



**International Labour Organization**  
**International Programme on the Elimination of Child Labour (IPEC)**

**Investigating the Worst Forms of Child Labour No. 26**

**Sri Lanka**  
**Child Domestic Labour:**  
**A Rapid Assessment**

**By**  
**Nayomi Kannangara**  
**Prof. Harendra de Silva**  
**Nilakshi Parndigamage**

**September 2003, Geneva**

## Preface

Unacceptable forms of exploitation of children at work exist and persist, but they are particularly difficult to research due to their hidden, sometimes illegal or even criminal nature. Slavery, debt bondage, trafficking, sexual exploitation, the use of children in the drug trade and in armed conflict, as well as hazardous work are all defined as Worst Forms of Child Labour. Promoting the Convention (No. 182) concerning the Prohibition and immediate action for the Elimination of the Worst Forms of Child Labour, 1999, is a high priority for the International Labour Organization (ILO). Recommendation (No. 190, Paragraph 5) accompanying the Convention states that “detailed information and statistical data on the nature and extent of child labour should be compiled and kept up to date to serve as a basis for determining priorities for national action for the abolition of child labour, in particular for the prohibition and elimination of its worst forms, as a matter of urgency.” Although there is a body of knowledge, data, and documentation on child labour, there are also still considerable gaps in understanding the variety of forms and conditions in which children work. This is especially true of the worst forms of child labour, which by their very nature are often hidden from public view and scrutiny.

Against this background the ILO, through IPEC/SIMPOC (International Programme on the Elimination of Child Labour/Statistical Information and Monitoring Programme on Child Labour) has carried out 38 rapid assessments of the worst forms of child labour in 19 countries and one border area. The investigations have been made using a new rapid assessment methodology on child labour, elaborated jointly by the ILO and UNICEF<sup>1</sup>. The programme was funded by the United States Department of Labor.

The investigations on the worst forms of child labour have explored very sensitive areas including illegal, criminal or immoral activities. The forms of child labour and research locations were carefully chosen by IPEC staff in consultation with IPEC partners. The rapid assessment investigations focused on the following categories of worst forms of child labour: children in bondage; child domestic workers; child soldiers; child trafficking; drug trafficking; hazardous work in commercial agriculture, fishing, garbage dumps, mining and the urban environment; sexual exploitation; and working street children.

To the partners and IPEC colleagues who contributed, through their individual and collective efforts, to the realisation of this report I should like to express our gratitude. The responsibility for opinions expressed in this publication rests solely with the authors and does not imply endorsement by the ILO.

I am sure that the wealth of information contained in this series of reports on the situation of children engaged in the worst forms of child labour around the world will contribute to a deeper understanding and allow us to more clearly focus on the challenges that lie ahead. Most importantly, we hope that the studies will guide policy makers, community leaders, and practitioners to tackle the problem on the ground.



Frans Röselaers  
Director,  
International Programme on the Elimination of Child Labour (IPEC),  
International Labour Office  
Geneva, 2003

---

<sup>1</sup> Investigating Child Labour: Guidelines for Rapid Assessment - A Field Manual, January 2000, a draft to be finalized further to field tests, <http://www.ilo.org/public/english/standards/ipec/simpoc/guides/index.htm>

## ACKNOWLEDGMENTS

We would like to thank all the staff members of The National Child Protection Authority. Additionally, we would like to thank the following people for their cooperation:

- Mr.H.M. Sirisena, Secretary, Ministry of Education.
- Mr. H.A. Lionel Perera, Director (Guidance and Education), Ministry of Education.
- Mr. Peiris, Commissioner, Department of Probation and Child Care.
- Mr. A. Cooray, Commissioner (Western Province), Department of Probation and Child Care.
- Ms. A.K.I. Amarasiri, Commissioner (Southern Province), Department of Probation and Child Care.
- Ms.Sita Wijerathne, Commissioner (Central Province), Department of Probation and Child Care.
- Ms. Shayama Salgado, Programme Director, ILO/IPEC, Sri Lanka.
- Mr. Nihal Perera, Managing Director, Uswatte Confectionary Works Ltd.
- Mr. Dudley Wijesiri, Program Director, and all the co-workers of Children At Risk-Action Program, National Workers Congress.
- Staff of The Future In Our Hands Development Fund, Badulla.
- Staff of The Don Bosco Technical Center, Nochchiyagama.
- The Wardens, the staff members and the children of the following certified schools:
  - Pathana Certified School.
  - Halpathota Certified School.
  - Pannipitiya Certified School.
  - Makola Certified School.
  - Ranmuthugala Certified School.
- Principals, Teachers and students of
  - Visakha Vidyalaya, Colombo.
  - Royal College, Colombo.
  - Ramanathan Hindu College, Colombo.
  - Muslim Ladies College, Colombo.
  - Ananda College, Colombo.
  - Passara Tamil Maha Vidyalaya, Badulla
  - Bandarawela Madya Maha Vidyalaya, Bandarawela.
  - Guruthalawa Muslim Maha Vidyalaya, Bandarawela.
  - Dharmaraja College, Kandy.
  - Mahamaya Girls' College, Kandy.
  - Kingswood College, Kandy.
  - Richmond College, Galle.
  - Aloysious College, Galle.
  - Mahinda College, Galle,
  - Sanghamitta College, Galle,
  - Southlands College, Galle.
  - Swarnapali Balika Maha Vidyalaya, Anuradhapura.
  - Zahira Muslim Vidyalaya, Anuradhapura.
  - Eppawala Siddhartha College, Anuradhapura.
  - Kekirawa Madya Maha Vidyalaya, Anuradhapura.

