

Report
On
Program of Protection and Promotion of Domestic Workers' Rights
(September 2003- April 2004)

Submitted To
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Report on The Program of Protection and Promotion of Domestic Workers' Rights

1. Background

In Nepal, many national and international non-government sectors have been advocating for the equality, social justice and peace since last many years. The advocacies has resulted in increment on women's status in society, reduction of poverty and the reduction on the gaps of haves and have-nots as well as growing concern on the human rights of people and social development issues.

But still, the issues of domestic workers have not been fully internalized by the development agencies, the organizations working for social development. However, some voices are raised in this issue but only with the perspective of child labor. The exploitation, abuses and the hidden violence in this sector has been ignored; At the same time people are not found able to identify and use the potentiality of the domestic work sector being developed as one of the employment sector for youth of the society, which ultimately can support for the poverty reduction and human rights protection of informal sector workers in Nepal. In this regard, CWISH and Action Aid Nepal, internalizing the need to address the problems of domestic workers and to develop it as fully recognized working sector with dignity, started the campaign of Protection and Promotion of Domestic Worker's Rights in Nepal.

2. Introduction of the Report

This is final report of the program. The report covers the details of activities, their achievements and lessons learnt as well as reflection notes sighted on the due course of implementation of activities within this program.

The report starting from executive summary ends with the detail information on activities carried out. This report is specially prepared to submit Action Aid Nepal, which is the technical and financial partner for the implementation of this project.

3. Executive Summary

The Program of Protection and Promotion of Domestic Workers' Rights is a joint initiatives implemented by CWISH and Action Aid Nepal that was started on September 2003. The main objectives of the program were to address the problem of domestic workers and internal migration through advocacy to policy form and reform, organizing and

empowering domestic workers and awareness raising among stakeholders on the issues of domestic workers with gender perspective.

With these objectives CWISH organized various activities targeting different stakeholders of CWISH. CWISH organized national advocacy for policy reformation, Awareness rising among potential domestic workers and their stakeholders and Awareness organizing and empowerment of domestic workers and sensitizing employers.

Within National Advocacy to create pressure for policy reformation, CWISH organized two press talk program, a national workshop on domestic work and workers rights, signature campaign for the protection and promotion of domestic workers rights, Delegation to prime minister office, national Human right commission, A consultative workshop on labor migration and domestic work.

Similarly within sensitizing employers, awareness raising and organizing domestic workers CWISH was successful to organize child domestic workers into different twelve child clubs, and adult domestic workers into three different groups. CWISH also organized a three days training on running child club and sensitizing domestic workers rights for these child clubs. Similarly it has organized ten school based orientation for middle class children to sensitize them on the rights of domestic workers and their role to improve the situation. The program also addressed more than six hundred employers through fifteen community based orientation on social and employers' responsibility to domestic workers and promoting their rights.

The program does not address solely to the urban area where domestic workers work but also worked on the rural area from where children and adults migrate in a high number to involve in domestic labor. Kavre was the selected district for the programs. In Kavre CWISH launched one day district level workshop on child migration and social obligations, fifteen school based

orientation, and 10 IEC session for rural parents in Banepa Municipality, and other VDCs namely.....

To organize awareness activities and to advocate with parents to monitor the situation of their child domestic workers regularly, CWISH published out a poster within this program.

By the end as a mode of transparency and to have a participatory review and recommendations for the program CWISH organized Participatory Review and Reflection process in Kathmandu and Kavre.

With the implementation of these programs, we have been succeed to develop a ground for the further campaign for the protection and promotion of domestic workers' rights and in some area of Kathmandu the employers of domestic workers are sensitized at the same time the domestic workers have been organized and empowered with their clubs. The policy level advocacy programs have made the people in decision-making level to think about the issues of domestic workers. Except these also we are succeed to achieve other many outcomes and come to have major lessons learnt as well with this pilot project that are mentioned in the following chapter.

4. Achievements and Lessons Learnt

There are many outcomes that are achieved from the implementation of the programs and at the same time some lessons learnt are drawn. The achievements and lessons learnt of this project are highlighted below:

Achievements

- ❖ The journalists are sensitized in the issues and on later days they have published several news and stories on the domestic workers issues. Some of them also broadcasted talk program on this issue.
- ❖ The national level workshop on domestic workers' rights has made government non-government organization to think about the pros and cons on the domestic work sector. And produced specific recommendations to work on future for different party.
- ❖ 8000 general people are sensitized with the solidarity campaign and they expressed their solidarity with signing the appeal card. And with this advocacy Prime Minister

of Nepal has expressed his commitment to try to identify the lacking part and will take the necessary steps.

