

Dissemination Workshop on Situation analysis of Female Migrants and Domestic Workers

WORKSHOP REPORT



REPORT PREPARED BY:

Bivash Das

E-mail: pbdas99@yahoo.com

Mobile: +88 01716 046227

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1 Background

The promotion of equality and the fight against discrimination has always been the guiding principle of the International Labour Organization since its creation in 1919. The ILO's mandate on gender equality is to promote equality between all women and men in the world of work. This mandate is grounded in International Conventions of particular relevance to gender equality - especially in the four key equality Conventions. These are the Discrimination (Employment and Occupation) Convention, 1958; Equal Remuneration Convention, 1951; Workers and Family Responsibilities Convention, 1981 and the Maternity Protection Convention, 2000. The mandate is also informed by the Resolutions of the International Labour Conference in 1975, 1985, 1991 and June 2004 Resolution on Gender Equality, Pay Equity and Maternity Protection. These International Labour Standards were inspired by two main concerns: to protect women against working conditions that could be dangerous, and to guarantee equality of opportunity and treatment for women and men in employment and occupation. Declarations and Resolutions concerning ILO action for women workers, define the key areas to combat discrimination against women and the priority issues to be addressed by the ILO to assist its member States in progressing towards equality between women and men. The Plan of Action for Equality of Opportunity and Treatment of Men and Women in Employment, was adopted in 1987 with the purpose of strengthening ILO assistance to governments and employers' and workers' organizations in developing policies and in implementing measures to promote equality. The ILO considers sexual harassment as a violation of fundamental rights of workers, declaring that it constitutes a problem of safety and health, a problem of discrimination, an unacceptable working condition and a form of violence, primarily against women. Earlier, the ILO had undertaken a study on sexual harassment in Bangladesh. An ILO/Japan Regional Tripartite Seminar on Action against Sexual Harassment at Work in Asia and the Pacific was held in Malaysia in October 2001."

"Violence against women persists in every country in the world as a pervasive violation of human rights and a major impediment to achieving gender equality. Such violence is unacceptable, whether perpetrated by the State and its agents or by family members or strangers, in the public or private sphere, in peacetime or in times of conflict. The Secretary-General has stated that as long as violence against women continues, we cannot claim to be making real progress towards equality, development and peace. States have an obligation to protect women from violence, to hold perpetrators accountable and to provide justice and remedies to victims. Eliminating violence against women remains one of the most serious challenges of our time. The knowledge base and tools to prevent and eliminate violence against women developed over the past decade must be utilized more systematically and effectively to put a stop to all violence against women. This requires clear political will, outspoken, visible and unwavering commitment at the highest levels of leadership of the State and the resolve, advocacy and practical action of individuals and Communities."

"Female workers migration to urban areas reported to be growing rapidly in recent days partly due to the increase in nuclear families where families (especially women) can no longer count on support from her extended family. In order to enhance women's access to productive employment through safe (internal) migration free from violence, the aim of this study is to understand and explore:

1. The factors behind female migration into cities
2. How did the women enter the urban labour market

3. Movement of workers between jobs and their reasons for entering those jobs
4. What kinds of network do they rely on to find urban employment
5. What are the most common forms of labour exploitation/violence
6. What are the support services and preventive measures currently available in Bangladesh

Many studies have been carried out on overseas migration in Bangladesh. However, not many studies have been conducted on internal migration issue to know the current scenario of female migrant workers. This situation analysis as such will give us that information to know the situation of female migrant workers who are engaged in informal and formal labour sectors. Findings of the study will contribute for policy formulation and development of programmatic interventions by the Govt. and other actors.”

Under UNJP-VAW, Ministry of Labour and Employment and ILO’s joint project “Promoting Gender Equality and Preventing VAW at Workplace” planned to organize a dissemination workshop on the situation analysis of female migrants and domestic workers findings. To strengthen the political commitment and joint efforts of all stakeholders to prevent VAW and promote safe migration in country level (rural-urban) and identify the ways and means to ensure more sustainable and effective interventions this kind of workshop is really important for us.