## CONTENTS

|   | Page |
|---|------|
| <b>Executive Summary</b>  | xii  |
| Sri Lanka: Recent social and economic indicators                | xvi  |
| Analysis of the problem   | 1    |
| Legislature relating to the employment of children in Sri Lanka | 3    |
| Objectives of the Rapid Assessment                              | 5    |
| <b>Project One: “Sending Communities”</b>                       | 6    |
| <b>Methodology</b>  | 6    |
| ▪ Target population and personnel                               | 6    |
| ▪ Background information about the chosen areas                 | 6    |
| ▪ Questionnaire for sending communities                         | 8    |
| ▪ Pre-testing of the questionnaire                              | 9    |
| ▪ Questionnaire administrators                                  | 10   |
| ▪ Training for the questionnaire administrators                 | 10   |
| ▪ Data gathering methodology                                    | 11   |
| <b>Results</b>  | 12   |
| <b>Discussion and recommendations</b>                           | 28   |
| <b>Project Two: “School Survey”</b>                             | 30   |
| <b>Methodology</b>  | 30   |
| ▪ Questionnaire   | 30   |
| ▪ Pre-testing of the questionnaire                              | 31   |
| ▪ School coordinators and questionnaire administrators          | 31   |
| ▪ Training of the school coordinators                           | 32   |
| ▪ The process of obtaining permission for the project           | 32   |
| ▪ Data gathering methodology                                    | 33   |
| <b>Results</b>  | 34   |
| <b>Discussion and recommendations</b>                           | 41   |
| <b>Project Three: “What Happens Behind Closed Doors”</b>        | 43   |
| <b>Methodology</b>  | 43   |
| ▪ Questionnaire   | 43   |
| ▪ Pre-Testing of the questionnaire                              | 44   |
| ▪ Questionnaire administrators                                  | 44   |
| ▪ Training of the questionnaire administrators                  | 45   |

|   |           |
|---|-----------|
| ▪ Process of accessing working children and obtaining permission for the project                              | 46        |
| ▪ Data gathering methodology: Phase 1   | 46        |
| <b>Results - Behind Closed Doors-Phase 1</b>  | <b>47</b> |
| ▪ Data gathering methodology: Phase 2   | 68        |
| <b>Results - Behind Closed Doors-Phase 2</b>  | <b>69</b> |
| <b>Discussion and recommendations</b>   | <b>90</b> |
| <b>References</b>   | <b>97</b> |
| <b>Annexes</b>  |           |
| Annex 1: The chosen areas of the “Sending Communities Project”  | 98        |
| Annex 2: Questionnaire: How much do you know about your children?   | 99        |
| Annex 3: Training Workshop for Questionnaire Administrators of ‘Sending Communities’                          | 106       |
| Annex 4: Calendars printed for the “Sending Communities Project”  | 107       |
| Annex 5: The chosen areas of the “School Survey Project”  | 108       |
| Annex 6: Questionnaire of the school survey: ‘Who lives in my house?’   | 109       |
| Annex 7: Training Workshop for Questionnaire Administrators of the “School Survey”                            | 114       |
| Annex 8: The criteria to achieve National School Status in Sri Lanka  | 115       |
| Annex 9: List of National Schools (School Survey)   | 116       |
| Annex 10: Instructions given to teachers  | 117       |
| Annex 11: The chosen areas of the “Behind Closed Doors Project” – Phase 1                                     | 118       |
| Annex 12: The chosen areas of the “Behind Closed Doors’ Project” – Phase 2                                    | 119       |
| Annex 13: Questionnaire: Investigation on children engaged as child domestic workers                          | 120       |
| Annex 14: Training workshop for questionnaire administrators of “Behind Closed Doors”                         | 138       |
| Annex 15: Results of the ‘Behind Closed Doors-Phase 1’ - child domestic workers 18 years old and above        | 139       |
| Annex 16: List of vocations learned at their place of work by the child domestic workers “Behind Close Doors” | 155       |
| Annex 17: Institutions that function to eradicate child labour in Sri Lanka                                   | 156       |
| Annex 18: Lessons Learned   | 157       |
| Annex 19: The Implementing Agency   | 158       |

## **List of Tables**

### **Sending Communities**

- 1.1 Total numbers of child workers and child domestic workers below 18 years old
- 1.2 Sex of the child workers
- 1.3 Age of the child worker
- 1.4 The duration of residency in the sending community
- 1.5 Number of family members of the child worker
- 1.6 The number of child workers with either one or both parents deceased
- 1.7 Occupation of the fathers of the child workers
- 1.8 Occupation of the mothers of the child workers
- 1.9 The main push-pull factors for allowing children to work
- 1.10 The methods of finding work of children
- 1.11 Remuneration for the child worker
- 1.12 The recipient of the child worker's pay
- 1.13 The three main types of work undertaken by child workers by each 'supposed' sending community
  - 1.13.1 COLOMBO
  - 1.13.2 BADULLA
  - 1.13.3 HATTON
  - 1.13.4 WALAPANE
  - 1.13.5 MONARAGALA
  - 1.13.6 NOCHCHIYAGAMA 1
  - 1.13.7 NOCHCHIYAGAMA 2
- 1.14 The number of child workers in each area
- 1.15 The nature of work undertaken by child workers (in all areas)
- 1.16 The number of child domestic workers in each area

