

Bangladeshi Female Domestic Worker Exploitation in Saudi - Arabia: Possibilities and Challenges of the Existing Legal Arrangements

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Abstract

Migration in a foreign country is not a new phenomenon. Since the ancient period people have been migrating from one country to another for various purposes. Bangladesh is one of the top five migrant sending countries and it is one of the top ten remittance receiver countries in the globe. Although male labor migrant is found in a huge number where women labor migrants are less than them but for last few years (especially before the spread of COVID 19 pandemic) many Bangladeshi women are going to Middle East especially Saudi Arabia to work as domestic worker. Though number of these women is increasing but many Bangladeshi female domestic worker in Saudi Arabia are being exploited there. The human rights of these women are being violated by their employers. They are returning home after some days of their departure of homeland facing sexual abuses, harassment, and torture.

So, this paper will try to find out the legal arrangements between Bangladesh and Saudi Arabia or any kind of procedures to protect the female migrant domestic worker in Saudi Arabia from being exploited by the employer. Also, the paper has also explored to what extent these laws are implement. Further it discusses the challenges and limitations to the protection of female labor migrants there which discloses barriers to the protection of human rights.

For the purpose the research has been conducted on the base of primary and secondary data. Qualitative method of study has been followed in this paper. Primary data has been collected from the interviews from experts, practitioner. And secondary data have been collected from different sources like articles, books, newspaper and official website.

Key Words: Domestic worker, Labour migration, Human rights, Labour law.

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I. Introduction

Bangladeshi women are now playing important role in the economic growth of Bangladesh through migration process. Many Bangladeshi women are going to Middle Eastern countries and working as domestic worker but Saudi Arabia is the destination country for most of them. Now, they are playing a significant role in remittances. Saudi Arabia has been the largest source of remittances for Bangladesh. The total number of Bangladeshi work migrants is about 11.46 million of which Saudi Arabia alone receives 29% according to Bureau of Manpower Employment and Training (BMET) (Hafiza 2018). Female employees constituted approximately 12 % of the total migrants in 2017 (Hafiza 2018). In 2015, Saudi Arabia alone hired 2232 Bangladeshi female workers. More than seven percent of the country's GDP consisted by remittance in 2016 and was superior contrasted to the contribution of agricultural, industrial and service area which is concerning 6.5% (Hafiza 2018). So, the huge amount of woman's income will be a great source of remittances for our country. BMET suggested that remittance has considerably contributed to poverty reduction in Bangladesh. Moreover, because of accessible export potential of human reserve and inadequate facilities to produce new jobs for the rising economy, migration has become one of the principal concerns and the best revisit on investment for the government of Bangladesh. Though in recent time violence against Bangladeshi female migrant labor (domestic worker) in Saudi Arabia has been unbearable and noticeable but there are less work on this issues in the existing literature especially about Saudi Arabia.

II. Theoretical framework

Human Rights have grown as a universal language that has developed after the Second World War period covering both national and international space. Human Rights are universally included in the United Nation's Universal Declaration Human Rights (UDHR) in 1948(Walters 1995). Usually human rights theory has been observed as universal, unconditioned and international by religion, race, sex, social position and nationality. So, UDHR has opened ground for the migrant workers' right abroad on the general urge of indiscriminatory treatment to all.

For migrants all over the world, UDHR declares, "The UN General Assembly Declaration on the Human Rights of Individuals, Who Are Not Citizens of the Countries in which They Live" (Karlsson 2012). After a long drafting process in 1985, mostly the exertion of meeting finally the UN General Assembly agreed the Declaration on the Human Rights of Individuals Who Are Not Citizens of the Countries in Which They Live. The Declaration left from an analysis of the current human rights documents which decided that they did not effectively protect the rights of foreigners. This Declaration recaps the universal possibility of the human rights acknowledged by the UDHR and approves that the parties UN Covenants are to assurance the rights in those mechanisms without any discrimination, and acknowledges that the security of human rights and essential freedoms provided for in international mechanisms should also be guaranteed for persons who are not nationals of the country in which they live. The UN has tended to bound the use of the word 'declaration' to resolutions on important legal and political norms upon which there is high international consent. But room left such an urge relatively optional as this Declaration is a non-binding tool.

In addition, as the ratification depends on individual states' policy so member states are not bound to ratify the declaration. Though the appliance of the declaration may vary from country to country but for the member states of United Nations (UN) the issue to some extent remains customarily valid.

