



Global Care Policy Index

Technical Report for Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

Overview

The Global Care Policy Index (GCPI) is a composite index that provides a single numerical assessment of a country's support for and protection of home-based caregivers and careworkers who do the important but often invisible work of caring for the young, old, disabled, and infirm within the country. The GCPI incentivizes states to take an embedded economy approach, and recognize and reward the critical role that caregiving and carework within households play in supporting the reproduction of society and the functioning of the economy. This goal is in line with the 2030 UN Agenda for Sustainable Development and the ILO's Decent Work Agenda which aim for a future where everyone is able to access decent work. It recognizes that paying attention to, valuing, and dignifying (paid) carework and (unpaid) caregiving is essential if a society wants to improve the quality of life of its people.

For more detailed information about the GCPI, please visit globalcarepolicy.com.

Index Calculation

Each question in the index is scored on a scale of 0 to 1. Each sub-category score is calculated by summing the unweighted scores of all the questions in the sub-category and then converting that to a 0-to-10 scale. Each category score is calculated as an unweighted average of their respective sub-category scores. Each sub-index is calculated as an unweighted average of their respective category scores. Thus, all sub-categories, categories, and sub-indices are calculated out of 10. The overall GCPI score is calculated as an unweighted average of Sub-Indices A and B.

In the case of countries with decentralized legislation that varies from state to state, or province to province, a [two-step scoring logic](#) is used. This two-step logic takes into account the population coverage of any protective legislation (relative to the overall national population) and deducts points based on the average number of exclusionary conditions that exist in the various states/provinces where the relevant legislation is in force.

Scoring Notes for Bangladesh

The Labour Act was the primary text used to score Bangladesh. Since labour policies do not vary across provinces, one-step logic was used while scoring.

How to Cite this Technical Report

The recommended citation for this report is as follows:

Ayub, Mishaal H. and Paul, Anju M. 2022. *Global Care Policy Index: Technical Report for Bangladesh*. Singapore: Global Care Policy Index.
https://globalcarepolicy.commons.yale-nus.edu.sg/country_profile/Bangladesh

This project is supported by Yale-NUS College and Duke University.



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
Bangladesh				
SUB-INDEX A: PROTECTIONS FOR FAMILY CAREGIVERS				
A1. Pregnancy and Maternity Leave Coverage				
A1.1	Are working women guaranteed maternity leave?	0.50	<p>Yes, working women are guaranteed 16 weeks of maternity leave. However, there are two exclusionary conditions. Firstly, women are guaranteed maternity benefits only if they have worked under the employer for a period of at least six months preceding the date of delivery. Secondly, Chapter 4 of the Labour Act states "no such benefit shall be payable to a woman if at the time of her delivery she has 2 (two) or more surviving children, but in that case she may enjoy any leave which is due to her."</p> <p>As there are two exclusionary conditions, Bangladesh receives a score of $1-0.5 = 0.5$.</p>	Labour Act 2013, Chapter 4, Section 46.1
A1.2	Are all categories of working women guaranteed maternity leave?	0.30	<p>No, all categories of working women are not guaranteed maternity leave. The Labour Act (Chapter 1) includes workers in four employment arrangements (workers in formal & full-time employment, workers in temporary including informal employment, workers in part-time and on-call work, workers in temporary agency or multi-party employment relationships) except workers in disguised employment and dependent self-employment.</p> <p>4/5</p> <p>Furthermore, certain groups of workers are excluded. According to Chapter 1.1-N of the Labour Act, agricultural workers in farms where less than 5 people are employed are not guaranteed maternity protections. Around 40% of employment in Bangladesh is in agriculture. This is a counted as one exclusionary condition due to the large portion of the labor force left out.</p> <p>Domestic workers, workers in research and education institutes, and workers in care establishments are also excluded. These exclusions are together counted as another exclusionary condition.</p> <p>$0.8-0.25-0.25 = 0.3$</p>	Labour Act 2013, Chapter 4 World Bank Open Data
A1.3	How long a maternity leave are eligible working women guaranteed?	1.00	According to Chapter 4, Section 46 of the Labour Act, working women are guaranteed 16 weeks of maternity leave - eight weeks before and eight weeks after the expected date of delivery.	Labour Act 2013, Chapter 4)
A1.4	Are eligible working women guaranteed extended prenatal maternity leave, if the actual date of childbirth is before or after initial predicted date of childbirth (indicated by a medical certificate) without any reduction in the postnatal maternity leave?	0.00	No mention in the Labour Act of whether eligible women are guaranteed extended prenatal maternity leave if the actual date of childbirth is different to the predicted date without any reduction in the postnatal maternity leave.	Labour Act 2013, Chapter 4)
A1.5	Are eligible working women guaranteed extended maternity leave in the case of simultaneous multiple births?	0.00	No mention in the Labour Act of whether eligible women are guaranteed extended maternity leave in the case of simultaneous multiple births.	Labour Act 2013, Chapter 4)
A1.6	Are eligible working women entitled to freely choose when they wish to take the non-compulsory portion of their maternity leave - before or after childbirth?	0.00	No, there is no mention in the Labour Act of whether women may freely choose when to take the non-compulsory portion of their maternity leave.	Labour Act 2013, Chapter 4)
A1.7	Are eligible working women guaranteed a period of compulsory maternity leave after childbirth?	1.00	Yes. According to Chapter 4, Section 46 of the Labour Act, working women are guaranteed compulsory leave for the eight weeks immediately following the date of delivery.	Labour Act 2013 (Chapter 4, Section 45.1, 45.2)
A1.8	How long is the compulsory maternity leave that eligible working women are guaranteed after childbirth?	1.00	According to Chapter 4, Section 46 of the Labour Act, working women are guaranteed compulsory leave for the eight weeks immediately following the date of delivery. Given that it is longer than the six weeks mentioned by the ILO, Bangladesh scores 1.	Labour Act 2013 (Chapter 4, Section 45.1, 45.2)
A1.9	Are eligible women guaranteed additional leave in case there is a documented medical illness, complications, or risk of complications arising out of pregnancy or childbirth?	0.00	No, there is no mention of additional leave allowances in the Labour Act.	Labour Act 2013, Chapter 4)
A1.10	Do adoptive mothers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.00	No, there is no mention in the Labour Act of whether adoptive mothers have access to any parenting leave, benefits and employment protection.	Labour Act 2013, Chapter 4)