### **School Survey**

- 2.1 The number of questionnaires administered (households studied) and the number and percentage of households with at least one domestic worker below 18 years of age
- 2.2 The number of questionnaires administered (households studied) and the number and percentage of households with at least one domestic worker below 14 years of age
- 2.3 The total number of child domestic workers between the ages of 14 and 17, and below 14 years
- 2.4 The age of the child domestic worker

- 2.5 Sex and the age range of the child domestic workers below 14 and between 14 and 17 years old
- 2.6 Ethnicity of the child domestic worker
- 2.7 Number of child domestic workers (<18) per household
- 2.8 Age of the employer
- 2.9 Occupation of the master of the household
- 2.10 Occupation of the mistress of the household
- 2.11 Number of children in the households where child domestic workers are employed
- 2.12: Types of work undertaken by child domestic workers below 14 and between 14 and 17 years old
- 2.13 Tasks undertaken by child domestic workers aged below 14 yrs

#### **Behind Closed Doors-Phase 1**

- 3.1.1 Sex of the child domestic workers
- 3.1.2 The age the children were recruited for domestic employment
- 3.1.3 Ethnicity of the child domestic worker
- 3.1.4 Those who were instrumental in recruiting the child domestic worker
- 3.1.5 Number of previous workplaces
- 3.1.6 Information about the parents of the child domestic workers
- 3.1.7 Ownership of the child domestic worker's own home
- 3.1.8 Child domestic workers who have previously been to school
- 3.1.9 Reasons given by the child domestic worker for leaving school
- 3.1.10 Reading, writing and arithmetic skills of the child domestic workers
- 3.1.11 The start and end of a regular work day for a child domestic worker
- 3.1.12 Tasks that were carried out by the child domestic worker
- 3.1.13 The number of meals offered to the child domestic worker at the workplace
- 3.1.14 The child domestic workers satisfaction about the quality and quantity of food they are offered
- 3.1.15 The place where the child domestic worker sleeps

- 3.1.16 Place to keep the personal belongings of the child domestic worker
- 3.1.17 Place where the child domestic worker changes clothes
- 3.1.18 How often the child domestic worker goes home
- 3.1.19 Occupation of the master of the house
- 3.1.20 Occupation of the mistress of the house
- 3.1.21 The child domestic workers relationship to the employer
- 3.1.22 Fellow child domestic workers employed in the same household
- 3.1.23 The number of fellow child domestic workers mentioned by the child domestic workers interviewed
- 3.1.24 The recipient of the cash the child domestic worker earns
- 3.1.25 Physical ill-treatment received by child domestic workers
- 3.1.26 Persons (named by the child domestic workers) who physically ill-treated them
- 3.1.27 Reasons given by the child domestic workers for being physically ill-treated
- 3.1.28 Child domestic workers who are verbally ill-treated at the workplace
- 3.1.29 Persons (named by the child domestic workers) who verbally ill-treated the child domestic workers
- 3.1.30 Reasons given by the child domestic workers for being verbally ill-treated
- 3.1.31 Child domestic workers who admitted being touched in a sexual manner at the workplace
- 3.1.32 Child domestic workers who were forced to have physical contact
- 3.1.33 Hazardous work assigned to child domestic workers at the workplace
- 3.1.34 Sanitary facilities made available for child domestic workers
- 3.1.35 Minimum personal belongings of the child domestic worker
- 3.1.36 Treatment for general/occasional illness
- 3.1.37 Freedom of communication for the child domestic worker
- 3.1.38 Opportunities made available for the personal development of the child domestic worker



- 3.1.39 Use of the real name of the child domestic worker
- 3.1.40 Practice of religion by the child domestic worker
- 3.1.41 Reasons given by the child domestic workers for not practicing their religion
- 3.1.42 Satisfaction of the child domestic workers at the workplace
- 3.1.43 The child domestic workers perception of what he/she would have done if he/she was not recruited as a domestic worker
- 3.1.44 The child domestic worker's perception of what he/she would be doing in two years' time

## **Behind Close Doors- Phase 2**

- 3.2.1 Sex of the child domestic worker
- 3.2.2 The age the children were recruited for domestic work
- 3.2.3 Duration of stay at the Certified School
- 3.2.4 Ethnicity of the child domestic worker
- 3.2.5 Those who were instrumental in recruiting the child domestic worker
- 3.2.6 Number of places worked
- 3.2.7 Information about the parents of the child domestic workers
- 3.2.8 Ownership of the child domestic worker's own home
- 3.2.9 The sex of the child domestic workers who have previously been to school
- 3.2.10 Child domestic workers who would like to go to school again
- 3.2.11 Reading, writing and arithmetic skills
- 3.2.12 The start and end of a regular work day for a child domestic worker
- 3.2.13 Tasks that were carried out by the child domestic worker
- 3.2.14 The number of meals offered to the child domestic worker at the workplace
- 3.2.15 The child domestic workers' satisfaction about the quality and quantity of food they were offered
- 3.2.16 The place where the child domestic worker sleeps