To explain the female labors condition and the legal implication for the hosting state the next section will describe reason of female labor to leave the country and the situation of the migrant living there.

III. Reason behind Bangladeshi female migration to Saudi Arabia as domestic worker

a. Poverty: Poverty is one of the most threatening challenges for the development of our country. Sometimes poverty led people to do work outside of their ability. For many years' migration have been used as a poverty decline approach by the Bangladeshi women migrant workers. Although our society does not allow women to migrate in the abroad but poverty drive women to migrate. It has been found that in case of poor rural family's parents forced their daughter to migrate and send them money for their survival (Barkat and Ahsa 2014).

b. Family Breakdown: In Bangladesh it has been found that a divorced women's social condition is very much vulnerable especially in rural areas. Sometimes they are abandoned from their husband as well as their father's property. If a divorced woman has children than the situation of that women become more vulnerable because besides herself, she has to take care of her children. Young divorced women sometimes harassed by the men in the society and become the victims of violence. As a result of this divorced women find a solution to escape from this situation. According to director of WARBE Development Foundation Jasiya Khatoon, as Saudi Arabia is the most prominent destination for Bangladeshi female migrant domestic worker so most of the divorced women and broken family women migrated to Saudi Arabia as a domestic worker to improve their condition or to escape from social violence.

c. Scope of better earning: Saudi Arabia have a great demand on Bangladeshi female domestic workers. The Memorandum of Understanding (MoU) has been signed between Bangladesh and Saudi Arabia in 2015 through which Saudi Arabia declared to receive Bangladeshi domestic workers in their country. This creates an opportunity for the female domestic workers in our country to migrate in Saudi Arabia with an expected amount of earnings.

d. Illiteracy: Though the ratio of literacy rate in Bangladesh is increasing day by day but still most of the girls are deprived from their basic education. They don't have proper knowledge on migration process. Even sometimes they are unaware about the Dalal's and become targeted by them. As most of the women in rural areas are illiterate they become unaware about the government agencies of migration process and also don't have proper idea about the working place situation in Saudi Arabia. It has been assured by Jasiya Khatoon that as most of the women in our country are illiterate so they don't even sees their contract paper during migration and become cheated by the Dalal's. So, illiteracy led women to become migrated in Saudi Arabia

e. Economic Condition: Bangladesh is a developing country with a huge amount of population. Our economy is very much low to support the huge amount of population. The female who migrated in Saudi Arabia as a domestic worker have very poor economic condition in Bangladesh. It has been found that women sometimes migrated in Saudi Arabia to support their male members and that will improve their economic condition in their home country. Also, the poor and rural women find it easier for them to improve their economic condition by migrating in Saudi Arabia because of the expected amount of salary for their domestic work.

According to Jasiya Khatoon all these are the push factors that led Bangladeshi women to migrate in Saudi Arabia as a domestic worker. But besides these there are some pull factors that led Bangladeshi women to migrate in Saudi Arabia. From the pull factors it has been found that in rural areas when a woman become migrated to Saudi Arabia and send money to their family than their relatives and neighbors become influenced by their improving condition. By seeing their situation other women find it easier for them to improve their condition by migrating in Saudi Arabia. Another pull factor is that the labor cost in our country is very cheap which attract Saudi Arabia. That's why our female domestic worker can easily migrate to Saudi Arabia. Dreaming of better livelihood female leave the country but in reality the situation is not most of the time supports in favor of them.

IV. Situation of female labour migrant serves as domestic worker in Saudi Arabia

There are approximately 247 million international migrants in the world and from them 48% are women (Hafiza 2018). Migrant workers' payment to the global economy accounts for almost USD 600 million and USD 441 million gets to the developing countries (Hafiza 2018). It has been found that sometimes women are cheated when they went to Saudi Arabia for their expected job. As, a result most of the women facing torture by their male masters (Alghoul 2017). They have to go through multidimensional issues. In replace of very low pay, they have to work for limitless hours in the household. They are physically and psychologically tortured and mistreated by both male and female heads of the family. They have to face sexual harassment many times. They are even taking away their cell phones and not allowing speaking with their family.