- ❖ National Human Rights Commission of Nepal Asked government to apply code of conduct for at least civil servants on domestic workers.
- ❖ The National Women's Commission started to show their interest on lobbying with government in this issue to address the problem with developing proper Law.
- ❖ The consultative workshop on the cross boarder labor migration in relation to domestic work has declared a 14-point conclusion on the issues of domestic workers and cross boarder migration.
- ❖ 600 Child Domestic Workers are organized and empowered with different trainings in their child club. The domestic workers clubs activities of awareness and advocacy has made lots of domestic workers aware about their rights and need for change.
- ❖ Three adult domestic workers group has been formed with organizing more than 39 adult domestic workers.
- ❖ 1020 middle class children become aware on the issues of domestic workers and their role on alleviating violence and promoting their rights.
- ❖ More than 600 people including employers of domestic workers become aware on their social obligations for the protection and promotion of rights of domestic workers.
- ❖ The opinion leaders people of Kavre specially teachers, trade unions, Journalists and development social workers are sensitized on the issues of child migration and their role to address this problem. A recommendation for different party on addressing the issues of internal migration and involvement into domestic work has been developed.
- ❖ With the school-based orientation in Kavre about 1600 children are benefited and become aware about the problems on migration and labor as well as service providing organization in urban area.
- ❖ With 20 IEC session for the people of Kavre had been resulted with 1100 aware people about the problems of domestic workers in Kathmandu and parents role to reduce violence and exploitation among working children through frequent monitoring.

Lessons Learnt

At the same time with the achievements mentioned above, some lessons learnt are drawn.

The lessons learnt are illustrated below:

- Organizing and empowerment of domestic workers is an effective way to address the problem of domestic workers.
- Middle class children orientations are very useful program to aware and improve the situation of domestic workers.
- Trade Unions are very much interested on domestic workers issue and they can be a good partner to work on.
- Only few people have internalized the problem in gender perspective. That's why the domestic workers themselves and their club can start the campaign to raise the voice with gender perspective.
- On the Orientation program, it would be better if we can provide some reading materials to the participants.
- Adult domestic workers found not much interested on the program due to lack of awareness among them. And it may be because of the nature of their work. Therefore we need to organize outreach program that can easily attract adult domestic workers.
- Consultation with domestic workers should be organized before developing any Project; therefore it recommends consulting with the domestic workers themselves while planning for further project.
- Training for CDWs club should be organized before they organize any program.
- Trade unions and government bodies need to be strongly lobbied to attend such policy formation and reformation programs.
- The workshop was really beneficial to sensitize the people about the domestic workers issues and to develop future recommendations. Now we need to apply those recommendations and need to organize series of lobbying meeting with stakeholders to implement the recommendations of workshops.
- The solidarity stall was successful to make people thinking about the problems of domestic workers. Hence, it recommends continuing follow up to the concerned authorities to incorporate the demands in the policy.
- The child club program was very effective one so it recommends supporting on promotion of child club in future and supports their activities.

- School based orientation and Community based orientation are beneficial to aware and prevent children from migration into worst form of labor as well as creating safer labor migration in the area.
- On the due course of program it is found that we should work targeting few VDCs with special program on holistic way to address the problem.
- The recommendations of the workshop need to implement by relevant organizations.

Recommendations

- ❖ The recommendations made by the district level workshop and national level workshop should be implemented step by step by further project.
- ❖ The program should now start with action programs addressing only little specific program area.
- ❖ The policy level advocacy needs to be integrated with lobbying activities.
- ❖ The program should meet the level of education and awareness of the rural people to address the root of the problem.
- ❖ A specific campaign needs to be launched as public advocacy that covers the basic human rights of domestic workers.
- ❖ The outreach program for adult domestic workers must be specific, effective, pragmatic and result oriented one.

5. Details of Activities Carried Out In this Period

5.1 National Advocacy for Policy Reformation

CWISH has organized five main activities to create pressure for the policy reformation through advocacy on domestic workers rights. The details are given here:

A. Press Talk Programs

CWISH organized two press talk program within this project to sensitize media on the issues of domestic workers and to request them to publish and broad cast articles and news materials to advocate for the rights of the domestic workers, to aware existing gaps on the policy and to sensitize on the social obligations. In this regard the first press talk program was organized on the beginning of the project on the date of 22nd September 2003 at Hotel Ganapati Bagbazar, altogether 45 journalists have attended the programs. In the program CWISH has invited trade unions and representative of ministry of labor and Transport Management. But Representative of Ministry could not attend informing us about their unavailability at the time and representative from trade union have attended and discussed with the journalists about the problem of domestic workers and their rights. After this press talk 8 print and electronic media has carried out the news

about the domestic workers issues and during the project period several news on domestic workers issues have been published and broadcasted by different mass media.