- 3.2.17 Place to keep the personal belongings of the child domestic worker
- 3.2.18 Place where the child domestic worker changes clothes
- 3.2.19 How often the child domestic worker went home
- 3.2.20 Occupation of the master of the house of last employment
- 3.2.21 Occupation of the mistress of the house of last employment
- 3.2.22 The child domestic workers relationship to the former employer
- 3.2.23 Fellow child domestic workers employed in the same household
- 3.2.24 Number of fellow child domestic workers
- 3.2.25 The recipient of the cash the child domestic worker earns
- 3.2.26 Physical ill-treatment received by the child domestic workers
- 3.2.27 Persons (named by the child domestic workers) who physically ill-treated them
- 3.2.28 Reasons given by the child domestic worker for being physically ill-treated
- 3.2.29 Child domestic workers who were verbally ill-treated at the workplace
- 3.2.30 Persons who verbally ill-treated the child domestic workers
- 3.2.31 Reasons given by the child domestic workers for being verbally ill-treated
- 3.2.32 Child domestic workers who admitted being touched in a sexual manner at the workplace
- 3.2.33 Forcing the child domestic worker to have physical contact
- 3.2.34 Hazardous work assigned at the workplace
- 3.2.35 Sanitary facilities
- 3.2.36 Minimum personal belongings of the child domestic worker
- 3.2.37 Treatment for general/occasional illness
- 3.2.38 Freedom of communication for the child domestic worker
- 3.2.39 Opportunities made available for the personal development of the child domestic worker
- 3.2.40 Use of the real name of the child domestic worker
- 3.2.41 Practice of religion by the child domestic worker

- 3.2.42 Reasons given by the child domestic workers for not practicing their religion
- 3.2.43 Satisfaction of the child domestic worker at the workplace
- 3.2.44 The child domestic workers' perception of what he/she would have done if he/she was not recruited as a domestic worker
- 3.2.45 The child domestic workers' perception of what he/she would be doing in two years' time
- 3.2.46 How the child worker came to be under the protective custody of the Certified School

## Executive Summary

Until recently, child labour was frequently rationalized as an inevitable part of the developing world. Child domestic labour is one of the forms of child labour that is found in many developing countries including Sri Lanka. With the recognition of child labour as a major human and social problem, many researchers have attempted to explore the nature of the problem. However, the paucity of reliable information about the magnitude of child domestic labour, the characteristics of the sending communities and the receiving communities, as well as the nature of the lives of the child domestic workers prevailed, particularly in Sri Lanka.

The legislature in Sri Lanka relating to the employment of children prohibits children under 14 years of age from any type of employment and allows children between 14 and 16 years of age to engage in domestic work under certain conditions that ensure the developmental needs of the child are met.

The central objectives of this Rapid Assessment are four-fold.

1. To identify some of the main characteristics of the background of the children who are sent to child domestic labour, along with the factors that contribute to sending children away from home for work, as well as the factors that prevent children from engaging in domestic labour.
2. To confirm the areas that mainly receive children for domestic labour and to determine the approximate extent of the prevalence of child domestic labour in suspected receiving areas of the country, together with demographic data on age range, ethnicity and sex of the working children and the socio-economic status of the employers.
3. To obtain in-depth information about the working and living conditions of the domestic work places, together with the physical and psychological impact of the domestic labour experience on the child workers.
4. To test and evaluate the Rapid Assessment methodology when researching child domestic workers as a worst form of child labour.

The rapid assessment was segmented into three semi-projects.

### **Project 1: Sending communities**

The primary aim of this semi-project was to find out and confirm the ‘push-pull’ factors and root causes that contribute to sending children to and engaging children in domestic labour.

**It was hypothesized that the communities that are poor and of low socio-cultural status (eg. low caste, ethnic minorities, etc.) engage and send children into domestic work. Lack of social support and social means (e.g. birth certificate, national identification, other documentation required by schools**

**and institutions etc.) to education, low academic/achievement-oriented expectations for children, and gender expectations were thought to be the main reasons for engaging children in domestic work. Inability to provide for large families and hence the attractiveness of an added income, poor living conditions, expectations that the child would benefit through the employment, and social pressures were thought to be among the main reasons for sending children to engage in domestic work.**

The sampling frame was the assumed sending communities of child domestic workers in Sri Lanka. A sample of seven “key” sending communities was chosen from different areas of the country using purposive sampling methods. The assumed sending communities were chosen to represent four distinctive geographical and socio-economic structures in Sri Lanka: estate areas, conflict affected areas, rural areas, and inner city slums. These areas are known to have a low socio-economic status and to send children into domestic work.

The information gathering was conducted in the form of an interview using a structured questionnaire. Certain information pertaining to the objectives of the research was withheld in the stages of construction and the administration of the questionnaires, in order to preserve the naiveté regarding the hypothesis. The interviews were of anonymous and confidential nature. Questionnaire administrators were trained on the administration of the designed questionnaire in a two-day training workshop held in Colombo. Questionnaire administration was conducted for seven consecutive days in the seven communities concurrently.

The study collected information from 4076 families from seven communities and found that 1010 children were engaged in some form of work. It was also found that domestic work is not the most prevalent form of child employment in most of the communities surveyed. Hatton and Nochchiyagama 1 were the only areas where domestic work was one of the three most prevalent forms of employment among the seven communities surveyed. The other five surveyed communities were Walapane, Badulla, Nochchiyagama 2, Monaragala and Colombo. Nonetheless it was found that all the communities surveyed had at least 2 children, below 18 years of age, who were sent for domestic work. The majority of child workers had 4-7 members in the nuclear family and both parents living at home. A predominant number of fathers of the child workers are engaged in estate based or agriculture based work while a large number of mothers are employed in the estate sector or are unemployed. The children’s lack of interest in studying in the form of ‘child did not like the schooling’ was given as the sole or one of the main reasons for allowing children to work by at least 24% of the adults surveyed. At least 35% of the adults mentioned ‘extra income’ as the sole or one of the main reasons for allowing children to work. At least 3% of the adults mentioned ‘social pressure’ in the form of ‘inability to refuse the job offer’ for the child. The thinking that the child would benefit from the employment was not amongst the reasons given by the adults.