1.1 Objectives of the Consultation Workshop

- To disseminate and validate the situation analysis findings among the key relevant stakeholders
- To identify key strategies and measures to address female unsafe rural to urban migration and protection issues
- To collect recommendations from the participants

2 Inauguration



(From the left): Ms. Rabeya Sultana, director of TMD, Dhaka Ahsania Mission, Mr. Gagan Rajbhandari, Office in Charge, ILO Bangladesh, Mr. Mahfuzar Rahman Sarker, Joint Secretary (Admin & Development), MoLE and NPD of Promoting Gender Equality and Preventing VAW at workplace project, Mr. Mikail Shipar, Secretary, Ministry of Labour and Employment, Mr. Farook Ahmed, Secretary General, Bangladesh Employers Federation, Md. Abdul Mukit Khan, Chairperson, National Coordination Committee for Workers Education (NCCWE), Mr. Saidul Haq, Team Leader of this study & CEO, SRG

2.1 Introduction of the Participants

The day began with lunching a video clip. It made the room for more serious for the workshop. With entrance of each participant be prepared for the workshop. The moderator Ms. Rabeya Sultana, director of TMD, Dhaka Ahsania Mission welcomed all participant in the workshop and also requested to share identity of the participants. All of the participants introduced to each other with mentioning their name and organization's name.

2.2 Welcome Remarks

Mr. Gagan Rajbhandari, Office in Charge, ILO Bangladesh welcomed the participants and gave thanks for attendance in the Dissemination Workshop on Situation analysis of Female Migrants and Domestic Workers. He gave thanks to the honorable chief guest and special guests to take part the workshop. He also gave thanks to Mr. Saidul Haq, Team Leader of this study.

He told about the study which was completed under a project implemented by ILO with collaboration of Ministry of Labour and Employment. He explained "about the study" in the workshop. He gave a short overview about the migration scenario in Bangladesh. He mentioned that under situation analysis internal migration of women in the formal and informal sectors have broadly analyzed which would be helpful for policy formulation. He emphasised on the causes of rural to urban migration. The concept of the decent workshop stands on access to employment, promotion of rights, social protection and social dialogue. ILO works on any forms of gender based violence which has serious psychological and social impact. He believes that the workshop will enhance knowledge and formulate protective measure for safety and security in the internal migration.



3 Key Findings

Then the moderator requested to Mr. Saidul Haq, Team Leader of this study & CEO, SRG to present the study findings on Situation analysis of Female Migrants and Domestic Workers. At first Mr. Saidul Haq gave thanks to all participants and presented the details of the study findings and also highlighted some recommendations through a multimedia presentation.



Study on Situation of Female Domestic and Migrant Workers

A. Objectives of the Study

The basic objectives of the situation analysis were:

- To analyze the situation of female domestic and migrants workers in Bangladesh.
- To analyze the existing legal protection mechanism for protecting female domestic and migrants workers and their rights in Bangladesh.
- To explore capacity building, awareness raising, campaign, networking and similar other initiatives of the government and civil society organizations in Bangladesh to address safe migration and female domestic and migrant workers' rights issues.

B. Scope of Work of the Study

The study tried to understand and explore:

1. The factors behind female migration into cities
2. How women enter the urban labour market?
3. Movement of workers between jobs and their reasons for entering those jobs
4. What kind of network they rely on to find urban employment
5. What the most common forms of labour exploitation/ violence are
6. What support services and preventive measures are currently available in Bangladesh

C. Approach & Methodology of the Study

Both Quantitative and Qualitative study methods were adopted for data collection for the study:

- Desk research/literature review
- Face to Face Interview (F2F)
- In-depth Interview (IDI)
- Key Informant Interview (KII)
- Focus Group Discussions (FGDs)
- Case studies

Respondents

- Migrant Female Workers:
 - Domestic workers
 - Construction workers
 - Readymade garments (RMG) workers
 - Sex workers
 - Local Recruiting Agents
- GO/NGOs/INGOs/UN working on trafficking, women's rights and elimination of violence against women issues
- Lawyers
- Media Personnel

Locations

- Dhaka
- Chittagong

Sample Size

- Face to Face Interview (F2F): 300
- Focus Group Discussion (FGD): 5
- Case Study (CS): 4
- In-depth Interview (IDI)/
- Key Informant Interview (KII): 26

D. Key Findings

Summary of the Findings

- Female domestic and construction workers suffer most in terms of finding jobs, getting equal pay, enjoying leave, security of job, working in violence-free workplace, etc.
- Garment workers are better off among all female respondents
- Agonies of sex workers are manifold and these are mostly related to workplace violence.