Another press talk program was organized on 4th June 2004 at the office of Education Journalists Group, which was focused on the domestic workers issues and upcoming world day against child labor. On the program Secretary of Ministry of Labor and Transport Management has also attended.

Both of these press talk program were found highly successful to conscientize media and journalists on the rights issues of domestic workers. The Press release presented on the talk program is in Annex 1 and 2.

B. National Workshop on Domestic Workers' Rights

One day national workshop on the domestic workers rights was organized on the date of 8th December, 2003 at Kathmandu to conscientize the participants on the problems of domestic workers and to identify the recommendation for GOs and NGOs in this sector. All together 35 participants has participated and discussed on the issue.

On the beginning of the program from the chair of chairperson Ms. Shanti Adhikari, president of CWISH highlighted the objectives of the program. It was also discussed that in this workshop, discussion should entirely focused on domestic workers rather than on child labor because there is no or very few initiation has been made for domestic workers sector, however some of the participants are mostly focused on the issues of child domestic workers. All the participants' effort was to conclude that domestic work should be recognized as profession and there should be a legally recognized contract between the employers and domestic workers. All of the participants internalized that the current situation of domestic workers is not very different from bonded labor.

On the workshop, member of National Women's Commission Ms. Binda Pandey presented a working paper on the situation of domestic workers in Nepal, its potentiality and need steps need to take. Major issues highlighted by Ms. Binda Pndey are showed in Table No.1

Highlights of Presentation by Ms. Pande

- Domestic work is one of the oldest occupations that has been in used since last many years.
- Domestic workers are treated badly even when it is portrayed in TV or serials. The Ministry of Labor should focus to stop domestic labor.
- In these days more than 100000 domestic workers are estimated as working and out of which 60 percent occupies that child labor.
- The main problem of domestic worker is that government has ignored this sector and the community has portrayed it negatively.
- Experience of domestic labor out of the country (Hongkong)

Table 1: Highlights of Presentation of Ms. Pande

After presentation, Ms. Pandey gave light on the nature of domestic work and problems of domestic work. The maximum number of domestic workers are women in the country and maximum children are involved in the domestic work in those places where it is not recognized as child labor. Child Domestic Work is one of the lowest profession, one of the lowest earned income, one of the longest hour work and very low protection from law.

Ms. Pandey highlighted that there should be compulsory registration program and agreement, minimum wages and over time provision, facilities of weekly, public and maternity holidays, freedom of trade union Committee, provision of compensation.

Mr. Sushil Agrawal on behalf of Ministry of Labor and Transport management presented government views on the issue, which is highlighted in table No. 2

<u>Comments from Mr. Agrawal</u>	
➤	He talked about the present situation of Labor Act 2048 and Factory Laborer Act 2020.
➤	According to Act 847, if the work is done under the agreement then that agreement is Law and in the case of labor performed with out any agreement then that labor should be paid with in seven days of work done.
➤	Conclusions drawn from this program should be submitted to Ministry of Labor and Trade Union so that it could help for the enactment of forthcoming Laws.
➤	Protection of domestic laborer is not possible until the law is not specific about it.

Table 2: Comments form Mr. Agrawal

Ms. Shanti Adhikari expressed that there is no other option except registration program. If registration is done then many child domestic workers can be freed from different kinds of sexual abuse. The experience of registration program at Ward no. 7 showed that the registration program is possible only if there is support from HMG otherwise it is very difficult to conduct in informal areas.

On the base of that presentation of Ms. Binda and Mr. Sushil, participants discussed and identified the different role that different stakeholders can play in future which is given below in table no.3

<i>Role of Stakeholders Recommended by Discussion</i>	
<u>Role of Government</u>	<u>Role of Civil Society</u>
➤ Establishment of Laws on domestic workers	➤ Address the issue of domestic