Furthermore, if the domestic worker flees after being tortured, the employer files cases against them of stealing and destruction so they have to come back to her employer. On the other hand, if they receive refuge in any police station after being tormented by her employer, they do not get any medical treatment. If they fall severely sick, they may also be thrown on the road or in frontage of Bangladesh Embassy. An amount of female domestic workers who were ill-treated returned home from Saudi Arabia and an amount of them were waiting at a safe home in Riyadh to send back, in January 2018 (Hafiza 2018). A few of them are lucky since they were able to flee the torture, dishonor, sexual harassment, sexual violence and modern-day slavery-like situations but there are hundreds who are unknown to us (Hafiza 2018). Without being able to tolerate those tortures many women are taking help from Bangladesh embassy in Saudi Arabia (Alghoul 2017). Many women are staying in the embassy as a refugee or many of them have returned to Bangladesh.

In Saudi Arabia there is a practice of Kafala System where migrants are used as property by their masters (Alghoul 2017). Migrants worker have to follow all the decision of their masters whether they like it or not. In last few years social media has shown various heinous scenario of Bangladeshi women migrants who are being tortured both physically and mentally. Their violence in Saudi Arabia reflected the overall situation of all Bangladeshi labor women in that country.

A non-governmental organization, BRAC come forward to help these tortured women. According to a survey by BRAC it has been noticed that almost all the Bangladeshi female labor migrant in Saudi Arabia has faced an unbearable torture by their male Saudi masters (Devnath 2018). Though these tortured women are taking into the safe home in Riyadh but when they returned into the country, they are not accepted by their family members (Devnath 2018). Most of the returnee women lost their capability to work for the physical torture and they have also been insulted in the society and in family and living a very unsure life both socially and economically. The next section will discuss reasons of fleeing abroad.

V. Legal arrangement between Bangladesh and Saudi Arabia for the Protection of the rights of Bangladeshi female domestic worker

According to the ILO convention 189 a domestic worker is “any person engaged in domestic work within an employment relationship”. A worker who performs domestic work occasionally but on an occupational basis is called as domestic worker. Categories of domestic workers are the workers who engaged on a part time basis, working for more than one employer, nationals as well as non-national. Self-employed persons or independent contractors are not included as domestic worker according to this convention.

Legal arrangement of Saudi Arabia

Since 1970s, domestic workers are migrating to Saudi Arabia in a large number. In Saudi Arabia there is one domestic worker on an average work for each household. According to the data of 2012, there were estimated 828,425 domestic workers in Saudi Arabia from which 99.6% of them were migrants. Frequently report comes from media about the terrible situation of exploitation, torture, abuse in Saudi Arabia on migrant domestic worker.

The Saudi Arabian Labour Law (SALL) is the central law governing labour relations that deals with wages, working time, occupational health and safety, social security as well as dispute resolution mechanisms through the labour courts. According to Article 7 of the Saudi Arabian Labour Law, “domestic helpers and the

like” are excluded from its provisions. Article 7 also provides that regulations for domestic workers and the like should be drafted by the ministry to govern their relations with their employers as well as mark the rights and duties of each party. A regulation was adopted in July 2013 where nine hours of daily rest and one day off per week, proper accommodation, paid sick leave, one month of paid yearly leave after two years of work and service reparation equal to one month’s salary after four years of work have been assured for migrant domestic worker. A monthly salary should be paid by the employers without impediment. The protections for domestic worker were not expanded under the new regulation. There is not equal protection for the domestic workers and other workers as domestic workers work 15 hours but it’s limited to eight hours per day for other workers.

Additionally, the regulations demand that a domestic worker must respect the teachings of Islam, keep the employer’s family secrets as well as follow the employer’s orders. The Labour Minister has also confirmed that a domestic worker does not under Saudi Arabian law where other workers have the right to reject work or leave a job, without a legal reason. In March 2015, Saudi Arabia adopted a package of 38 amendments to the Saudi Arabian Labour Law that became effective on 18 October 2015. However, these reforms are not applicable for migrant domestic workers.

Though in Art 3 of the ILO Domestic Workers Convention No. 189 acknowledged respecting, encouraging and recognizing the fundamental principles and rights at work for migrant domestic workers but Saudi Arabian law fails to respect it. Also, in the Art 3(2) (a) declares on the freedom of association and communal negotiating but that have been destabilize by the Saudi Arabian law. According to Art 3(2) (b) in order to encourage and recognize the abolition of enforced or forced labor for migrant domestic workers there have not been taken any procedures in Saudi Arabia. Still domestic workers remain vastly in danger to forced labor in Saudi Arabia although they eliminated slavery by Royal Decree in 1962. According to Human Rights Watch -the conditions of forced labor and slavery like conditions have been shaped by the various experiences of exploitations domestic workers in Saudi Arabia. Finally, the violation of Art 3(2) (c) the SALL reserves discrimination in respect of employment and occupation by preventing the eradication of domestic workers. Among all the migrant domestic workers most of them are female. The Convention 111 has been violated when women are being abolished from many basic labor safeties, available to Saudi citizens and their livelihood dominated by male migrant workers.