Origin and Reasons behind Migration

Origin

- Almost all four categories of the respondents are from rural areas
 - Garments and Constructions workers – 100%
 - Domestic workers – 97%
 - Sex workers – 74%

Reasons for Migration

- The main reason for migration of domestic, construction and RMG workers is POVERTY. For the purpose of providing financial support to their families, the poor female workers migrated from village to cities. Only the sex workers are forced to accept their profession because of some other adverse situation. However, they are also victims of poverty.

Major reasons for migration were:

- More Income
 - Domestic workers – 53%, Garments workers – 45%, Construction workers – 12% and Sex workers – 28%
- Other notable reasons are aspiration for Better life, Helping family, Divorce/separation

Person Influenced and Accompanied for Migration

- Mostly Husbands
- Own Decision
 - Domestic workers – 26%, Garments workers – 17%, Construction workers – 34%, Sex workers – 30%
- About 34% of the sex workers responded that it is none, but the economic/financial hardship that forced them to move to the urban areas
- Almost 20% of the sex workers were induced by an Agent/Pimp

Jobs Sources, Job Movement and Reasons

Job Sources

There are several ways through which the respondents of all categories got their jobs. But, the most common ones are husband, friends/relatives, self, Agents, etc.

- **Friends/ Relatives**
 - Domestic workers – 60%, Garment workers – 52%, and Construction workers – 48%
- **Agent**
 - Sex workers – 34%, Garment and Domestic workers – 2% and Construction workers – 14%

Job Movement

- Almost 46% of the migrant female workers (except sex workers) have changed their job several times
- About 54% never changed their job after coming to urban area
- Domestic workers have changed their job more frequently than others

Key Reasons for Job Movement

- More Salary
- Better Facilities
- Irregular Pay
- Employer/supervisor Abuse
- Employer dissatisfaction, etc.

- **Better Pay/ Facilities**

- ✓ Garments workers – 39%
- ✓ Construction workers - 36%
- ✓ Domestic workers – 35%

Employment Status

- Mostly in full time employment
 - Garments workers – 99%, Domestic workers – 83% and Construction workers – 74%

Working Hours, Overtime and Leave Working Hours

Standard working hours of most of the workers (62%) of all categories ranges in between 8-10 hours per day.

- **10-12 hours per day**
 - Garments workers – 32%, Construction workers – 14% and Domestic workers – 11%

Overtime Payment

- 80% of the female garments workers get paid for their overtime work
- Almost 92% of the construction workers and 75% of the domestic workers don't get any payment for the overtime work.

Leave

- Over 94% of the domestic workers don't get any weekly or monthly holiday
- 97% of the domestic and 60% of the construction workers get annual leave during major festivals
- Over 90% of garment workers get weekly (93%), monthly (95%) and annual (100%) leave.

Job Discrimination

- Mostly No Job Discriminations
 - Most of the garment (82%), construction (58%) and domestic (92%) workers denied the existence of any sort of discrimination in their job
 - About 26% of the construction workers, 8% garment and 4% domestic workers identify salary discrimination in their job.
- However, qualitative survey (FGD) reveals serious job discrimination in the construction sector in terms of salary & wages, job security, etc.
 - The female construction workers get Tk 200 to Tk 250 per day working for eight hours against the male worker salary of Tk 400 for the same type of work and duration. They do not even get any bonus or overtime payment for their extra work.
 - Also they do not have any job security and get wages on daily basis. Their appointment is on verbal order and it is mostly 'no work no pay' basis.
- Similarly FGD with the garments workers revealed existence of gender discrimination in the RMG sector in terms of
 - salary & wages
 - Leave
 - nature of work
 - sexual assault, etc.