<ul style="list-style-type: none"> ➤ Follow the procedures by employers with regard to employ the domestic workers. ➤ Specific institution for registration of domestic workers. ➤ Contract between employers and employee (domestic workers) ➤ Minimum salary for domestic workers should be stated. ➤ Public holidays and time for domestic workers should be stated. ➤ Establishment of monitoring system. ➤ Rewards, Punishment and compensation system should be established 	<p>workers.</p> <ul style="list-style-type: none"> ➤ Awareness build up of employers, domestic workers and stake holders. ➤ Strong and efficient coordination with all components. ➤ Civil Society networking ➤ Monitoring Evaluation.
<p><u>Role of Trade Unions</u></p> <ul style="list-style-type: none"> ➤ Advocate for the registration of domestic workers. ➤ Unionize domestic workers. ➤ Advocate for the labor rights of domestic workers. ➤ Advocate for the education rights of domestic workers. 	<p><u>Role of Private Agencies</u></p> <ul style="list-style-type: none"> ➤ Orientation for Domestic Workers ➤ Employment ➤ Registration of Domestic Workers ➤ Provide information about the rights and duties of domestic workers. ➤ Role of mediator between Employers and employees (domestic workers) ➤ Support for the legal remedies on the violation of contract.

Table 3: Role of Stakeholders Recommended by Discussion

However it has been expected that there will be 30 participants, due to the closing period of most of the organization the participation was limited in 25. The Original Presentation of Ms. Pande can be found on the annex 3.

C. Solidarity Campaign

Another activity organized in this period was Solidarity Stall operation on the movement of domestic workers rights protection. The Solidarity Campaign was held on 2nd to 4th December, 2003 in Chabahil, Ratnapark and Lagankhel to give pressure to Ministry of Labor and Transport Management and Prime Minister to advocate and lobby for the legal policy formation on informal sector labor including domestic workers.

In each stall operation volunteers of CWISH announced and appeal for people to participate on the solidarity campaign for the protection and promotion of domestic workers rights.

During the program, the types of cards that are used for signature collection was of with appeal and asking for prime minister about the rights domestic workers. 8000 cards signed by the people were collected. Ms. Mona Shrestha from Action Aid Nepal also have attended the signature campaign at Lagankhel.

The insurgency makes the program delay and however we have planned to organize solidarity stall in four places we were able to organize only in three places in lack of cards.

The sample of cards is attached on Annex: 4.

D. Delegation to Government Authorities

With the objective to advocate and lobby people at decision making level for the form specific laws on domestic workers rights, a group of child domestic workers and adult domestic workers have a delegation meeting with Prime Minister Surya Bahadur Thapa. It was organized on 25th February 2004.

During the program, CWISH staff along with 17 representatives from domestic workers' club visited Prime Minister with the bundle signature cards and appeal for the formation of government policy on domestic workers issue. Child Domestic Workers' demands are given in Table no. 4

Issues on Appeal of domestic Workers to Prime Minister

- There is no Labor act or Social Act for domestic laborers. An Act should be passed aimed at social protection of their right to live their life without being discriminated labor.
- Provision should be made for the domestic laborers for holidays to rest according to international Labor Act.
- Provision should be made for the right of domestic laborers to open and participate in the labor Institution for their laborer rights.
- Till the date, domestic laborers have been working without a written agreement and their employment has been viewed as simply an employment provider. So provision should be made for a labor agreement according to Law.
- Domestic workers are exploited physically, mentally, socially and sexually. Provision should be made with proper law in this issue and management to create abuse free environment for the protection of domestic workers.

- The Dalit tribes are very minimally participated in such area due to existing racial discriminations system. So the right to work without any racial discrimination should be ensured.
- Child domestic workers have to live their life as slave without any freedom. So in this regard, provision should be made for the right to change employment or employer in the case of unsatisfaction

Table No. 4 Appeal of domestic Workers to Prime Minister

At the same meeting they also complained with prime minister about some minister giving the examples of domestic workers as a slave in their political issues. Their complain was that the ministers themselves are not very sensitized that domestic work is also a respected job. The delegation program to prime minister was delayed due to the political difficulties in this period.

In this period, the domestic workers visited different other government authorities to advocate for the policy formation for the protection of their rights. The child clubs of domestic workers visited and thank National Human Commission for their initiation to apply the code of conduct at least for the civil servants on the domestic workers issue from government.

Appeal of domestic workers to prime minister and national Human rights commission is in annex 5 and 6 respectively.