GLOBAL CARE POLICY INDEX (GCPI)

2021 Country Score

Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
A2.	Protections during Pregnancy and Maternity Leave			
A2.1	Financial Protections			
A2.1.1	What proportion of their salary are eligible working women entitled to receive while on maternity leave?	0.75	<p>According to Chapter 4, Section 48 of the Labour Act, women are guaranteed their full average daily, weekly, or monthly wage for the period of 16 weeks of maternity leave. This amount is calculated as the average of the salary earned by the woman in the three months prior to the maternity leave. This payment is made wholly in cash. In other words, women are guaranteed 100% wage replacement.</p> <p>However, women with two or more surviving children are not guaranteed wage replacement. They are only given only 16 weeks of unpaid maternity leave. This is counted as an exclusionary condition.</p> <p>1-0.25</p>	Labour Act 2013 (Chapter 4, Section 48, 46.2)
A2.1.2	Is the woman entitled to cash benefits during maternity leave out of social assistance funds if she does not qualify for wage replacement or the country does not offer wage replacements?	0.10	<p>There are various cash benefit programs for economically vulnerable pregnant and nursing mothers.</p> <ol style="list-style-type: none"> 1. The Ministry of Women and Child Affairs runs the Maternity Allowance Program for the Poor (MAPP) and Allowances for Urban Lactating Mothers (AULM). MAPP focuses on rural areas while AULM focuses on urban areas. Each beneficiary to either program is entitled to receive a monthly allowance of BDT 800 for their first and second pregnancy, over the duration of three years. These programs cover around 1 million women across the country. These benefits are given only to women with a household income of less than BDT 1500 (17.5 USD as of date) per month. 2. The Ministry of Maternal Health and Family Welfare implements the Maternal Health Voucher Scheme (MHVS). Upto the second pregnancy, pregnant women are given BDT 500 (5.8 USD as of date) as transport cost to obstetric services, BDT 500 for referral to district hospitals, and BDT 2000 (23 USD as of date) if the delivery is facilitated by a skilled birth attendant. Only poor women, who are landless or own less than 0.15 acre of land, have an irregular income of no more than BDT 3100 per month, and own no productive assets, are eligible for this scheme. In FY 2016, this scheme covered 100,000 pregnant women, or more than 3% of all pregnancies across the country. 3. The government has implemented the Income Support Program for the Poorest (ISPP-Jawtno). This scheme provides cash benefits to poor mothers with the aim to increase the mothers' use of child nutritional and cognitive development services. Pregnant women are given cash benefits of amounts ranging from BDT 700 to BDT 1500 every time they attend a counseling workshop on child nutrition and development or every time they go to a medical facility for a pre-natal care check. <p>However, there are multiple exclusionary conditions. First, these programs are not universal. They cover only a small portion of all pregnant and nursing women. Second, these programs do not give sufficient cash benefits to women to keep the woman and her child above the poverty line (World Bank global poverty line).</p> <p>Given that the cash benefits do not satisfy the criteria of A2.1.2, Bangladesh receives a score of 0.1.</p>	World Bank Program Brief
A2.1.3	Does the government ensure that employers are not individually liable for the cost of providing cash benefits to working women during maternity leave either through compulsory social insurance or public funds?	0.00	No; according to Chapter 4, Section 48 of the Labour Act, employers are individually liable for providing full wage replacement to women on maternity leave.	Labour Act 2013 (Chapter 4, Section 48, 46.2)
A2.1.4	Are taxes and contributions due under compulsory social insurance, utilised to finance maternity benefits, payable equally by men and women, without distinction of sex?	1.00	Yes. According to a World Bank report, the cash benefit programs guaranteed to economically vulnerable women are funded through national taxation. Women do not have to pay additional contributions or taxes to fund these schemes.	World Bank Program Brief
A2.1.5	Are unemployment benefits protected from loss or suspension in situations when a worker refuses a job offer on the grounds of conflicts with their family responsibilities?	0.00	No, there is no mention in any legislation of whether such benefits are protected from loss or suspension if the worker refuses a job offer due to family responsibilities. Unemployment benefits are provided to workers through the National Social Security Strategy.	Action Plan for the Implementation of the National Social Security Strategy 2016-2021
A2.2	Employment Protections			
A2.2.1	Are working women guaranteed a right to return to the same job/position or to an equivalent position, paid at the same rate at the end of their maternity leave?	0.00	No, they are not. The only employment protection that women are guaranteed is the right to maternity benefits in the case of dismissal without sufficient cause during the 6 months before and the 8 weeks after delivery.	Labour Act 2013, Chapter 4)