Bangladesh-Saudi legal arrangement:

Under the report, from the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families in Bangladesh, the Minister of Expatriates’ Welfare and Overseas Employment Nurul Islam expressed that, Bangladesh have been considered as a major source country of migrant workers and it has been found that Bangladesh had a long-standing commitment to uphold and protect the human rights of migrant workers and their family members. Various opportunities for foreign employment, the formation of a safe and reasonable system of migration and retribution of immoral activities in the recruitment of migrant workers have been encouraged by the anti-trafficking law and the Overseas Employment and Migration Act in 2013. Also, the human rights of female migrant workers have been protected by the Expatriates’ Welfare and Overseas Employment Policy 2016.

Memorandum of Understanding (MOU) was signed by Bangladesh with Kingdom of Saudi Arabia (KSA). Under the MoU when a female will migrate to Saudi Arabia as a domestic worker than two males can easily migrate in Saudi Arabia. For the migrant workers and their family, our government assembles some welfare actions and this approach may guarantee security of rights of migrants to some degree.

Another thing is that Bangladesh didn’t ratify International Labor Organization Domestic Workers Convention 2011 (No. 189) despite being a signatory of the convention that requires countries of origin to cooperate with other countries to take measures to stop abuse and deceptive practices in recruitment, placement as well as employment.

VI. Challenges and Limitations

Most of the Bangladeshi female migrants go to Middle East as a domestic worker. They are exploited in the workplace and return in Bangladesh. Recently the rate of returnee of female domestic worker has been increasing. According to Brac Migration Program Summary report approximately 7500 female migrant domestic workers have returned from Saudi Arabia. Though actual report of number of female returnees from Kingdom of Saudi Arabia is not available but according to the report of media approximately 7500 females have come back until now due to sexual abuse, physical torture as well as irregularities in the payment of their wages etc. This report also reveals that in 2017 almost 2,641 women returned and nearly 1100 women have returned since the opening of the current year. A woman migrated to Saudi Arabia in 2017 through Dalal. She was physically and mentally abused by her employer in Saudi Arabia in every day. She fled away from her workplace and went to police custody. Then she returned back home with the initiatives of WARBE

Development Foundation. There are also cases like the domestic worker was sold four times from one house to another one and also overworked as well as tortured in each house.

Tahmina Khanam, deputy manager of 'Migration Program' of BRAC said that according to the Saudi law victim must be present to file a case against their employers but the problem is victim don't want to stay in the receiving countries until then. The victims became traumatized and feel insecure in the host countries. Enough advocacies can be given by government but government is not doing it. Bangladeshi female migrant domestic worker became traumatized after they are being victimized by their employer. Many of them even don't know about 'safe home' as well as its location. It may take three to six months for their returning process in Bangladesh from Saudi Arabia. Female domestic worker is victimized by government employee also. They are abused by the staff of safe home in Saudi Arabia. Sometimes they sell the female migrants to the other people indirectly. For example, from the report of BRAC it has been found that a woman called Ayesha who came back after facing barbaric treatment, talks of another Bangladeshi called, Salma, who runs such an office in Riyadh where other women are mistreated. Ayesha said to Salma that women are subjected to electric shock as well as beaten with sticks.

There is no coordination of government. Md. Nurul Islam, director (Training standard and Planning) of Bureau of Manpower, Employment and Training (BMET) pointed out that it is very much costly and time consuming for female migrant domestic worker to take legal action against their employer. That's why action can't be taken against perpetrator. There are only two female staff in Bangladeshi embassy's safe home in Riyadh. The number of female staff is very much limited who can consult the victim.

There is also culture of denial among the government officials of Bangladesh about the case of sexual exploitation of Bangladeshi female domestic worker in Saudi Arabia. There is lack of monitoring from Bangladesh Embassy in Saudi Arabia and Bangladesh government officials also deny the allegations. According to Secretary of the Bangladesh Ministry of Expatriates Welfare and Overseas Employment, these types of incidents are limited in number and these are not the main reasons for their returning home but there are some other reasons also. Md. Nurul Islam said that the problem is from female labor migrants as they can't integrate with the language, culture, food habit of Saudi Arabia. Saudi Arabian family constitutes a large number of family members for example 22 to 30 in number. It's difficult for the female migrant domestic worker to manage this huge amount of work in a large family. It is one of the reasons to return in their home country. However, in most of the case Bangladeshi female migrant domestic worker are mainly victim of physical and sexual abuse and that's why they return back home. Another case of exploitation is- a woman named Salma went to Saudi Arabia in 2017 through recruiting agency after getting training from Technical Training Center. She was started abused sexually as well as physically by her employers two days after reaching in Saudi Arabia. Then at last she returned home through the initiative of BMET and WARBE Development Foundation. The rate of male labor victim is limited than female labor migrants.