E. Consultative Workshop on Cross Boarder Migration

With objective to discuss on the problems of Nepalese cross boarder migrant domestic workers specially working overseas CWISH organized a one day consultative workshop with NGOs and INGOs in Kathmandu on the date of On this workshop Mr. Ramesh Badal Lawyers on the labor rights presented an working paper on the mentioned issues. His presentation highlighted the current scenario of Nepalese migrant Workers and the problems faced by them as well as the undocumented migrant workers. His presentation also highlighted the potentiality of the domestic work as one of the better working sector for Nepalese migrant workers. With the massive discussion being based on the presentation of Mr. Badal, participants drew a 14 points conclusion on the issue. The program was participated by altogether 31 participants representing national NGOs,

INGOs, government agencies and national human rights organization. The conclusions drawn from the Consultative Workshop is given on the table no. 5

National Workshop on Cross Boarder labor Migration

With Special Reference to Domestic Work

.....Kathmandu

Declaration

1. Till the date we all have ignored the domestic workers' issue, it can be justified with the evidence that there is no research and statistics on domestic workers however some researches were carried out on child domestic workers. A study on adult domestic workers with gender perspective should be carried out to assess the situation of domestic workers.
2. Due to the poverty, armed conflict and lack of opportunity the trend of cross boarder labor migration is increasing and among them the labor migration to Western Asia, Middle East, Europe and North America constitute a significant number of Nepalese domestic workers.
3. However the number of domestic workers migrant is increasing, it has not been seriously considered by the state while developing MOU and policy.
4. The migrant domestic workers are trapped with several problems such as low salary, abuse, sexual harassment, excessive workload and working hours, no provision of leave and other many problems, which can be considered as violation of basic Human Rights and Labor Rights.
5. The migrant domestic workers are facing problems since the preparation for migration, on the transit and on the destination.
6. To address the problem of migrant workers including migrant domestic workers government, non-government agencies, training agencies, trade unions and labor agencies have to work together with developing network.
7. However the government has developed and has signed memorandum of Understanding (MOU) with some labor receiving countries, that should be analyzed with the right based, gender sensitive and equity perspective. And government should try to continue the process of signing MOU with other countries also. At the same time we should monitor and work for the effective application of those MOU.

8. It is not the fault of migrant workers and potential migrant workers that they do not ask for any information and verification of their job and documents, because they are totally unaware of that and their needs do not considered about such issues. Therefore, there should be developed mechanism to inform, educate and communicate about the cross boarder labor migration at local level e.g. in VDC level.
9. The domestic workers are trapped in problem because they are not protected even within their state and do not have any training and skill, therefore the training institute for the potential migrant workers should develop market oriented training packages on domestic workers also.
10. Government should make need policy and law to address the problem of informal sector workers including domestic workers with special consideration that women occupy the biggest part in informal sector work.
11. Trade Unions should work with unionizing domestic workers within the state and building network relationship with trade unions in destination countries to address the problems of Nepalese migrant workers including domestic workers.
12. There should be provision of providing free legal services for the exploited migrant workers.
13. There should be a study on the problems of migrant workers (esp. domestic work) both in and out of nation and the study should also address the problems faced by migrant workers and their family.
14. Promotion of use of skilled adult domestic workers through establishing domestic work as recognized working sector with developing necessary policy, law and need trainings can be a milestone to eliminate the child labor esp. worst forms of child labor.

Table 5: Declaration of Consultative Workshop on Cross Boarder Labor Migration

5.2 Awareness raising, Organizing and Empowerment

A. Domestic Worker's Club Formation and Activities

With the objective to raise awareness, organize and empower domestic workers for the protection and promotion of their rights, CWISH organized CDW club formation.

Child Domestic Workers Club

At first CWISH have orientation for school going child domestic workers about their rights and strength of organization. In this regard on the third week of September CWISH people went to different school and gave orientation speech in different class of school about child rights, child labor domestic workers issues, what is club why it is important and what would be the benefit from organizing into a child club. After this from each school a group of domestic workers were selected and they formed their own child club.

As CWISH has already formed 2 child clubs and with this joint program adding new 10 child clubs it becomes 12 child clubs of child domestic workers in total. The child clubs after having training on different issues of child rights and child labor organized various programs to address the problems of child domestic workers. They have started to publish wall journal in their school. They have organized orientation classes on child rights and sexual abuse and they recommend for the psychosocial support for the child workers with psychosocial trauma. These child clubs are supported with child club materials with a small trunk and a wall journal box.

Adult Domestic Workers' Club

After a long initiation and counseling with adult domestic workers three groups of adult domestic workers were formed. In these groups around 39 domestic workers were organized. The names of adult domestic worker's groups are Sahayogi Samuha, domestic groups and Didi Bahini Samuha. The adult domestic workers club was also involved in the delegation to prime minister. However CWISH is successful to form adult domestic workers groups, it is found that they are found very reluctant to be organized in lack of proper sensitization and lack of time. That's why it has been strongly recommended to organize specific outreach programs targeting adult domestic workers.