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
A2.2.2	Are working women protected from dismissal from work while they are on maternity leave, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	0.00	No, there is no mention of protection from dismissal during maternity leave in the Labour Act.	Labour Act 2013, Chapter 4)
A2.2.3	Are working women protected from dismissal during a period following their return to work, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	0.00	There are no specific protections from dismissal following return to work in the Labour Act. However, according to Chapter 4 of the Labour Act, women are guaranteed the right to maternity benefits in the case of dismissal without sufficient cause during the 6 months before and the 8 weeks after delivery.	Labour Act 2013, Chapter 4)
A2.2.4	Are employers prohibited from requiring pregnancy tests of women applying for employment (except for work that is prohibited for nursing or pregnant women, or for work that poses significant risk to the health of the woman and the child) ?	0.00	This is not mentioned in the Labour Act.	Labour Act 2013, Chapter 4)
A2.2.5	Are there laws to protect workers against direct or indirect job discrimination on the basis of their marital status or family responsibilities?	0.00	No legal protections for workers against discrimination on the basis of their marital status or their family responsibilities. However, the Labour Act does mandate equal payment for equal work. It prohibits discrimination in wages on the basis of gender and disability if workers carry out the same work. The Act also prohibits discrimination against workers who are members or officers of trade unions.	The Labour Act 2013 (Chapter 13, Section 195.C)
A3.	Paternity Leave Policies			
A3.1	Are working men guaranteed paternity or parental leave?	0.00	Not applicable; Bangladesh has not yet passed any paternity leave policies.	UNICEF Factsheet - Family-friendly policies in South Asia
A3.2	Are all categories of working men guaranteed paternity leave or parental leave?	0.00	Not applicable; Bangladesh has not yet passed any paternity leave policies.	UNICEF Factsheet - Family-friendly policies in South Asia
A3.3	How long a paternity or parental leave are eligible working men guaranteed?	0.00	Not applicable; Bangladesh has not yet passed any paternity leave policies.	UNICEF Factsheet - Family-friendly policies in South Asia
A3.4	What proportion of their salary are eligible working men entitled to receive while on paternity leave?	0.00	Not applicable; Bangladesh has not yet passed any paternity leave policies.	UNICEF Factsheet - Family-friendly policies in South Asia
A3.5	In the case of the death of the mother before the expiry of the postnatal leave, is the employed father of the child entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No mention in the Labour Act whether fathers are entitled to leave in the event of the death of the mother. However, according to Chapter 4 of the Labour Act, the father can receive payment of maternity benefits owed to the deceased mother: "If a woman dies during the period for which she is entitled to maternity benefit but before giving birth to a child, the employer shall be liable to pay such benefit for the period preceding and including the day of her death, provided that if any such benefit already paid to her exceeds the amount of such benefit now payable shall not be recoverable, and if any amount in this regard is due to the employer till the time of death of the woman, he shall pay it to the nominee of the woman, or if there is no nominee, to her legal representative."	Labour Act 2013, Chapter 4)
A3.6	In the case of sickness or hospitalisation of the mother after childbirth where the mother cannot take care of the child, is the employed father of the child entitled to leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No mention in the Labour Act.	Labour Act 2013, Chapter 4)



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
A3.7	Do adoptive fathers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.00	No mention of adoptive fathers in the Labour Act.	Labour Act 2013, Chapter 4)
A4.	Dependent Care Leave Policies			
A4.1	Are eligible workers entitled to leave to take care of their children?	0.00	This is not mentioned in the Labour Act.	Labour Act 2013, Chapter 4)
A4.2	Are eligible workers entitled to leave to take care of immediate family members who may be suffering from an illness?	0.00	This is not mentioned in the Labour Act.	Labour Act 2013, Chapter 4)
A4.3	Are all categories of workers guaranteed dependent care leaves?	0.00	This is not mentioned in the Labour Act.	Labour Act 2013, Chapter 4)
A5.	Flexible Work Arrangements			
A5.1	Do employees with care responsibilities have the right to request reduced working hours?	0.00	No mention of care responsibilities or related rights in the Labour Act.	Labour Act 2013
A5.2	Do employees with care responsibilities have the right to request flexitime, telecommuting, etc.?	0.00	No mention of care responsibilities or related rights in the Labour Act.	Labour Act 2013
A5.3	Are the special needs of workers with family responsibilities taken into account in shift-work arrangements and assignments to night work?	0.00	No mention of special allowances for shift-work arrangements or night work in the Labour Act.	Labour Act 2013
A5.4	Is a woman allowed to leave the workplace, if necessary, after notifying her employer, in order to undergo medical examinations related to her pregnancy?	0.00	This is not mentioned in the Labour Act.	The Labour Act 2013
A6.	Mother-Friendly Workplace Policies			
A6.1	Nursing Support in the Workplace			
A6.1.1	Is the mother guaranteed daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child?	0.00	This is not mentioned in the Labour Act.	The Labour Act 2013
A6.1.2	Are these breaks counted and compensated as working time?	0.00	This is not mentioned in the Labour Act.	The Labour Act 2013
A6.1.3	On the production of a medical certificate, can the frequency and length of these nursing breaks be adapted to particular needs?	0.00	This is not mentioned in the Labour Act.	The Labour Act 2013
A6.1.4	Are employers required to provide infrastructural provisions/facilities at or near the workplace that mothers may use to nurse or pump milk?	0.10	According to Chapter 4, Section 94 of the Labour Act, some minimal provisions; employers are required to maintain "rooms for children" in an establishment that employs more than 40 workers. These rooms are facilities for the use of children below the age of 6. These must have toys and cots for children. Mothers can use this room to feed or attend to the child. However, there are no specifications of facilities for breastfeeding or pumping milk. Due to these minimal provisions, Bangladesh scores a 0.1.	Labour Act 2013 (Chapter 4, Section 94)
A6.2	Workplace Safety for Pregnant and Nursing Women			
A6.2.1	Are employers required to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children?	0.00	This is not mentioned in the Labour Act.	The Labour Act 2013
A6.2.2	Is a pregnant or nursing woman exempt from performing work that has been determined to be prejudicial to the health of the mother or the child?	1.00	Yes. According to Chapter 4, Section 45.3 of the Labour Act, women are exempt from doing work of an arduous nature, or work that involves long hours of standing, in the ten weeks before and in the ten weeks after the date of delivery.	Labour Act 2013 (Chapter 4, Section 45.3)



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
A6.2.3	Is the woman entitled to eliminate risk elements from work (if possible), adapt the conditions of her work, or transfer from harmful labor to other kinds of work that do not pose risks to her health?	0.00	This is not mentioned in the Labour Act.	The Labour Act 2013
A6.2.4	On the production of a medical certificate, is the woman exempt from doing night work if it may be incompatible with her pregnancy or nursing?	1.00	Yes. According to Chapter 4, Section 109 of the Labour Act, women (pregnant, nursing, or otherwise) are not allowed to work in an establishment between the hours of 10 PM and 6 AM unless they consent to such work.	Labour Act 2013 (Chapter 4, Section 109)