There is no mechanism of Bangladesh to take care the recruiting agency. The main problem is the existence of middle man. There are 42 District Employment and Manpower Office (DEMO) in Bangladesh to provide information about foreign migration but it's not that much active. Middle man is more popular than DEMO although 'middle man' take money for three to four times greater than recruiting agency. After reaching in abroad for employment purpose, home owners seize all the papers from the migrant workers.

There is mechanism of government for giving training to the people who want to migrate abroad. Jassiya Khatoun said that before 2015 government provide 21 days training for the Bangladeshi female domestic worker in Saudi Arabia. Now two months training is given to the people who want to migrate in abroad. At present there are 32 Technical Training Center (TTC) in our country where women are giving training when they migrate to Saudi Arabia. But there are no update methods of training in TTC. Women are not trained about how they will protect them and how they will become secure in Saudi Arabia rather they receive training on passport, visa and language. It has been found that without proper training or without fulfilling the whole training session women are receiving training certificate. In 2017 WARBE give training in TTC. There is no migrant welfare budget from the Bangladesh government.

Japan government is creating opportunity for employment of migrants. There is opportunity for Bangladeshi migrants in Japan but Bangladesh government is not exploring the new field. Philippines stopped sending their people in Middle East but our government is not doing anything. There is lack of need-based service provided by 'safe home'.

The civil society organization such as BRAC, Ain O Shalish Kendra, WARBE Development Foundation are trying to enable the government to take action regarding the exploitation and protection of female migrant domestic worker and telling government that do join with them.

It has been observed from many victims' that their exploitation is increasing day by day. Bangladesh government can't give any pressure to Saudi Arabia for this. If Saudi Arabia would ratify UDHR, there will be a possibility to ensure the human rights of Bangladeshi migrant domestic worker in Saudi Arabia. If the theory of human rights will be applicable in Saudi Arabia than legal protection for the tortured women can be ensured.

There is absence of legal protections given by Saudi authorities for women who employed in domestic service in Saudi Arabia. They are excluded from the defective and limited labor protections at present in force under Saudi law. Although under the new regulation adopted in 2013, domestic workers get some facilities but the protections for domestic worker were not expanded under the new regulation. There is not equal protection for the domestic workers and other workers in terms of working duration and freedom of leave or reject job. Saudi Arabia didn't ratify the Domestic Workers' Convention of 189 given by ILO and for this reason migrant workers are not getting protection.

The memorandum of Understanding (MoU) between Bangladesh and Saudi Arabia is not applicable for the protection of female migrant domestic worker. It was said by Jasiya Khatoon that the contents of the MoU signed between Bangladesh and Saudi Arabia are not disclosed publicly. So, the Bangladeshi migrant domestic workers don't know that if there is any protection mechanism or not and claim according to this.

Bangladesh didn't sign International Labour Organization's Domestic Workers Convention treaty. If Bangladesh signed the convention then the country could take some measure to stop exploitation against the female domestic worker.

There is no legal arrangement between Saudi Arabia and Bangladesh regarding the protection of Bangladeshi female domestic worker in Saudi Arabia. Neither Saudi Arabia nor Bangladesh has ratified the International Labor Organization (ILO) Convention 189 on domestic worker which could help to ensure the worker's rights. Still now Bangladesh and Saudi Arabia didn't go for any bilateral agreement with Saudi Arabia. One of the reasons of not going for bilateral agreements is the Bangladesh government have the fear that if we will go for bargaining with the Saudi government than they will send back our domestic workers. It will be huge losses for Bangladesh as the country get huge amount of remittances from Saudi Arabia. Also, Saudi Arabia don't want go for bilateral agreement. Diplomatic discussion between these two countries is weak. Other protection mechanisms for the Bangladeshi female migrant domestic workers are not that much viable. That's why the exploitation on Bangladeshi female domestic workers is still ongoing.

