 0000 00000 000?
- (A) 0 00000000 00
- (B) 0-0 000000
- (C) 0-00 000000
- (D) 00-00 000000
- (E) 00 00000000 0000000000

- 0. 0000 00000 0000000 0000 000000?
- (A) 0 00
- (B) 0-0 00
- (C) 0-0 00
- (D) 0 0000 00000
- 0. 0000-0000000 00000-00000 000000-0000000000?
- (A) 00 0000000000
- (B) 00000 0000000000
- (C) 00000000
- (D) 0000000 0 0000000000 000000000 0000
- (E) 00 0000000000, 00000 0000000000 0 00000000
- (F) 00000000
- (G) 0000000000 00
- 0. 0000000000 00000 0000000000 00000000 00000000 0 000000000000 00 00 000000000 00000 0000000000? (00000000000 000000000 0000 0000000 0000)

00000000 0 000000000000	00000	00000 00	00000 00	000000000 00
000000				
0000/000000				
00000000 00000000				
00000 000000				
00000000000 00000000				
0000 000000				
00000000 00000000				
0000000 000000000000				
0000000000				

- 00. 0000 0 000000 00000000000000 00000000 00000 00 000000 0000 00000 000?
- (A) 00000
- (B) 00
- 00. 00000000000 000000000 000000 0000 0000000000
-
-
-
- (000000000000 00000000000 0000000000 00000)
- 00. 00000 0000 00000000 0000000000?
- (A) 000000000000 0000000
- (B) 0000000000 0000000
- (C) 0000000 00000/00000000000 00000
- (D) 00000000000
- 00. 00000000 00000000 0000 00000 0000000000 0000?
- (A) 00000
- (B) 00
- 00. 00000000 00000 000000, 0000000 000000?
- (A) 0 0000000 00
- (B) 0-0 0000
- (C) 0-0 0000
- (D) 0-0 0000
- (E) 0 0000000 0000000
- 00. 0000000000 000000 0000 000000000 / 00000 000000 0000 0000?.....
- 00. 0000-00000 000000000 (00000000 00000)?
- (A) 00000 0000
- (B) 0000 00000000
- (C) 00000
- (D) 0000000

- (A) 000000
- (B) 000000000:
- 00. 00000000 0000 000000 000000 00 00
0000 0000000 000 00000 000 00000?
- (C) 0000 00
- (D) 00000000000 000
- (E) 000000000000-00000000
- (F) 00000,
- (G) 00000000000 000000000000
- (H) 000 00000000
- (I) 0000000 0000000000
- (J) 0-0 0000000
- 00. 0000 00 00000 00000000000 /
0000000 000000 00000 00 00 00000?
- (K) 00000
- (L) 00000 00
- (M) 0000000000 00
- 00. 00000000000 00000 0000000000
(000000000) 00000000 0000000 0 000
000000000 00000000 0000 00 00 000000?
- (N) 00000
- (O) 00000 00
- (P) 0000000000 00

00000 0. 000000 0 000000 0000

- 0. 0000 00 0000 00000000 000000 0000
00000 00000 0000 000000000/ 00000000
0000000 000000 000000 000, 000000 0 000000-
00000000 000 0000000 000 00 0000?
- (A) 00000
- (B) 00
- 0. 000 00 0000, 000000 000000 00000000
0000 0000 00000/ 0000000000 0000
0000000 000000/ 000000000?
- (C) 000000 00000000
- (D) 000000 0000 0000000000
- (E) 00000000 00000000
- (F) 0000000000
- 0. 0000 00 000000 0000 000000 000000 00 00
0000 0000000 0000? (000000000 0000000
000 000000 000)

0000000000	0000	0000 00	000000000 00
00000000 000			
000000			
0000000000 000 0 00000			
000000 000			
0000000000 0000-000000			
0000000000 00000- 00000000 0 00000000 0000000000000			
0000000000 000000000000			

- 0. 0000000000 / 000000 0000000 00000000 00
0000 000000 00000 00000 0000?
- (A) 00000
- (B) 00
- (C) 000000
- (D) 0000000000 00
- (00000000000 0000000000 000000000 00000)
- 0. 0000 00 000000 000, 000000 0000 00
000 000000 000000 000000 0000000 00000000?
- (E) 00000
- (F) 00
- 0. 000000 0000000 0000000 00000 00 0000
0000 000000/ 0000000?
- (G) 00 000000 00