SUB-INDEX B: PROTECTIONS FOR DOMESTIC WORKERS

B1. Coverage under National Labor Laws				
B1.1	Are domestic workers covered under national labor laws?	0.00	No; domestic workers are explicitly excluded from the Labour Act 2013. According to the Act, "...this Act shall not apply to the following establishments or workers, namely [...] domestic workers."	Labour Act 2013 (Chapter 1-O)
B1.2	Do the legislations for domestic workers cover all categories of domestic work and contractual arrangements?	0.00	No category of domestic work is covered by Labour Act. Other workers are categorized in the Labour Act according to the type and condition of their work in any of the following classes: "(a) Apprentice, (b) Substitute (c) Casual, (d) Temporary, (e) Probationer, (f) Permanent and (g) Seasonal."	Labour Act 2013 (Chapter 1, Section O, Chapter 2, Section 4)
B2. Fair Employment Process				
B2.1 Standard Terms of Employment				
B2.1.1	Is there a requirement for domestic workers to be informed of their terms of employment, preferably through written contracts, though verifiable verbal contracts are allowed?	0.00	No, domestic workers are explicitly excluded from the Labour Act 2013. For other workers covered by the Labour Act, Section 5 states an appointment letter shall be issued by an employer upon hiring an employee. A 2015 Domestic Workers Protection and Welfare Policy of Bangladesh 2015 recommended that employers provide domestic workers with a formal contract letter specifying the terms and conditions of the job; but according to a 2019 ILO report, this policy is not yet in force.	Domestic Workers Protection and Welfare Policy Labour Act 2013 - section 5 ILO Country Office for Bangladesh - A Study on Decent Work Deficits in Domestic Work in Bangladesh
B2.1.2	Are domestic workers' contracts required to include standard information about the employment relationship?	0.00	No, domestic workers are explicitly excluded from the Labour Act 2013. For other workers covered by the Labour Act, it is stated that the appointment letter should contain the name of employee, address of employee, and work duration (as well as name of employee's parents, spouse if applicable, present and permanent addresses, designation of employee, class of worker). There is no mention of name and address of employer, address of the workplace or conditions of termination.	Labour Act 2013 - section 5
B2.1.3	Are domestic workers' contracts required to include information about working hours, rest and leave?	0.00	No, domestic workers are explicitly excluded from the Labour Act 2013. For other workers covered by the Act, the contract must include the type of work, paid annual leave, and sick leave (but not normal hours of work or daily rest).	Labour Act 2013 - section 5
B2.1.4	Are domestic workers' contracts required to include information about their wages?	0.00	No, domestic workers are explicitly excluded from the Labour Act 2013. For other workers covered by the Act, the contract must include wages or pay scale (wages or salary and the rate of the increase of annual salary, if any); other payable financial benefits (house rent, medical expenses, education, food, conveyance, festival and attendance allowances and gratuity, if any); and a statement that the conditions of appointment will be governed by the establishment's existing service rules (if any) and the existing Labour Act. Periodicity of payments, rate of pay for overtime, rate of pay for standby and authorized deductions by employer are not required to be included in the contract by the Labour Act.	Labour Act 2013 - section 5
B2.1.5	Are domestic workers' contracts required to include information about living conditions for live-in workers?	0.00	No, domestic workers are explicitly excluded from the Labour Act 2013. No requirement for contracts to include information about living conditions for other workers either.	Labour Act 2013 - section 5
B2.2 Regulations for Recruitment and Employment Process				