Training for Clubs

A Three days training was organized from 10th November'03 to 12th November'03 with the objective to empower the club members of domestic workers on child rights and the rights of domestic workers and how to run clubs of domestic workers.

The training was conducted in Staff College, Kathmandu. The facilitator of the training was Mr. Yuba Raj Ghimire, Program Officer of CWISH. Twenty- four members from different child clubs participated the training. On the training Ms. Mona Shrestha from Action Aid Nepal has also participated.

The major contents of the trainings were, child rights child labor, right to work and workers rights, right to participation, running a child club and running a wall journal as well as basic fund raising skill.

B. Community Orientation Among Employers

With the objective of internalization of rights of domestic workers among the employers, local leaders and the domestic workers themselves, CWISH organized the community orientation targeting employers in 15 different places on Kathmandu on the date of 9th November 2003. The details of orientation is given below in table no.6.

Location	Facilitator	Male	Female	Total
Chabahil	Kalpana Nepal	14	20	34
Dhumbarai	Kalpana Nepal	15	20	35
Kupundole	Purnakala Sharma	22	23	45
Kuleswor	Pradeep Dangol	25	15	40
Dillibazar	YR Ghimire	20	15	37
Samakoshi	Kamal Chapagain	28	22	50
Balaju	Kamal Chapagain	16	25	41
Satdobato	Purna Kala Sharma	16	35	51
Talchhikhel	Ganga Dahal	15	20	35
Babar mahal	Pradeep Dangol	23	22	45
Gyaneswor	Trilochan Neupane	17	19	36
Anamanagar	Anita Pandey	28	20	48
Balkumari	Ganga Dahal	12	32	44
Baneswor	Pramod Acharya	30	25	55
Total		283	313	596

Table No.6: Details of Community orientation in Kathmandu.

In the program, At first facilitator have general presentation on the issues related to domestic worker existing legal mechanism and what we think on gender perspective. Then the participants discussed on every presentation gave feedback on what they think by the end all of the participants including facilitator draw a conclusion to promote rights of domestic workers. In the program people from community police, people from local government, school and employers of the working children have participated. The community people actively participated and gave comments on labor, the advantages of

having domestic workers in the house and its problems, gender discrimination, role of employers, parents, stakeholders and state on domestic laborers. The issues presented by orientation facilitator and feedback from participants is given on the table no. 7 and 8.

Issues Presented by Facilitator

- Definition of labor, Importance of Labor, Advantage from Domestic Laborer (DL).
- What is the opportunity that domestic laborers get from the employers?
- What kind of the problem faced by domestic laborer? Need and Importance of DL.
- Data of domestic labor, national and international laws.
- Vision of society in gender prospective (DL), Women in DL,
- What are the advantages to keep women in domestic laborer
- What kind of behavior (environment) we want from our boss or employer or in our working sector?
- What is our role as a employer, as a society, state party and as a DL?

Table no. 7: Issues Presented by Facilitator

Participants View On the Presentation

- Hard working is labor.
- Labor is work and is more important.
- There are advantages of having DL in the house like they look after house and children.
- There is not any disadvantage of having DL at house.
- The rate of gender discrimination is very high but then we change it through education.
- Social status also increases after we hire DL.
- It is wrong to keep CDW because they are very young and this is the age where they have to study and even if we keep CDW, we have to provide them with their basic rights.
- Most of the participants agreed that every body respects DLs and support them with their education.
- Women are more useful than men as DL because they do their work well.
- Participants showed interest on the situation of DL. They comment that if they keep women in DL, there is greater chance of sexual harassment though they are good in their work.
- DL also gets opportunity to read and write, get salary to support their family, opportunity of health etc.
- DL also faces some problems like risk in job, no freedom, no timing for work, no respect, no good salary etc.

In Terms of Social roles,

- The employers should show real love to them, they should provide good salary, they have to keep DL who is above 18 yrs of age; they should provide rights to DL to meet their family.
- The role of state and society have to respect DL and make law for them to eliminate CDLs
- The role of DL, they also have to carry their responsibility and duties honestly.

Table 8: Participants View on the Presentation.

Recommendation and Feed back from the community people

- People comment that DCL reduce by keeping adult DCL.
- CWISH has to bring awareness program to eliminate the DCL an promote and respect DL. Start Registration Program.
- CWISH has to form the committee of domestic workers.
- Organize campaign.
- This is the good program.
- Domestic laborer is better than Child labor.