## **Project 2: School Survey**

The primary aim of this project is to determine the approximate extent of the prevalence of child domestic labour in five major urban districts of Sri Lanka: Colombo, Anuradhapura, Badulla, Galle and Kandy. A secondary aim is to gather data on age range, ethnicity and sex of the working children in these urban households and also to collect data on the socio-economic status of the employers.

**It was hypothesized that the middle and upper class households would have a large concentration of children in domestic work. It was also hypothesized that the households with children of school-attending age of these social classes are more likely to have child workers (either to look after the children after school, or assist the housekeeper (eg. mother) with other household chores, so he/she could attend to the children). It was also hypothesized that the majority of employers would be of 'white collar' working background (De Silva, 1998).**

The five urban areas were selected employing purposive sampling methods according to archival data on where children are mostly, and more likely employed as domestic servants.

The study employed an indirect approach through schoolchildren of the selected districts using a child-appropriate activity based questionnaire titled "Who Lives in My House?". Administration of the questionnaire was undertaken by the teachers in the schools selected for the project.

The true objectives of the survey were concealed to preserve naiveté of both the questionnaire administrators and the participants, and to obtain a non-reactive response to the questions. The survey employed a double-blind procedure as the administrators' (teachers') awareness of the hypotheses may inadvertently give cues to the participants to respond in a particular way (depending on his/her personal beliefs and the attitude towards the child domestic labour problem).

During the study, 7574 questionnaires were administered, and it was found that 147 (1.94%) households have at least one domestic worker under 18 years of age. It was also found that girls are more often employed than boys for this role. Furthermore, the findings point out that approximately 59% of the child domestic workers were from the Tamil speaking background (ethnic minority group).

With regard to the profile of the employers of child domestic workers, the findings show that the master of the household is likely to be a middle-aged (31-50 years old) businessman or a professional (doctor, lawyer, engineer) and the mistress of the household is likely to be between 31-50 years with an 'unknown' profession by the respondents. The employers of child domestic workers are likely to have two or three children.

## **Project three: "Behind Closed Doors"**

The primary aim of this project was to obtain in-depth information about the working and living conditions of the domestic workplaces, together with the

physical and psychological impact of the domestic labour experience on the child workers.

**It is hypothesized that the child domestic workers engage in age-inappropriate domestic chores that may cause temporary or permanent physical harm, and that they may also be subject to physical and/or emotional abuse and vulnerable to sexual abuse.**

The “Behind Closed Doors” Project was conducted in two phases. During phase one of the project, interviews were conducted with children who are currently employed as domestic workers. In phase two the project interviewed children who are former domestic workers and are now under the care of the Department of Probation and Childcare and residing in Children’s Homes.

Both phases one and two of the project used a structured questionnaire. The questionnaires were designed to gather information about the child, under 14 major categories: personal details, family details, education and literacy, working conditions at the employer’s home, employer details, other domestic child workers, income/pay, protection issues, sanitation issues, health issues, freedom, opportunities, identity, and desires/ambitions. The questionnaire administrators of both phases one and two, were provided with two-day trainings on the administering of the questionnaire and related issues. The administrator, using the questions as a guide, verbally asked the child the questions and recorded the responses using the given codes.

In phase 1, the interviews were conducted with 247 respondents who currently work as domestic workers of which 212 were below 18 years old and 35 were 18 years old and above. Phase 2 involved 81 respondents who were formerly employed as domestic workers, of which 78 were below 18 years old and 2 were 18 years old and above (in addition there was one case of a former child domestic worker of undefined age).

The information gathered show that many child domestic workers come from single parent families with either the mother or the father dead or not residing at home. A large number of children interviewed that were recruited for domestic work were attending school with no considerable bias towards a particular sex. Most child domestic workers claim to have basic literacy and mathematics skills.

The study shows that the child domestic workers engage in a variety of household tasks including cleaning the house, looking after children, washing clothes, cooking and gardening. Most were given three meals a day, satisfactory in quality and quantity to the child domestic workers. A majority of the children sleep on the floor on a straw mat while some have beds with or without mattresses. In many cases they have at least a box, if not a cupboard or a suitcase to keep their personal belongings while some have to keep their belongings outside in the garden.

The parents seems to be the key recipients of the payments the children receive for their work in the households, still a considerable number of children receive their own pay. A majority of child domestic workers claim to have never been physically

ill-treated and approximately half the children interviewed claim that they were never verbally ill-treated. Approximately 33% of child domestic workers and 5% of former child domestic workers interviewed claimed that they were touched in a sexual manner on certain parts of the body.

A majority mentioned that they were looked after by the employer when they had fallen ill on different occasions by being taken to the doctor and treated with proper drugs. Over a quarter of the children state that they have the chance to play while a majority say that they watch television and listen to the radio.

This study had collected a wealth of information that can be used as a valuable foundation for exploring further the particular situation of child domestic workers.