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
B2.2.1	Is there any regulation around how private employment agencies recruit and place local and migrant domestic workers?	0.00	No, domestic workers are explicitly excluded from coverage under the Labour Act. However, the Labour Act requires all contracting agencies for other workers covered under the Act to register with the government. Workers supplied by a contracting agency shall be treated as the workers of the contractor concerned and shall remain within jurisdiction of the Labour Act.	Labour Act 2013 Chapter 2, Section 3A
B2.2.2	Are there measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers?	0.00	No, domestic workers are explicitly excluded from coverage under the Labour Act. In addition, the Labour Act does not include any measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of any worker.	Labour Act 2013, Chapter 2, Section 3A
B2.2.3	Are there any measures to prohibit discrimination in employment of domestic workers on the basis of medical testing results?	0.00	No, domestic workers are explicitly excluded from coverage under the Labour Act. The Labour Act does not restrict or prohibit requiring a medical examination as a condition of employment. Therefore, an employer can refuse to hire an applicant who does not submit to an examination.	Labour Act 2013
B3.	Decent Working and Living Conditions			
B3.1	Working Hours and Environment			
B3.1.1	Is there a requirement of normal hours of work for domestic workers?	0.00	No, domestic workers are explicitly excluded from coverage under the Labour Act. Under Section 100 of the Labour Act, the daily maximum number of hours an adult worker may be required to work is 8, with an additional 2 hours at overtime pay. Under Section 102, the weekly maximum working hours of an adult worker is 48, with an additional 12 hours at overtime pay, while maintaining a maximum annual average of 56 hours per week. The Domestic Workers Protection and Welfare Policy 2015 (not yet legislatively valid) states that working hours must allow a domestic worker "enough time" for sleep at night as well as daytime rest and recreation.	Domestic Workers Protection and Welfare Policy Labour Act 2013 - section 100-102
B3.1.2	Are periods during which domestic workers remain to respond to possible calls required to be regarded as hours of work?	0.00	No; the Labour Act does not mention whether periods during which workers are required to remain to respond to calls are regarded as hours of work.	Labour Act 2013
B3.1.3	Is there a limit to the number of hours of standby work domestic workers can be given, and are they entitled to compensation for this standby work?	0.00	No, domestic workers' hours of work are not subject to any limits as they are excluded from the Labour Act. No mention of standby work in Labour Act.	Labour Act 2013
B3.1.4	Is there a requirement that hours of work be accurately recorded and the records freely accessible to the domestic worker?	0.00	No, domestic workers are explicitly excluded from the Labour Act 2013. Furthermore, for other workers too, there is no general obligation as per the Act for employers to publish information on pay or other details about employees or the general workforce.	Labour Act 2013
B3.1.5	Is there a requirement to provide domestic workers with a safe and healthy working environment?	0.00	No, domestic workers are explicitly excluded from the Labour Act 2013. Chapter 6 of the Labour Act does have regulations on minimising work-related hazards and protective equipment. Buildings must have fire safety measures (e.g. sufficient exits), machinery must be securely fenced, and only trained workers wearing protective equipment may work near moving machinery. If there is any risk of eye injury, protective eye equipment must be provided and "no worker shall be allowed in any establishment to lift, carry or move any load so heavy as to be likely to cause his injury. No authority shall engage any worker in work without providing him with personal safety equipments and ensuring uses thereof and a record book shall be maintained in this behalf by the employer in the prescribed manner." Lastly, "Every worker shall be made aware of the hazards of work through training in order to ensure the protection and safety of his professional health in the place of work."	Labour Act 2013 - Chapter 6
B3.2	Rest and Leave			
B3.2.1	Is there a requirement to provide daily rest for domestic workers?	0.00	No, domestic workers are explicitly excluded from the Labour Act. However, other workers covered by the Act cannot: "(a) work for more than 6 hours in a day, unless they are given an interval of 1 hour for rest or meal during that day; (b) work for more than 5 hours in a day, unless they are given an interval of half an hour for the said purpose during that day; or (c) work for more than 8 hours in a day, unless they are given interval under clause (a) or 2 intervals under clause (b) for the said purpose during that day"	Labour Act 2013, Chapter 9, Section 101
B3.2.2	Is weekly rest at least 24 consecutive hours for domestic workers?	0.00	No, domestic workers are explicitly excluded from the Labour Act. However, other workers who are covered by the Act are entitled to a one-and-a-half day holiday in a week in the case of a shop or commercial or industrial establishment, one day in a week in the case of a factory, and one day of twenty-four consecutive hours holiday in a week in the case of road transport establishment. No deduction shall be made from the worker's wages on account of such holidays.	Labour Act 2013, Chapter 9, Section 102-106



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
B3.2.3	Are there defined exceptions when domestic workers may be asked to work during periods of rest, and is compensatory rest mandatory?	0.00	No, domestic workers are explicitly excluded from Labour Act 2013, and so there are no defined exceptions when domestic workers may be asked to work during periods of rest or provided with compensatory rest. For other workers covered by the Labour Act, Chapter 9 states "where [...] a worker is deprived of any of the weekly holidays provided for, he shall be allowed, as soon as circumstances permit, compensatory holidays of equal number to the holidays so deprived of"	Labour Act 2013, Chapter 9, Section 104
B3.2.4	Is paid annual leave at least 3 weeks per year for domestic workers?	0.00	No; domestic workers are explicitly excluded from Labour Act 2013. However, under section 117 of the Labour Act, a worker who has completed one year of continuous service in an establishment is entitled to annual leave with wages for days calculated on the basis of the works of the preceding 12 months at the following rate: "-One day for every 18 days of work, in the case of a shop, commercial, industrial, factory or road transport establishment worker; -One day for every 22 days of work, in the case of a tea plantation worker; and -One day for every 11 days of work, in the case of a newspaper worker." Under section 118 of the Labour Act, "every worker has a right of 11 days of festival holiday with wages in a year."	Labour Act 2013 - section 117-118
B3.2.5	Is there a requirement that time spent by domestic workers accompanying household members on holiday should not be counted as part of paid annual leave?	0.00	No; domestic workers are explicitly excluded from Labour Act 2013. There is no specific mention of whether time spent accompanying employers on holiday should be counted as part of paid annual leave in the Labour Act 2013.	Labour Act 2013
B3.3	Wages			
B3.3.1	Is the minimum wage for domestic workers at least the national minimum wage?	0.00	No, domestic workers are explicitly excluded from minimum wage fixing procedures. The 2015 Domestic Workers Protection and Welfare Policy states that wages should be negotiated by the employer and worker. The minimum wage in Bangladesh is determined by each worker's employment level, and is set by the Wage Board every five years. In 2018, the minimum wages for various industrial workers were as follows: hotel/restaurant workers 3,710 BDT, tailoring workers 4,850 BDT, RMG workers 8,000 BDT, and tannery workers 12,800 BDT.	Bangladesh Institute of Labour Studies - National Minimum Wage for Bangladesh's Workers (pg 16) Labour Act 2013 - section 353 Bangladesh Institute of Labour Studies - National Minimum Wage for Bangladesh's Workers (pg 16) Labour Act 2013 - section 353
B3.3.2	Is the overtime compensation rate for domestic workers at least 1.25 times their regular rate?	0.00	No; domestic workers are excluded from minimum wage coverage. For other workers covered by the Labour Act, overtime compensation is "at the rate of twice his ordinary rate of basic wage and dearness allowance and ad-hoc or interim wage, if any."	Bangladesh Institute of Labour Studies - National Minimum Wage for Bangladesh's Workers (pg 16) Labour Act 2013, Chapter 9, Section 108
B3.3.3	Is there any limitation placed on wages paid in the form of payments in kind for domestic workers?	0.00	No; domestic workers explicitly excluded from the Labour Act 2013. For other workers covered by the Labour Act, it is stated that "all wages shall be paid in current coin or currency notes or bank cheque."	Labour Act 2013, Chapter 9, Section 124
B3.3.4	Is there a requirement to provide at least a monthly payment of wages in cash for domestic workers?	0.00	No requirement for domestic workers as they explicitly excluded from the Labour Act 2013. For other workers covered by the Act, "the wages of a worker shall be paid before the expiry of the seventh working day following the last day of the wage period in respect of which the wages is payable."	Labour Act 2013, Chapter 9, Section 128
B3.3.5	Is there a requirement that domestic workers be given an understandable written account of the total wages due to them at the time of each payment?	0.00	No; domestic workers explicitly excluded from the Labour Act 2013. No specific mention of whether other workers covered by the Act are required to be given an understandable written account of the wages due to them at the time of each payment.	Labour Act 2013