Table 9: Recommendation and Feed back from the community people

C. School Based Orientation for Middle Class Children

5.3 Awareness Raising among Potential Domestic Workers

A. One Day District Level Workshop

With the objective to address the issue of migration for domestic work, One day district level workshop on Cross Boarder Labor Migration and Trafficking in Person In special Relation to Domestic Workers was organized on 25th November, 2003 by CWISH in Kavre where 40 people from GOs, NGOs and media people had participation. On the workshop, Mr. Milan Dharel at first presented a general presentation on the scenario of child migration, the problems faced by children on the migration, the children's involvement into domestic work and the community role on regulating and reducing migration as well as developing a safer environment for the domestic workers. After his

presentation participants discussed on the issues they wants to be clear and after this being divided into different five groups they discussed on the different roles of the different groups. That is presented in Nepali in the Annex: In the program, GOs , NGOs and media people discuss about migration issue.

B. School and Community Orientation

CWISH with the coordination of HUREC (Human Rights and Environment Educational Center) organized Orientations in 10 different government schools and 20 communities located at three metropolitan cities that are Banepa, Dhulikhel and Panauti along with VDC connected with metropolitan city which are SAGA, Ugrachandi NAIA, Ugra Tala Janagal, RABi opi, Siangaal, Dhaneswor of Kavre District. In this community orientation and school based orientation, the participants were oriented on different child rights issues, legal provisions on child labor, problems on migrating, problems faced by child domestic workers in Kathmandu, Pre caution before migrating for labor and service providing organization in Kathmandu in case of need. Before organizing this orientation the facilitators have an one day workshop on finalizing the presentation issues and orientation methodologies. The detail information about the Orientations are given in this table no.10.

Conducted Place	Date	Resource Person	Total
School Based Orientation			
Chandeswori Ma. Vi. Nala	2060/08/03	Radhika Ghimire	175
Pragati Prabhat u. Ma. Bi. Janagal	2060/08/03	Tara Bhusal	157
Numabudhaa Ma.Vi. Bhukunde	2060/08/01	Tara Bhusal	197
Chaitanai Ma.Vi. Banepa	2060/08/03	Rajbhai MAnadhar	147
Sikcha Sadan Ma.Vi. Banepa	2060/08/05	Keshav Pra. Gyawali	169
Hari Siddhi Ni. M Aa. Vi. Dhulikhel	2060/08/01	Ishwor Sharma	115
Mahendra Ma. Vi. Saga	2060/8/08	Yadav Thapa	155
Sapneswor Ma.Vi Tukucha	2060/8/04	Pralad Lamichhane	195
Seti Devi Ma. Vi. Rabi Opi	2060/8/02	Indra Ba Gelal	135
Seti Devi Ni. Ma. Vi	2060/08/07	Sadhu Ram Dahal	155
Total			
Community Based Orientation			
Sinagal, Ugratara-6	2060/08/02	Ishwor Sharma	40

Janagal, Apanga, Ugratara-6	2060/8/02	Ishwor Sharma	36
Banepa-3 Nayabasi	2060/8/04	Radhika Ghimire	33
Ugrachandi nala-8 Nala	2060/8/05	Radhika Ghimire	44
Bhakunde	2060/8/02	Tara Bhusel	49
Sarswoti Bazar Dhanush-2	2060/8/13	Ishwor Sharma	53
Kushadevi-8	2060/8/17	Ramesh Pandey	39
Banepa-3 Byakhya tole	2060/8/02	Keshav Pra. Gyawali	47
Banepa-5 Bholakhal Tole	2060/8/01	Keshav Pra. Gyewali	41
Ugratara Janagal –6 Nala	2060/8/19	Tara Bhusel	37
Tukucha –1 Nala	2060/8/15	Pralad Lamichhane	45
Tukucha-5 Nala	2060/8/17	Gyan nath Pathak	44
Panauti-5 Dhanesowr	2060/8/19	Gyan Nath pathak	69
Pulbazar. Ugra tara, janagal-1	2060/8/20	Krishna chandra Acharya	53
Rabi opi-2 rabi	2060/8/18	Indra B. Gelal	51
Rabi opi 8-Opi	2060/8/21	Indra B. Gelal	55
Banepa-1 Chandeswori	2060/8/26	Krishana Chnadra Acharya	59
Ugratara-6 Bhaise pati	2060/8/24	Sadhu Ram Dahal	56
Sanga 1- Sanabazar	2060/8/23	Yadav Thapa	45
Sanga-3 Chature	2060/8/28	Krishna Chandra Acharya	59
Sanga 3- Chature	2060/8/28	Kedar koirala/ Krishna chandra Acharya	56
Banepa	2060/7/29	Kedar Koirala/Krishana Chandra Acharya	60
Banepa, Budole-11	2060/8/9	Shanti Adhikari/Milan Dharel/ Krishan Chandra Acharya	40
Total			

Table 10: Details of school based and community based orientation in Kavre.