Work Place Security & Risks

Reasons for Feeling Insecurity

- Physical/psychological for 46% of the construction workers, 33% of the garment and 12% of the domestic workers
 - Fire: about 10% of the garment workers
 - Slippage while walking by stairs: 16% of the construction workers
- Other insecurity factors are teasing by male colleagues, beating, scolding/ verbal abuse by supervisors, etc.
- About 44% of the sex workers do not feel secured at all in their profession. While 40% feel somewhat secured and only 16% feel secured in their work places.

Violence at Work Places

- Almost all the female workers reported about some kind of violence at their work places
 - Verbal Abuse is most common for 65% garment, 62% domestic and 68% construction workers
 - Physical beating has been faced by 4% garment, 6% domestic and 8% of the construction workers.
 - Almost one third of the respondents of all categories refused to disclose anything on VAW. Sexual harassment is not totally absent although this is reported by 1% only.
- However, FGD with the female garment and construction workers revealed that besides verbal and physical abuse, young female workers are commonly subject to sexual harassment by their male colleagues and supervisors.
- Verbal abuse and shouting to the domestic workers by their masters/mistresses is very common. Physical abuse such as slapping, pulling hair is also very common. If the domestic workers are young girls, they become victim of sexual harassment.
- Occurrences of violence at the work place of the sex workers are quite substantial. About 32% of the respondents reported about facing VAW, while rests 68% says they never faced VAW in their profession, which is quite surprising.

Knowledge about VAW related Law and Organizations providing Legal Support

- Very Poor Knowledge about VAW & Organizations Supporting VAW Victims

Despite many NGOs and international organizations are active in Bangladesh for providing legal support and other support to VAW victims, respondents knowledge about VAW and organization providing legal support for the victims of VAW is very poor.

 - About 7% of the garment, 6% each of domestic & construction and 14% of the sex workers are aware of VAW related law
 - Only 1-2% of the garment, domestic and construction workers knows about any organization providing legal support for VAW victims
 - Only 8% of the sex workers reported that they have knowledge about of some organization which provides support to them.

Knowledge about STD/ HIV and its Prevention

- About 98% of the sex workers have some knowledge about STD/HIV and its prevention
- Only 10% of the respondents admitted that they have STD/HIV
- Among those who have STD/HIV, only 10% respondents reported that they are getting treatment
- from a NGO Clinic and only 4% of them got free treatment. Rest 10% had to pay for their treatment and average cost is Tk 70 only per visit.

Training & Professional Development

- No Professional Training
Almost none of the female workers have any professional training on their work
- Only 5% of the garment and 1% of the domestic workers admitted that they have some kind of training on their professional work.

Network/ Association

- Most of the female workers of all categories do not have any involvement with any professional network/association related to their job
- Only 6% of the domestic & garment and 4% of the construction workers reported that they are member of an Association and they get various support from them, such as job placement, getting salary in due time, etc.

Household Income

- Majority (64-70%) of all four categories of the respondents have monthly household income ranges between Tk 5,000 to Tk 10,000 except Sex workers.
- Most of the sex workers (58%) have monthly household income ranges between Tk 10,000 to Tk 30,000 with an average monthly income of Tk 9,270 only.
- The average monthly household income of garments workers is Tk 7980, domestic workers is Tk 5,935 and that of construction is Tk 6,450 only.

Accommodation, Expenditure & Savings

- Almost all the garment, construction and domestic workers reside in rented houses either in the slum areas or in some low income groups' areas.
- Only 11% of the domestic workers reported living in the house/room provided by their employer.
- Average monthly expenditure excluding house rent ranges in between Tk 1,000 to 2,000 for the domestic workers, Tk 1000-3000 for construction and Tk 1000-4000 for the garment workers.
- Most of the respondents (64%) of all categories admitted that they have some savings from their earning though amount is very small and many of them want to spend that saving to support family/children's education.

Future Plan/Aspiration

- No Future Plan/Aspiration
- A very small percentage of the respondents (7%) of all four categories of the female workers have any future plan to change their current status.
- Only 12% of the garment, 4% construction and 5% domestic workers want to go for their own business.
- Regarding type of business they mostly want to have a grocery shop, wholesale business, rickshaw renting, handicrafts, furniture shop, etc.
- However, Qualitative survey (FGD) revealed that almost all the workers are willing to improve their economic condition through self employment.
- Qualitative survey (FGD) with sex workers also revealed that almost all the sex workers hate their profession
- Most of them are interested to get skill training and willing to be self employed
- They do not desire their children would join this profession in future.