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
B3.3.6	Is there a requirement that upon termination of employment, any outstanding payments should be made promptly to domestic workers?	0.00	No; domestic workers explicitly excluded from the Labour Act 2013. For other workers covered by the Act, following termination of employment "all wages payable to [the worker] shall be paid before the expiry of the 30th working day following the day of termination of his employment."	Labour Act 2013, Chapter 9, Section 123
B3.4	Social Security			
B3.4.1	Are domestic workers eligible for healthcare coverage?	1.00	According to the 2011 National Health Policy, "Every citizen has the basic right to adequate healthcare. The State and the government are constitutionally obliged to ensure healthcare for its citizens." The Domestic Workers Welfare and Protection Act 2015 (not yet legislatively valid) recommends that domestic workers are entitled to welfare benefits; for example, it stipulates that employers are responsible for treatment and medicines when workers are sick and for providing four months of paid maternity leave.	National Health Policy 2011 Domestic Workers Protection and Welfare Policy 2015
B3.4.2	Are domestic workers eligible for paid sick leave?	0.00	No; domestic workers are explicitly excluded from the Labour Act 2013. All workers (except newspaper workers) covered under the Act are entitled to sick leave with full wages for 14 days in a calendar year.	Labour Act 2013, Chapter IX, 116 Oxfam Case Study 2020 (page 8)
B3.4.3	Are domestic workers eligible for unemployment benefits?	0.00	No; domestic workers are explicitly excluded from the Labour Act. Furthermore, even under the Act, no statutory unemployment benefits are provided.	Labour Act 2013
B3.4.4	Are domestic workers eligible for old-age benefits (if they have completed the required number of years of active economic contributions)?	1.00	Yes, under the Old Age Allowance program introduced by the Bangladesh government in 1998, old-age benefits are provided to all men aged 65 and women aged 62 and above with monthly income up to 10,000 taka (USD 116 as of date). Must not be receiving any other government or non-government allowances. Only one member from each family can receive the pension. A designated committee determines eligibility, giving priority to the most vulnerable. Of those selected, at least half need to be women.	World Bank Brief - Old Age Allowance Bangladesh Social Security framework
B3.4.5	Are domestic workers eligible for employment injury benefits?	0.00	No; domestic workers are not covered under Labour Act. For persons employed in non-clerical work in railways, docks, postal services, estates, manufacturing firms with five or more workers, and in certain categories of manual labor or under hazardous working conditions employers are liable to pay compensation in the case of injury.	Labour Act 2013, chapter XXI, 150
B3.4.6	Are domestic workers eligible for invalidity benefits?	0.00	No; invalidity benefits are on an employer-liability basis, and since domestic workers are not considered employees as they are excluded from the Labour Act 2013, they do not have access to invalidity benefits. For other workers who are considered employees, in the case of temporary disability, "100% of the insured's earnings is paid for the first two months, 66.7% of earnings for the next two months, and 50% of earnings for subsequent months of disability or up to a year, whichever is shorter. The disability must last at least three days." In the case of permanent disability "A lump sum of up to 125,000 taka is paid. If it is a partial disability, a percentage of the full pension is paid according to the assessed loss of earning capacity.	Labour Act 2013 Bangladesh Social Security framework
B3.4.7	Are domestic workers eligible for survivors' benefit?	1.00	Yes; survivors' benefits are paid to widows and women who are divorced or abandoned by their husbands with monthly incomes up to 12,000 taka (13.9 USD). They must not be receiving any other government or non-government allowances. A designated committee determines eligibility, giving priority to the most vulnerable.	Labour Act 2013 Bangladesh Social Security framework
B3.4.8	Is there protection of domestic workers' claims in the event of the employer's insolvency or death?	0.00	No mention in any legislation.	Labour Act 2013
B3.5	Living Conditions for Live-in Workers			
B3.5.1	Are there measures to ensure that domestic workers are free to decide whether or not to live in the household?	0.00	No, there is no mention of workers' choice about where to live in the Labour Act, and in any case, domestic workers are explicitly excluded from this Act.	Labour Act 2013
B3.5.2	For live-in workers, is there any requirement for the employer to provide accommodation that offers privacy?	0.00	No, there is no mention of privacy and accommodation in the Labour Act, and in any case, domestic workers are explicitly excluded from this Act.	Labour Act 2013
B3.5.3	For live-in workers, is there any requirement for the employer to provide access to suitable sanitary facilities?	0.00	No, domestic workers are explicitly excluded from the Labour Act. For other workers, the Labour Act mandates that places of employment must be clean, without dust, fumes, waste or effluents. There must be access to purified potable water and toilets and washrooms (separate for male and female employees). Dustbins and spittoons must also be provided. However, since domestic workers work in private homes, which is considered the 'private sphere', and is difficult for labour inspectors to enter and monitor employers' compliance, they do not benefit from this legislation.	Labour Act 2013 (chapter V) ILO Report 2019, page 19