### **Sri Lanka: Recent social and economic indicators**

#### **POPULATION**

- Total population (1999): 19, 043, 000
- % of population under 14 (1999) : 35.20%
- % of population over 60 (1999) : 23.4%
- % of urban population (1999) : 45.4%

Source: The Central Bank Report of Sri Lanka 2001

#### **HEALTH**

- Life expectancy (by sex) (1996)  
Male: 69.5      Female: 74.2
- Infant mortality rate (per 1, 000 live births) (1998): 14
- Health expenditure (as a % of GDP) (1999): 1.41
- Population of doctors (1999): 5, 957

Source: The Central Bank Report of Sri Lanka 2001



## **EDUCATION**

- Literacy rate (1997): 91.8
- Pupil teacher ratio (Government Schools) (1999): 22
- Number of schools (1999): 11, 031
- Government expenditure (1999)  
Total (Rs. Mn.): 21, 642 (approx. USD Mn. 223.1)  
Exchange rate: 1 USD / 89.36 Rs. (2001)

Source: The Central Bank Report of Sri Lanka 2001

## **NATIONAL PRODUCT AND EXPENDITURE**

- GDP per capita (1999)  
Rupees: 58, 077 (approx. USD 649.9)  
Growth rate: 4.3.
- Inflation rate: 3
- Unemployment rate (1999): 8.9
- Economically Active Population (1999): 6, 083, 000
- Share of GNP (1999)  
Agriculture, Forestry, Fishing: 20.7  
Manufacturing: 16.4  
Construction: 7.6  
Transport, storage and communication: 11.4  
Mining and Quarrying: 1.8
- Exports (1999) (Rs. Mn): 325, 127
- Total government expenditure and net lending (1999) (Rs. Mn): 279, 159

Source: The Central Bank Report of Sri Lanka 2001

## Analysis of the problem

*“.....recognizing the rights of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or interfere with the child's education. Children are to be protected from work that is harmful to health or physical, mental, moral or social development.”*

-The UN Convention on the Rights of the Child, Article 32(1)-

“Child labour is a major human and social problem faced by most of the developing countries” (Department of Census and Statistics - DCS), 1999). As one of the countries in South Asia which has impressive social indicators for children, Sri Lanka has tended to create an impression that child labour is not a serious problem in the country. This favourable comparison with the South Asian countries tends to foster a denial of the existing areas of entrenched exploitation (Gunsekere and Jayaweera, 1997).

Until a few years ago, child (domestic) labour was accepted by many as a part of the natural order and was excused by the argument that work was good for children and also as a means of helping low-income families. Today, however, child domestic labour is identified as one of the real incidence of child labour (ILO/IPEC, 1996). Confirming the findings of field studies of the past 15 years in Sri Lanka that certain occupations are vulnerable to particular types of abuse, ILO (1999) reports that child labour is the single biggest cause of child exploitation and child abuse in Sri Lanka today. For example, the required services may involve working day and night as the children have to live in the compounds of their employers, and the child domestic workers may be victims of verbal and sexual abuse, beating or punishment by deprivation of food, medical care, etc.

With the recognition of child domestic work as one of the main forms of child labour, the International Labour Organization (ILO), through the International Programme on the Elimination of Child Labour (IPEC) and the Statistical Information and Monitoring Programme on Child Labour (SIMPOC), has focused on child domestic work as a part of its commitment to eliminate the worst forms of child labour. The Worst Forms of Child Labour Convention (No. 182) (1999), together with Recommendation 190, was unanimously adopted by the ILO Conference in June 1999. The mandate of Convention 182<sup>1</sup> requires the ratifying countries to “take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency.” The recommendation 190, in particular, states the need for detailed information and statistical data on the nature and extent of child labour in order to determine priorities for national action for the abolition of child labour.

---

<sup>1</sup> The ILO Worst Forms of Child Labour Convention 1999 (No. 182) defines the term child as “all persons below the age of 18.” Please note that the results in this report are presented taking into account both Sri Lanka's national legislation definition of child (below 14 years) and Convention 182's definition (below 18 years).

According to the 1999 DCS Child Activity Survey with 14,400 housing units, it was found that there are approximately 19,110 child domestic workers in the Northern and Eastern Provinces of the country. In one urban district (Galle) alone, it was found that almost 1 in every 10 houses has a child servant (De Silva, et al., 1998). The possibility, due to secrecy and misinformation, that the actual prevalence could be higher than the findings should also be kept in mind.

It was found that most cases of child abuse are reported from urban households in Colombo, which have a high employment rate of children as domestic servants (DCS, 1999). Financial gains through children who work appear to be one of the main reasons for letting children work (DCS, 1999), and it was reported that the child domestic workers came mostly from the rural areas, plantations and the city slums (National Plan for Children, 1991).

The paucity of reliable information about the magnitude of child domestic labour is one of the main problems, as most assessments of the number of children affected are in the nature of “guesstimates” and have been questioned as to their accuracy.

Measures should also be taken to identify and have a deeper understanding of the conditions of the domestic environment in which children and youngsters work and the physical and psychological impact of their experience.

The complete elimination of child domestic labour is a long-term goal and to facilitate it, the diversity of socio-cultural values and the living conditions of the sending communities as well as the receiving communities need to be taken into account.