E. Policy Recommendations and the Way Forward

Labor Law

- Appropriate policy and law are required to be developed and adopted for legal bindings on few key issues facing by all categories of the target migrant female workers (domestic, construction, garment & sex workers):
 - limiting working hours
 - family visitation rights
 - fair wages
 - gender discrimination
 - preventative measures for forced confinement
 - trafficking
 - physical and sexual harassment, etc.
- Implementation and Strict Monitoring of the Law are the Key Factors
- Government of Bangladesh should set up a Special Cell with the relevant Department, such as Social Welfare and/or Local Government Division at the central as well as local level and/or at the Police Station for Reporting about physical & sexual harassment, violence, forced labour, trafficking, etc.

Labor Law

- Appropriate mechanism should be developed to ensure that the cases are investigated and appropriate corrective measures are taken promptly.
- Should enforce punishment/penalties for non-compliance of the labor laws and policies
- Government should devote resources to enforce existing labor laws and policies. It should increase the number of labor inspectors and implement random inspections and make provision for incentives for the inspectors and employers.
- It is also necessary to develop policy and laws for mandatory registration of the female migrant workers with the nearby local authority or Police Station.

- Employers can be encouraged through mass media to recruit only such registered female migrant workers.
- Periodic consultation and follow-up meetings among the government, NGOs, employers in the private sector, trade unions, teachers, students, professionals and law enforcement agencies should be organized to ensure that the relevant public interest litigation directives are being duly observed as well as to identify future course of action for non-compliance.

Labor Rights

- Study identified, very poor awareness level of all categories of the target workers regarding their rights and responsibility.
- Most of the female migrant workers do not know much about labor laws as well as about various organizations and NGOs providing support to them.
- The relevant Govt. Department/Ministry, together with trade unions and NGOs, as such should conduct educational/awareness programs for the workers so that laws can be enforced through popular demand. Here media, especially electronic media can play a major role by airing very brief advertisement/press clip on the key issues of the labour right.
- Effective advocacy strategies should be explored to ensure that the relevant ILO Conventions including the International Convention on the Protection of the Rights of All Migrant Workers and their Families, the ILO Decent Work for Domestic Workers Convention and the ILO Code of Practice on Workplace Violence and Measures to Combat this Phenomenon are adopted and progressive changes made within the labour legislation without further delay.
- A monitoring and oversight committee should be constituted to include members from the judiciary, media, academia, corporate sector, BGMEA, BKMEA and representatives of the Social Resistance Committee (a coalition of forty seven rights based organizations that had initiated a social movement against sexual harassment in 2008).
 - This committee should actively explore and identify advocacy strategies for effective implementation of the Apex Court directives.

Training & Development

- Most of the workers have no training for the development of their professional skill
- Appropriate policy mechanisms are required to be developed for providing training to the female migrant workers for the development of their professional skill.
- Short training program can be organized through national NGOs or relevant Govt. Dept for the migrant female workers on various vocational issues such as sewing, stitching, embroidery, batik/block making, cleaning & polishing, plumbing, nursing, computer, cottage products, leather products making, etc.
- In all the training programs irrespective of workers class, a short basic literacy program, fire & safety, first-aid, relevant labour laws, labour rights & responsibility, etc must be included

Savings

- Most of the migrant female workers do not have any savings
- Those who have some saving, the amount is very poor
- They do not have any formal mechanism to invest their saving for future support in emergency and/or old age

- Few respondents mentioned about some private co-operative arrangement where they put their savings at a very poor rate of return
- No safety of such deposit as those are operating at private/individual level
- Govt. may consider developing some mechanism to encourage and safeguard the little savings of the migrant female workers
- Banks and/or existing micro-credit agencies can be encouraged to introduce a "small savers deposit scheme" for the poor migrant female workers
- Govt. may also consider introducing the similar "small savers deposit scheme" as the existing savings certificates being operated through Banks and Postal department. This way a large amount of fund would be possible to mobilize to bring it to the productive sector.