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
B3.5.4	For live-in workers, is there any requirement for the employer to provide accommodation that has adequate lighting, heating, and air conditioning?	0.00	No, domestic workers are explicitly excluded from the Labour Act. For other workers, the Labour Act mandates places of employment must be well-ventilated and the temperature within reasonable conditions of comfort and there should be sufficient lighting in every part of the place of employment.	Labour Act 2013 (chapter V)
B3.5.5	For live-in workers, is there any requirement for the employer to provide appropriate meals of good quality and sufficient quantity?	0.00	No, domestic workers are explicitly excluded from the Labour Act. No mention of provision of meals to workers and their quality and quantity in legislation.	Labour Act 2013
B3.5.6	Are there measures to ensure that live-in workers are not obliged to remain in the household or with household members during rest or leave?	0.00	No, domestic workers are explicitly excluded from the Labour Act. No mention of measures to ensure that live-in workers are not obliged to remain in the household or with household members during rest or leave in any legislation.	Labour Act 2013
B3.5.7	Is there a requirement that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination of employment at the initiative of the employer?	0.00	No, domestic workers are explicitly excluded from the Labour Act, and there is no mention of a requirement that live-in workers be given a reasonable period of notice in the event of termination of employment in any legislation.	Labour Act 2013
B3.5.8	Are live-in domestic workers legally entitled to keep in their possession their travel and identity documents?	0.00	No; domestic workers explicitly excluded from the Labour Act, and no mention of travel/identity documents for any workers in government legislation.	Labour Act 2013
B4.	Labor Rights			
B4.1	Freedom of Association and Access to Collective Bargaining			
B4.1.1	Are there legislative provisions for domestic workers to establish their own organizations or join the workers' organizations, federations, or confederations of their own choosing?	0.00	No; since domestic workers are excluded from the Labour Act 2013, there are no legislative provisions for them to establish/join workers' organizations. Domestic workers are also excluded from the Industrial Relations Ordinance (as informal workers, they fall outside the IRO's definition of an employee). Workers covered under the Labour Act 2013 have the right to join or form trade unions of their choice, and to form and affiliate with any organizations, federations or confederations of their choosing.	Labour Act 2013 (chapter XIII, 202) Industrial Relations Ordinance
B4.1.2	Are there legislative provisions to recognize domestic workers' rights to collective bargaining?	0.00	No; since domestic workers are excluded from the Labour Act 2013 and Industrial Relations Ordinance, there are no legislative provisions for collective bargaining. For workers covered by the Act, "if there is only one trade union in an establishment, the trade union shall be deemed to be the collective bargaining agent for such an establishment". If there are multiple, elections will be held to determine which is the collective bargaining agent.	Labour Act 2013 (chapter XIII, 176) Industrial Relations Ordinance
B4.2	Access to Complaint Mechanisms			
B4.2.1	Are there complaint mechanisms for domestic workers to report non-compliance with labor protections?	0.00	No; since domestic workers are not legally recognised as employees, there are no formal, governmental complaint mechanisms in place for them. The Domestic Workers Protection and Welfare Policy 2015 (not legislatively valid) suggests that if any domestic worker experiences any inappropriate conduct, the government will take responsibility to ensure justice is given. The Home Office, the Ministry of Labour and Employment, the Ministry for Women's and Children's Affairs and the Ministry for Social Welfare will provide clear guidelines to law enforcement agencies handling such cases. The Home Office or other ministries will provide directives so that local police stations can take prompt action in dealing with cases related to domestic worker abuse and harassment. A telephone helpline for workers (as defined by the Labour Act) to make and resolve grievances relating to workplace safety or workers' rights was launched in 2015.	ILO Report, pg 96 Labour Act 2013 Domestic Workers Protection and Welfare Policy
B4.2.2	Are there measures to ensure that domestic workers have access to courts, tribunals or other dispute resolution mechanisms?	0.00	No; as domestic workers are not legally recognised as employees, they do not have access to formal dispute resolution mechanisms. The 2015 Domestic Workers Protection and Welfare Policy (not yet legislatively valid) recommends that the government will take responsibility for ensuring justice "if any domestic worker experiences any inappropriate conduct while discharging their duties".	Labour Act 2013 Domestic Workers Protection and Welfare Policy
B4.3	Enforcement and Protection Mechanisms			
B4.3.1	Are conditions specified, under which access to household premises must be granted for on-site labor inspections of the employers of domestic workers?	0.00	No; domestic workers operate in a "private sphere", which labour inspectors may not visit. According to the 2015 Domestic Workers Protection and Welfare Policy (not yet legislatively valid), "local government bodies will form inspection teams to implement this policy and to take action in cases where it is breached." It also stipulates that inspection teams will be made up of a range of stakeholders, including local civil society actors and representatives from human rights and development organizations, and that these teams will "randomly" visit workplaces.	ILO Report, 2019, page 19 Domestic Workers Protection and Welfare Policy