5.4 Publication of Poster

With the objective to motivate parents and concerned stakeholders to monitor the situation of children working as domestic worker and regularly CWISH has published out a poster that state the many problems faced by child domestic workers and ask parents to

think about whether their children working as domestic workers are also facing the same problems therefore it is necessary to have monitoring of the working condition of children working as domestic workers in urban households. The target group of the poster was parents and distributed to them during community-based orientation. The poster was also shared with different network organization. The poster was published in the number of 100 copies. The sample of poster is in Annex.....

5.5. Participatory Review and Reflection process

As CWISH is a right-based organization and believes on the transparencies and community based innovations it had agreed with Action Aid on organizing a participatory Review and reflection process. As all the activities of the project were finished by end of the March 2004, CWISH organized PRRP in Kavre on the date of 22nd May 2004 and on.....in Kathmandu.

In Kavre PRRP was organized at the office of HUREC Banepa. On this Mr. Milan Dharel Presented a brief report of achievements that CWISH has thought from the program and a general financial report of the program. Then the floor was opened for the discussion among participants to discuss on the implemented project and to recommend for the future. The feedback and recommendation from PRRP meeting at Kavre is given on the Table No.11.

Reflection and Recommendations on PRRP At Kavre

- The issue was hidden till then; no one has raised the issue in Kavre before this. The program was successful to make people thinking about the problem of migrating children and children involved in domestic work.
- Teachers' active participation was appreciable to highlight the issue in their respective school. And teachers' mobilization to coup with unsafe migration would be very effective strategy.
- Community people are found mostly interested on the issues.
- The program planning and strategy development was very sound.
- Children's active participation during the workshop was one of the good practices that we must remember.
- Level of awareness has increased and at least now a day some parent started to put condition for education children while sending domestic work.
- Parents think work for socialization is fine and if it gives money it does not hamper but they also accept that if something bas is happening to children then parents should be strong to raise voice against that.

- Community people has raised question about the continuation of the work and insisted for the continuation and long-term specific program in this sector.
- Women’s group focused activities can be most effective rather than men focused.
- We should encourage states involvement in the entire program that we implement for the sustainability, for lobbying to have need policy and to create ownership of the program for the government.
- Training and workshop for VDC level on the issues and making them mobilized on these issues would be very effective.
- Children are found highly interested on the issue and we know an event after this a child club Jagriti Child club of Pokharichauri has worked as pressure group who prevented a girl child from going Kathmandu to work as domestic worker and arranged for her education in her own village.
- We should have many IEC materials targeting different groups to aware and advocate on the migration issues.
- While working we should have a holistic and integrated programs of service, advocacy and awareness. Thus we need to implement specific programs in specific the area selecting as for a model program.

Table 11: Reflection and Recommendations on PRRP At Kavre

Similarly another PRRP was organized in Kathmandu on the date of 25th At Pashupati Mitra School Building, where 46 people gathered and discussed about the impact of the program as well as suggested for some recommendations to continue the project in future. The feedback and recommendation is given on the following Table No. 12.

- Reflection and Recommendations on PRRP At Kathmandu**
- The program of orientation is very nice especially we are aware of existing law and something. But the problem is in side of origin as well. Therefore the program should focus on origin sector as well.
 - It would be better if we work with local government body on addressing the issues.
 - We have found some people are very interested while we are in orientation program, we should form a group for assisting domestic worker in the area and then should train the group to work on the issue.
 - Similarity a network among us and people in the origin side should be developed so that we can easily take up the issue if something happened.

- We should have government and policy level lobbying and advocacy activities because until you have specific law and policy you can do nothing in this sector.
- It would be nice if we develop a code of conduct and try to apply it.
- And CWISH and Action Aid as really started a good initiation we welcome this.

Table 12: Reflection and Recommendations on PRRP At Kavre

6. Conclusion

The pilot program on protection and promotion of domestic workers rights was the first program initiated by Action Aid Nepal and CWISH to raise the issue on gender perspective with integrating migration issues. However we have faced many problems due to the political instability during the project period we have found the project was really effective to address the problem of domestic workers and migrant issues. We think in conclusion the project would bring change if we continue with more effectively planned strategies and implement it in right-based perspective for a long period.

Thank You