Self-Employment

- Most of the respondents don't have any future plan as they don't have any savings as such
- Only a few workers willing to go for self employment, such as small grocery shop, tea stall, mobile phone service, tailoring, Rickshaw rent service, etc.
- But their level of saving is very poor and they may need loan from relatives or other high cost sources to go for such investment
- Govt should encourage the Banks and/or existing micro-credit agencies to offer credit facilities to the poor female migrant workers at a lower interest rate and without any collateral/additional securities.

Special Cell for Female Migrant Workers

- As most of the migrant female workers are very poor, illiterate and first time in the urban areas, they need essential support at the initial stage when they come to the urban areas.
- Government may consider setting up a Special Cell for female migrant workers with the relevant Govt department, such as Department of Social Welfare and/or Local Govt Division at the central as well as local level and/or at the Police Station for registration and other essential support.
- It would be very difficult for those newly arrived female migrant workers to move around for registration and to get any support from the competent authorities. So, it would be most appropriate to introduce a "One Stop Service" where they can get the following essential services:
 - Registration
 - Education & training
 - Recruitment/placement
 - Arbitration & dispute resolution
 - Labour inspections, enforcement and penalties
 - Legal support
 - Healthcare support
 - Saving/Credit support
 - Self-employment support, etc.

Special Cell for Female Migrant Workers

- This service ideally should be operated by the Department of Social Welfare and/or Local Govt Division.
- However, as public perception about Govt. departments/local authority and Police is very negative, instead of engaging any Govt. agency, selected national NGOs may be encouraged and funded to develop a network/association for the female migrant workers for providing the above mentioned essential support and services.
- On the other hand, the relevant Govt. Department/Ministry with or without support from the international donor agencies, may launch educational/awareness programs through mass media, especially electronic media, by airing/publishing very brief advertisement/press clip on the key issues of the Govt. labour policy, rules and regulations.
- The campaign should also focus on awareness of both female workers and the employers about their respective roles and responsibilities.
- Both employer and employee may be encouraged through such media campaign for the employment of the only registered female migrants' workers through such registered national NGOs.
- The campaign should also focus on benefits and security aspects of recruiting migrant female workers through the registered national NGOs.

4 Remarks by the Guest

Remarks by the Special Guest

Special Guest¹: Md. Abdul Mukit Khan, Chairperson, National Coordination Committee for Workers Education (NCCWE) gave thanks to the chair, chief guest, special guest and the participants from different department and organization. He also gave thanks to the team leader for in-depth study as well as the presentation.



According to Mr. Khan four areas of the internal migration of the women is absolutely true. Most of the migration takes place from rural to urban and one place to another place. Our's women and children are seriously affected by these migration which is clearly highlighted in this study. Reasons of the migration also identified e.g. poverty and unemployment. They are forced to another thought where they sacrifice their life. For this situation we are all guilty. We need safe and secure society for working women. He urges to Owner, Government, NGOs and other Donor Agency to work together for awareness rising among the women workers and also capacity building training. With adequate training self employment may be promoted. He also said that the issue should be treated as "National Problem" and we should work for that. Again he gave thanks to the organizer for such kind of workshop.

Special Guest²: Mr. Farook Ahmed, Secretary General, Bangladesh Employers Federation gave thanks to the chair, chief guest, special guest and the distinguish participants. On the behalf of Bangladesh Employment Federation he attended the workshop due to absence of Mr. Md. Fazlul Hoque, President, Bangladesh Employers Federation (BEF). He also gave special thanks to Mr. Saidul Haq for his excellent presentation.



Mr. Ahmed said that migration is a natural process and numbers of people regularly migrate to urban area. Migration took place during the beginning of the civilization. The study is important in these areas to find out the more deprived persons. He expressed that Bangladesh Employers Federation should more emphasis in these sensitive issues. Government organization as well as other organization should more monitoring in these areas. In Bangladesh "What is the usual acceptable range of migration?" should be concern. Lastly he explained the basic function of the Bangladesh Employers Federation.

Remarks by the Chief Guest

The Chief Guest: Mr. Mikail Shipar, Secretary, Ministry of Labour and Employment started his speech by thanking to the chair, special guest, team leader of the study and the distinguish participants. He said that the real picture of our society come out from this study. He assured the house that as a Secretary of Ministry of Labour and Employment he will try to implement the recommendation of the study and recommendation from the workshop related to labour and employment.