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
B4.3.2	Are there penalties for private employment agencies for non-compliance with domestic worker protection laws?	0.00	No; no mention of penalties for private employment agencies in any legislation.	Labour Act 2013
B4.3.3	Are there penalties for employers for non-compliance with all domestic worker protections?	0.00	No; domestic workers are explicitly excluded from the Labour Act, and so are not granted any protections.	Labour Act 2013
B4.3.4	Are domestic workers legally protected against all forms of workplace abuse, harassment, and violence?	0.10	<p>There are no specific protections for domestic workers as they are explicitly excluded from the Labour Act.</p> <p>For other workers, according to Article 331 in Chapter XXI of the Labour Act, there can be no indecent behaviour towards female workers in the workplace.</p> <p>However, some general legislative protections against abuse, harassment and violence are granted to women in the Women and Children Repression Prevention Act 2020. This Act was formulated to protect women and children from heinous crimes such as rape, dowry, grievous injury. The Act makes provision for the punishment of sexual abuse and sexual harassment. Hence, Bangladesh is scored 0.1 for this question.</p>	Labour Act 2013, Chapter XXI, 331 ILO Report 2020, page 23
B5. Protections for Forced/Under-age Domestic Workers				
B5.1 Protections against Forced/Compulsory Labor				
B5.1.1	Is illegal extraction of forced or compulsory labor of domestic workers punishable as a penal offence?	1.00	<p>According to Article 34 of the Bangladesh Constitution "all forms of forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law".</p> <p>Furthermore, Bangladesh has ratified ILO Convention 105 on the abolition of forced labour.</p>	Constitution of Bangladesh, Article 34 ILO Ratifications for Bangladesh
B5.1.2	Are domestic worker victims of forced labor provided with any protection?	0.00	No mention of specific protections for domestic worker victims of forced labor in any legislation.	Labour Act 2013 Constitution of Bangladesh
B5.1.3	Are domestic worker victims of forced labor provided with any access to remedies?	0.00	No mention of any remedies available to victims of forced labor in any legislation.	Labour Act 2013 Constitution of Bangladesh
B5.2 Protections for Under-age Laborers				
B5.2.1	Is the minimum age for domestic workers 16 or higher, or the age of completion of compulsory schooling (if this is age 16 or higher)?	0.00	<p>No; there is no legislation to prevent children or adolescents from working in informal employment sectors (such as domestic work).</p> <p>The Labour Act 2013 bars children (defined as aged below 14 years of age) from being employed in any occupation.</p> <p>Domestic Workers Protection and Welfare Policy 2015 policy (not yet legislatively valid) states that "children under 14 cannot be employed for domestic work, but that 12 to 14-year olds can be recruited for light work with the permission of their parents or legal guardians."</p> <p>As the criteria for B.5.2.1 requires the minimum age for domestic workers to be 16 or hire to receive a point, Bangladesh receives a score of 0.</p>	Bureau of International Labour Affairs Report, pg 1 Domestic Workers Protection and Welfare Policy 2015 Labour Act 2013, Chapter 3.34
B5.2.2	Are domestic workers, who are under the age of 18 and above the minimum age of employment, still able to access compulsory education, or opportunities for further education or vocational training?	0.00	<p>No specific mention in any legislation of access to opportunities for child/adolescent workers.</p> <p>According to the National Education Policy 2010, education is only compulsory until Class 8 (or approximately the age of 14).</p>	Labour Act 2013 National Education Policy 2010, page 17
B5.2.3	Are there extra limitations of hours of work of domestic workers who are under the age of 18 and above the minimum age of employment?	0.00	<p>No; domestic workers are explicitly excluded from the Labour Act 2013.</p> <p>If domestic workers were covered by the Act, adolescent workers (aged 14 to 18 years) would have the following limitations on their hours of work:</p> <p>"No adolescent shall be allowed to work in any other establishment for more than seven hours in any day and 42 hours in a week.</p> <p>No adolescent shall be allowed to work in any establishment between 7pm and 7am."</p>	Labour Act 2013, chapter 3.41



GLOBAL CARE POLICY INDEX (GCPI)
2021 Country Score
Bangladesh

Published: 10 January 2022 | The Global Care Policy Index | globalcarepolicy.com

No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
B5.2.4	Are there measures to prohibit domestic workers who are under the age of 18 and above the minimum age of employment to work at night?	0.00	No; domestic workers are explicitly excluded from the Labour Act 2013. If domestic workers were covered by the Act, adolescent workers (aged 14 to 18 years) would have the following limitations on their hours of work: "No adolescent shall be allowed to work in any establishment between 7pm and 7am."	Labour Act 2013, chapter 3.41
B5.2.5	Are there extra measures to restrict/limit work that is excessively demanding (whether physically or psychologically) for domestic workers who are under the age of 18 and above the minimum age of employment?	0.25	Yes; under Section 39-42 of the Labour Act, "No adolescent shall be employed in any work declared by the Government as hazardous" or that involves dangerous machines. However, because there are no extra measures to (1) restrict work that is psychologically demanding, and the (2) restricted list of works are limited to factory/industry jobs (there are no protections for domestic workers), Bangladesh only scores a 0.25	National Child Labour Elimination Policy, Article 10 Labour Act, Chapter 3.39 List of hazardous works for children
B6.	Protections for Migrant Domestic Workers			
B6.1	Employment Support			
B6.1.1	Are mdws required to receive a written job offer, or enforceable contract of employment, prior to crossing national borders?	99.00	This section is not applicable to Bangladesh since the estimated proportion of migrant domestic workers to all domestic workers is less than 10% in Bangladesh.	Migration data for Bangladesh
B6.1.2	Is there a national hotline for migrant domestic workers with interpretation services?	99.00	This section is not applicable to Bangladesh since the estimated proportion of migrant domestic workers to all domestic workers is less than 10% in Bangladesh.	Migration data for Bangladesh
B6.2	Support after Termination of Employment			
B6.2.1	Are there measures to ensure that the loss of employment should not in itself imply the withdrawal of the migrant domestic workers' authorization of residence?	99.00	This section is not applicable to Bangladesh since the estimated proportion of migrant domestic workers to all domestic workers is less than 10% in Bangladesh.	Migration data for Bangladesh
B6.2.2	If it is established that the termination of employment was not justified, are the mdw entitled to reinstatement, to compensation for loss of wages or of other payment which results from unjustified termination, to access to a new job with a right to indemnification, or sufficient time to find alternative employment, with conditions no less favourable than other workers?	99.00	This section is not applicable to Bangladesh since the estimated proportion of migrant domestic workers to all domestic workers is less than 10% in Bangladesh.	Migration data for Bangladesh
B6.2.3	Are mdws entitled to the right of appeal before an administrative or judicial instance if they face expulsion order or termination of their employment and should be allowed sufficient time to obtain a final decision?	99.00	This section is not applicable to Bangladesh since the estimated proportion of migrant domestic workers to all domestic workers is less than 10% in Bangladesh.	Migration data for Bangladesh
B6.2.4	Are migrant domestic workers entitled to repatriation at no cost on the expiry or termination of the employment contract?	99.00	This section is not applicable to Bangladesh since the estimated proportion of migrant domestic workers to all domestic workers is less than 10% in Bangladesh.	Migration data for Bangladesh
B6.2.5	After termination of employment AND departure from the country of employment, can MDWs still access complaint mechanisms and pursue legal civil and criminal remedies?	99.00	This section is not applicable to Bangladesh since the estimated proportion of migrant domestic workers to all domestic workers is less than 10% in Bangladesh.	Migration data for Bangladesh