- (A) 00,0000 000000 00000
- (B) 00-00 000000 0000
- (C) 00 000000 000000 000000000
- 0. 000000 00000 0000 0000000000 00 000000
00000000 000000 00- 00 00 000000? (00000:
000000000 0000, 00000000000 000000000, 0000 0
0000000 000000000)
- (D) 00000
- (E) 00
- 0. 0000000000 00000000000 00000000000000 00
000000 00000000000 00000 00 00 00 000000 (0
0000)?
- (F) 00000
- (G) 00
- 0. 000000 000 000000 00000 000000 0000000
00000 00000 00000000 00 00?
- (H) 00000
- (I) 0000
- (J) 00000000 00000 00 00000000
- (K) 00 00000

**00000 0. 0000 000000, 0000000000
000000000000 0 00000000000 00000000**

- 0. 00000 00000000 000000 000 000000
0000000000 0000000000000 00000 000000
00000 00 00000 0000000000 000000 0000?
- (A) 0000
- (B) 0000 00
- (C) 000000 000,00 0000000000 00
- (D) 0000000000 00
- 0. 00 00 000000 0000000000000 0000000
000000 00-00 00 00000 000000?
- (E) 00000
- (F) 00000 00
- (G) 0000000000 00
- 0. 000000 000000000000 0000000000000
00000000 00000?
- (H) 0000 (0000000000 0000000000)
- (I) 000000 00000
- (J) 0000000000 0000000000 000000 000000 00
- (K) 000000000000 000000 0000/ 000000
- 0. 00000 0000000000 00000000 000000 000
000000 00000 00000 0000/ 00 000000000?
- (L) 0000 00000 0000 00
- (M) 00- 00000
- (N) 00000/ 000000000 00000/ 000000000000
- (O) 000000000000 0000
- (P) 0000000000000/ 0000 00000
- (Q) 0000000000/ 00000 000000000
- (R) 00000000000 0000
- (S) 000000000000
- (T) 00000000000/ 0000000 00000000
- (U) 000000000
- (V) 0000000000 00000000000000 00000
- (W) 00000000000
- (X) 000000000000 00
- 0. 0000000000 00000 000000 00000 0000 00
0000?
- (Y) 00000 00000 0000 00
- (Z) 00- 00000
- (AA) 00000/ 000000000 00000/ 000000000000
- (AB) 000000000000 0000
- (AC) 0000000000000/ 0000 00000
- (AD) 0000000000/ 00000 000000000
- (AE) 00000000000 0000
- (AF) 000000000000
- (AG) 00000000000/ 0000000 00000000
- (AH) 000000000
- (AI) 0000000000 00000000000000 00000
- (AJ) 00000000000
- (AK) 00000000000 00
- 0. 000000 000000000 0000000 0000 00000 00
0000 00000 00?
- (AL) 0-0 00

၂. ပြည်ထောင်စုဝန်ထမ်းများ၏ အကျိုးစီးပွား ဖွံ့ဖြိုးရေး
အစီအစဉ်များ
၃. ပြည်ထောင်စုဝန်ထမ်းများ၏ အကျိုးစီးပွား ဖွံ့ဖြိုးရေး
အစီအစဉ်များ
၄. ပြည်ထောင်စုဝန်ထမ်းများ၏ အကျိုးစီးပွား ဖွံ့ဖြိုးရေး
အစီအစဉ်များ

၂. ပြည်ထောင်စုဝန်ထမ်းများ၏ အကျိုးစီးပွား ဖွံ့ဖြိုးရေး
အစီအစဉ်များ
၃. ပြည်ထောင်စုဝန်ထမ်းများ၏ အကျိုးစီးပွား ဖွံ့ဖြိုးရေး
အစီအစဉ်များ
၄. ပြည်ထောင်စုဝန်ထမ်းများ၏ အကျိုးစီးပွား ဖွံ့ဖြိုးရေး
အစီအစဉ်များ



Bangladeshi Ovibashi Mohila Sramik Association (BOMSA)
132, Anjuman Bhaban (3rd Floor)
Darussalam, Mirpur Road
Dhaka-1216
Email: bomsa@dhaka.net