VII. Possible Solution to solve the exploitation of female domestic worker

Exploitation of Bangladeshi female migrant domestic worker in Saudi Arabia is a concerning issue in recent times. Civil society is working as a pressure group for the government to ensure the protection of female migrant domestic worker.

Again it is most important to address the problem by the Bangladesh government that female migrant domestic workers are being exploited by their employers in Saudi Arabia. She also said that Bangladesh government should work on the whole process of migration from their arrival to return in Bangladesh. Bangladesh government should take measures to grab the attention of Saudi government to stop the exploitation on female migrant domestic worker in Saudi Arabia. The government should increase its Advocacy level and show more responsibility for the protection of female migrant domestic worker. New areas should be discovered for the migration of female domestic worker. Proper training should be given to the women who are about to migrate. The proper set of standard should be maintained in the migration process and 'middle man' should be abolished. Safe home should be safe for female migrant domestic worker. The government should take initiative for reintegration of female migrant domestic worker after returning in Bangladesh. Every case is different and for this reason 'safe home' should provide need base service to female migrant domestic worker who were exploited. It is necessary to involve Stakeholders in these issues so that they can work regarding the issue. Government needs to start from the root level and should maintain proper set of standards. Immediate counseling should be provided by government to female migrant domestic worker. Vigorous intervention by Bangladesh government is necessary to look after recruiting agency, check their license. Brac is working to ensure sustainable reintegration of female migrant domestic worker after coming back to home. It is also working to ensure 'Tailor reintegration' (need based service) for the returnee female migrants. Bangladesh government should also work in the reintegration process of female migrant domestic worker after their arrival to home.

Abu Ahmed Faijul Kabir, Coordinator, Advocacy Networking in Ain o Salish Kendra (ASK) said that necessary policies should be taken by our government for the protection of female migrants domestic worker in Saudi Arabia. He also said that the women those who are migrating in Saudi Arabia our government should make them skilled on particular sectors. Proper monitoring sells should be established. It has been found that Bangladeshi Embassy in Saudi Arabia is located at Riyadh. Bangladeshi women those who are working on Riyadh they can get some help from this embassy in case of any emergency but besides them those who are working outside of Riyadh they are facing difficulties to reach them. So, there should be hotline connection between Bangladesh and Saudi Arabia so that in case of any emergency victim can get proper help from the government. He prescribed that the government should work more to turn violence into "zero tolerance" in Saudi Arabia. The government need to ensure that the women who are working in Saudi Arabia they must have Health Insurance. Also, the women who are coming from Saudi Arabia after facing exploitation they need

proper care. It has been found that these women are mentally traumatized. Though some organizations are coming forward for these women but without the help from our government it is not possible to normalize their life. Already some Safe Home has been established by our government in Saudi Arabia but they are not that much effective. These need to be more effective. There is shortage of employee in our embassy in Saudi Arabia for monitoring purpose. So, the number of employees should be increased by the government. And Saudi Arabian labor law should extend to protect all migrant workers regardless of their gender and job description.

It has been found that male labor migrants working in Saudi Arabia most of them are staying in a dormitory. But female migrant domestic workers are existing in a house as a full time worker and become victims of the exploitation and violence by their owners. In order to stop this exploitation our government should take initiative to keep Bangladeshi female migrant domestic worker in a dormitory. Further, government should increase the labor wing, monitoring cell and legal cell for the protection of female migrant domestic worker in Saudi Arabia. Our government can send our female migrants in Saudi Arabia by giving them training in different sectors. Female migrants can be sending as- garments worker, nurse or driver. There should have a bilateral agreement between Bangladesh and Saudi Arabia for the protection of Bangladeshi female migrant domestic worker in Saudi Arabia.

VIII. Conclusion

This paper is going to be concluded by saying that women constitute a large portion in the country's (Bangladesh) development. Besides the male, women are now contributing in our country remittance. Day by day our remittance has been increased by their participation. But our female migrant domestic worker in Saudi Arabia faces more exploitation in their working place compared to the male. As these women are now contributing in our countries economy so it is the responsibility of our government to ensure the safety of these women in their working place. From bottom to top level this exploitation of female migrant domestic worker should be addressed by the government of our country and their necessary initiatives can help to stop this exploitation. It will be helpful to protect the rights of Bangladeshi female migrant domestic worker in Saudi Arabia when the government of Bangladesh will take proper steps to establish law or protection mechanism with the government of Saudi Arabia. Not only the adoption of law can protect the rights of these women but also the proper implementation of the law should be ensured in both countries.

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