## **Legislature relating to the employment of children in Sri Lanka**

- No person under the age of eighteen years of age shall be employed at any time during the night, in a public or private industrial undertaking or in a branch thereof.
- No person shall employ a child in a public or private industrial undertaking or in a branch thereof.
- No person under the age of fifteen years shall be employed in a vessel.
- No child shall be employed,
  - before the close of school hours on any day on which he is required to attend school, or
  - at any time between 8 p.m. and 6 a.m. or
  - for more than two hours on any Sunday, or
  - to lift, carry or move anything so heavy as to be likely to cause injury to him, or
  - in any occupation likely to be injurious to his life, limb, health or education, regard being had to his physical condition.
- No child shall engage or be employed in street trading.
- No person,
  - o shall employ a child in such a manner as to prevent the child from attending school in accordance with the provision of any written law, or
  - o shall employ a child in such a manner as to contravene any prohibition or restriction as to the employment of a child.
- A child shall not take part in any entertainment in connection with which any charge, whether for admission or for any other purpose, is made to any of the audience.
- No person under the age of sixteen years shall take part in any public performance in which his life is, or limbs are, endangered.
- No child shall be trained to take part in performance of a dangerous nature.
- Hours of work\* :
  - Children aged 14 – 15 years: 9 hours per day or 50 1/2 hours per week including over time and rest time.
  - Children aged 16 – 17 years: 10 hours per day or 55 hours per week including over time and rest time.

---

\* The working hours regime is currently being reviewed by the Government.

## **Corresponding interpretation/definitions to the National Legislation**

### *"Child" –*

Any person who is under the age of fourteen years.

### *"Night" –*

- With reference to the employment of persons under the age of eighteen years, means at least twelve consecutive hours which shall end not later than 6 a.m.,
- And which in the case of those persons under the age of sixteen years, shall include the eight consecutive hours between 10 p.m. and 6 a.m.

### *"Industrial Undertakings" –*

- Undertakings engaged in working mines or quarries, or in other works for the extraction of minerals from the earth;
- Undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed;
- Undertakings engaged in ship building or in the generation, transformation or transmission of electricity or motive power of any kind.

### *"Vessel" –*

A ship or boat, of any nature whatsoever, engaged in maritime navigation, whether publicly or privately owned, but does not include a ship of war.

### *"Street Trading" –*

The banking of articles of food or drink, newspapers, matches, flowers, and other articles, playing singing or performing for profit, advertising, shoe-blackening and other like occupation carried out in streets or public places.

### *"Performances of a dangerous nature" -*

All acrobatic performances and all performances as a contortionist.

**Source:** Employment of women, Young persons and Children Act No. 47 of 1956

### Amendments

1. Employment of Women Young persons and Children (amendment) Act No. 43 of 1964
2. Employment of women Young persons and Children (Amendment) Law No. 29 of 1973.
3. Employment of Women Young persons and Children (Amendment) Act No 32 of 1984

### Regulations.

No. 11302 of 25/4/1958

No. 11479 of 22/8/1958

No. 1116/5 of 26/1/2000

## **Objectives of the Rapid Assessment**

The main and central objectives of this Rapid Assessment are fourfold.

1. To identify some of the main characteristics of the background of the children who are sent into child domestic labour, along with the factors that contribute to sending children away from home for work and the factors that prevent children from engaging in domestic labour.
2. To confirm the areas that mainly receive children for domestic labour and to determine the approximate extent of the prevalence of child domestic labour in suspected receiving areas of the country, together with demographic data on age range, ethnicity and sex of the working children and the socio-economic status of the employers.
3. To obtain in-depth information about the working and living conditions of the domestic workplaces, together with the physical and psychological impact of the domestic labour experience on the child workers.
4. To test and evaluate the Rapid Assessment methodology when researching child domestic workers as a worst form of child labour.

The rapid assessment was segmented in to three semi-projects. These three-semi projects contribute to the understanding of the situation of child domestic workers.

It is believed that the findings of each semi-project will contribute to a holistic understanding of the child domestic labour problem. It is expected that the findings will assist in developing programmes for reduction and prevention of the problem by providing information to organizations that work with or on behalf of children. It is also foreseen that they will also assist in raising public awareness of this social problem and will contribute to legal reform to result in more effective laws in the future.

## PROJECT ONE: ‘SENDING COMMUNITIES’

Child labour is accepted to reflect a complex combination of factors including the low income of the ‘sending families’, which may be a compelling motivation, and other socio-cultural considerations, which contribute to “pushing” children into domestic labour.

The primary aim of this semi-project was to find out and confirm the ‘push-pull’ factors and root causes that contribute to sending and engaging children into domestic labour.

**General Hypothesis:** It was hypothesized that the communities that are poor and of low socio-cultural status (eg. low caste, ethnic minorities, etc.) engage and send children into domestic work. Lack of social support and social means (e.g. birth certificate, national identification, other documentation required by schools and institutions etc.) to education, low academic/achievement-oriented expectations for children, and gender expectations were thought to be the main reasons for engaging children in domestic work. Inability to provide for large families and hence the attractiveness of an added income, poor living conditions, expectations that the child would benefit through the employment, and social pressures were thought to be among the main reasons for sending children for domestic work.

## METHODOLOGY

### Target population and personnel

The *sampling frame* was the assumed sending communities of child domestic workers in Sri Lanka. A *sample* of seven “key” sending communities was chosen using purposive *sampling methods* from different areas of the country. The information and data obtained by referring the records and the documents produced by the police and NGOs that work with children, were mainly used for the selection process. The analyses of the previous research and the reports in the media were also used.