He emphasized on the study about the awareness rising issues

where very few numbers of women are awarded. It is the main weakness of our society. He said that it's the responsibility of Government to protect the working women who are regularly faced to violence in their work place. But only Government would not able to change the situation here need direct cooperation to all. He gave more emphasis on social awareness rising. He requested to ILO and related organization for more such kind of comparative study so that the situation may be assessed. He believes that the situation is improving. He said that both victim and the person who create violence should be under awareness program. Our social value must be changed. He mentioned that here religious enforcement may be more effective. He assured to the best effort for "the program" work for violence free and emphasis to build social safe guard. He desired, the success of the technical workshop.

5 Discussion on the key findings



(From the left): Ms. Rabeya Sultana, director of TMD, Dhaka Ahsania Mission and moderator of the session, Ms. Sheepa Hafiza, Director, Gender Justice & Diversity and advocacy (BRAC), Mr. Mahfuzar Rahman Sarker, Joint Secretary (Admin & Development), MoLE and NPD of Promoting Gender Equality and Preventing VAW at workplace project, Md. Abdul Mukit Khan, National Coordination Committee for Worker's Education, Mr. Saidul Haq, Team Leader of this study & CEO, SRG, Syed Sultan Uddin Ahmmad, AED, BILS.

Experts' opinions

Ms. Rabeya Sultana moderator of the session invited the discussant namely Syed Sultan Uddin Ahmmad, AED, BILS for comments on the key findings presented earlier and also recommendations.

1st discussant: Syed Sultan Uddin Ahmmad AED, BILS expressed thanks for the study on internal migration issue. He said about the location aspect of internal migration in Bangladesh. According to Mr. Ahmmad about 3 million garments worker live in Dhaka and Chittagang. He discussed on some important issues of the study are given bellow:

- ✍ The study covered four working areas of women where significant violence takes places. Each area controlled by different law. Among these no law found for sex workers even always we hide the issue. On the other hand domestic workers are not worker because they have no joining letter. Due to differences of each area the study should have a brief description on each area.



- ✍ He said about some indicators which are very important for such kind of study e.g. pull/push factor, age, working duration, specific sampling areas, pattern of leave etc. He also emphasis comparative analysis among different areas which have similar significance.
- ✍ He criticized about the domestic worker registration law 1931 which is on favors of owners. He also criticized about the women policy of Bangladesh which does not cover all issues.

2nd discussant: Ms. Sheepa Hafiza, Director, Gender Justice & Diversity and advocacy (BRAC) gave thank to team leader for the important study especially covering four working areas. She said that we will ahead forward base on the study. She discussed on some important issues of the presentation are given bellow:



- ✍ A description on migration linked to immigration and ministry of labour may be added in this study. She urged to add the child issue. She explained that 12-15 years age group adolescent children are not women but in the working areas these age group are significant number. She identified it as exploitation. She also differentiated about the sexual harassment and eve teasing.
- ✍ She gave importance on job discrimination issues. The role of different organization in these areas should be highlighted in the study. She gave emphasis on the follow-up of High Court's directions, community involvement for monitoring, preparing community watch group and coordination of different ministry.
- ✍ She was excited about the working area of beauty parlours where significant numbers of ethnic women are engaged. She advocated for more comparative study in these sensitive areas and implementation of the house recommendations.

The moderator gave thanks both of the discussant for their valuable comment on the study and the useful recommendations.

6 Open Discussion

Ms. Rabeya Sultana the moderator of the session invited the participants for discussion and valuable recommendations. She allotted maximum two minutes for each person to their valuable comment.

Participant 1: Ishrat Samima gave thanks for the important discussion. She pointed out some important issues like working for law & enforcement and social aspect. She also gave priority on health issues where accident must be considered. According to Ms Samima sex worker should consider in a category. She opposed the statement in this study i.e. work place security and its relation with sexual harassment. In a secured place, sexual harassment may be happened. Under sexual harassment EVE tease may be considered. If we want to work for sex worker then it should be legalized. It's not a work it should be called as prostitution.

Participant 2: Depal wanted to know about the sampling method in this study. In response, the team leader informed the house that random sampling used in this study.

Participant 3: Shakila told about work place security and risk. She urged to clearly description on the physical and psychological risk factor in this study.



Participant 4: Maksud proposed for sharing good practice in this study. He also said that most of the cases we can't do any changes through implication of law. We need social change. We need continuation not to start at the beginning. He also proposed for short term and long term recommendations in the study. He stated that for success we need coordination among legislation and execution.

Participant 5: Kamal highlighted on some issues e.g. job discrimination, quality of live, causes of migration. He suggested on detail analysis on poverty issue. He also suggested additional question how better position could be achieved. By this question their attitude may be reflected.

Participant 6: Gagan Rajbhandari said that the study has tried to cover all explanation which exists in full report. He also said about "registration issue" of the worker which is related to security.

Participant 7: Riaz urged on trafficking issues in this study.

Participant 8: Fatema suggested for long time study. With example she explained the necessity of the long time study. This kind of study will helpful for perfect policy formulation and its proper implication.

Lastly the moderato requested to the discussants for highlighting some important issues which described in open session. They also highlighted on security and labour perspective. The team leader also shared that he tried the best to address all issues. He gave thanks all the participants for their valuable suggestion which will enrich the study in further modification.

7 Closing Remarks

The moderator Ms. Rabeya Sultana gave thanks to the participants for their important suggestion. She requested the chair for his closing remarks. Mr. Mahfuzar Rahman Sarker, Joint Secretary (Admin & Development), MoLE and NPD of Prompting Gender Equality and Preventing VAW at workplace Project gave special thanks to team leader and wrapped up the session and pointed out the key issues which came out in the session. He also gave thanks to the guests, discussants and the participants for their valuable sharing. He said that the workshop has successfully fulfilled its objectives through sharing the study findings, find out the key strategies and important recommendation from different resource personal.

The rich discussions and sharing of knowledge that occurred during the workshop highlighted the complexity of the situation of Female Migrants and Domestic Workers in Bangladesh and clearly documented the need to take action and to bring about positive change. The workshop put forward relevant recommendations. These recommendations were endorsed by the Ministry of Labour and Employment, who voiced his commitment to follow through and put them into action.

Annexure 1: Programme Schedule

Venue: Conference Hall, Chamber Building (4th Floor), 122-124 Motijhil Commercial Area, Dhaka

Date: 21 June, 2011



Dissemination Workshop on "Situation Analysis of Female Migrants and Domestic Workers"

Organized by
*Promoting Gender Equality & Preventing Violence against Women
at Workplace Project*

PROGRAMME

09:30 - 10:00 hrs.	:	Arrival and Registration
10:00 - 10:05 hrs.	:	Welcome address by Mr. Gagan Rajbhandari , Officer-in-Charge, ILO Country Office for Bangladesh
10:05 - 10:40 hrs.	:	Key findings sharing by the presenter, Mr. Saidul Haq , Team Leader of the Study & President/CEO of SRGB Bangladesh
10:40 - 10:45 hrs.	:	Remarks by the Special Guest, Mr. Md. Abdul Mukit Khan , Chairperson, National Coordination Committee for Workers Education (NCCWE)
10:45 - 10:50 hrs.	:	Remarks by the Special Guest, Mr. Md. Fazlul Hoque , President, Bangladesh Employers Federation (BEF)
10:50 - 11:00 hrs.	:	Remarks by the Chief Guest, Mr. Mikail Shipar Secretary, Ministry of Labour and Employment, Government of Bangladesh
11:00 - 11:20 hrs.	:	Tea Break
11:20 - 11:50 hrs.	:	Discussion on the key findings <ul style="list-style-type: none">• Ms. Sheepa Hafiza, Director, Gender Justice & Diversity and Advocacy, BRAC• Mr. Syed Sultan Uddin Ahmmmed, Asst. Executive Director Bangladesh Institute of Labour Studies (BILS)
11:50 - 12:50 hrs.	:	Plenary session/ Open discussion
12:50 - 13:15 hrs.	:	Closing remarks by the chair Mr. Mahfuzar Rahman Sarker , Joint Secretary (Admin & Development), MoLE and NPD of Promoting Gender Equality and Preventing VAW at Workplace project