The assumed sending communities were chosen to represent four distinctive geographical and socio-economic structures in Sri Lanka: estate areas, conflict affected areas, rural areas, and inner city slums, that are known to have a low socio-economic status and to send children into domestic work.

### Background information about the chosen areas

**Estate area:** The estate sector is one of the main contributors to the country’s gross production and generates thousands of jobs in the process. The estate areas, especially the tea plantation areas, have been a traditional source of child domestic

labour (De Silva, 1998), and differ considerably from the rural sector of Sri Lanka. The main plantations of the country are tea, rubber and coconut, with tea being the most labour intensive and having the largest number of resident labour on the estates (Marga Institute, 1981). It holds the greater part of the immigrant labour force who came from India during the colonial era, and whose members have now acquired citizenship in Sri Lanka. With a low general educational standard the estate workers mainly depend on a daily-rated wage; they suffer on account of having a considerable number of dependents (Marga Institute, 1981). Their minority status, lack of adequate identification documents (i.e. national identity cards, birth certificates etc.), very low standards of living, together with lower expectations of achievement of children by the parents create a distinctive socio-economical situation where many children either stay at home to help the working members of the household or go to urban centres to work as domestic servants (Marga Institute, 1981).

Chosen areas: Nuwara-eliya and Badulla districts, two major areas of tea plantation, were chosen to gather information on the sending communities as the selected areas were found to send children for domestic employment by other research. Two areas, Hatton-Ambagamuwa and Walapane, from the Nuwara-eliya District and one area, Hali-ela, from the Badulla District were also selected. (Annex 1).

***Conflict affected areas:*** The North and East Provinces have been the main conflict areas in Sri Lanka for the past two decades. The North Central Province of the country has been one of the war affected areas of the country where a Sinhala majority live with Tamils and Muslims.

Many families and individuals are internally displaced due to the war and, as many of them are from impoverished and marginalized backgrounds, they have resettled in insecure conditions (temporary houses, refugee camps etc.). There are a number of families where women have to assume greater responsibility due to the death of men. Education opportunities for children are limited. Children in these conditions are particularly vulnerable to exploitative labour (Machel, 1996).

Chosen areas: Anuradhapura District in the North Central Province was chosen for the assessment of the “supposed” sending communities in the war affected areas of the country. The two communities chosen were in Nochchciyagama area of the District (Annex 1).

***Rural areas:*** The majority of Sri Lankan households in absolute poverty, with the few income earners receiving only low incomes and having many dependents, are found in the rural sector (Marga Institute, 1981). Families tend to hover around the line of marginal sufficiency, meaning that the employment of an additional member can move the household out of absolute poverty (Marga Institute, 1981). Eighty percent of the rural population is comprised of Sinhalese.

Chosen Areas: The Monaragala District of Sri Lanka was chosen to gather data on the sending communities in the Rural sector. Monaragala District is in the Uva Province of the country (Annex 1).



***Inner city slums:*** The main pocket of urban poverty is in the city of Colombo. The majority (2/3 of the inner city slum population) of the urban residents are Sinhalese. The minority consists of Tamils and Muslims. The working members of these communities are mainly low-income workers (eg. casual labourers, beggars and persons of no determinate employment) and the area has a high rate of unemployment (Marga Institute, 1981). It was estimated that 21 percent of the child domestic workers of Sri Lanka (excluding the Northern and Eastern Provinces) are from urban areas (DCS, 1999).

**Chosen area:** An inner city slum to the North of the city of Colombo in the Colombo District was chosen as the location to gather information on the families that send children for domestic work (Annex 1).

### **Questionnaire for sending communities**

The information gathering was conducted in the form of an interview using a structured questionnaire. The questionnaire was formulated in order for the administrators to ask the participants a number of questions and note down the responses. Some of the questions are closed-ended (there are a limited number of predetermined responses) while some are open-ended (respondents can give as much or as little detail in their answers as they wish). The possible answers to the questions asked were coded and space was provided to write the code according to the answer. The responses not listed in the coding system were noted in the space provided and were later coded.

The questionnaire consisted of four sections. The first section gathered the overall information about the family including the number of members, age and sex of the adults and the children, and the income earning activities of the members of the family. The first section was formulated in order for the administrator to organize the flow of the interview. The second section of the questionnaire gathered information about the children who attend formal schools. It focused on the after-school activities of the school attending children and the activities during the school vacations. The third section of the questionnaire focused on the children who are of school attending age but do not go to school and who undertake paid and/or unpaid work, staying at or away from home. This section also explored the living arrangements of the working children, the nature of the work children undertake, how the work was found, the reasons why the children were given consent by the parents to work, the pay arrangements, and also the visiting arrangements of the children who work away from home. The fourth section of the questionnaire focused on the children of school going age who neither attend school nor engage in a recognized form of 'work'. Information was gathered on the reasons why the children were not sent to school, the tasks and activities undertaken by the 'children who stay home', and the supervision provided for the child during her stay at home. The questionnaire provides space to gather information on nine children below the age of 18.

In order to get accurate information about the working children and the socio-

economic as well as the cultural factors that contribute to the situation they are in, and, also to preserve the naiveté regarding the hypothesis, certain information pertaining to the objectives of the research were withheld in the stages of construction and the administration of the questionnaires. “*Child-Parent Relationship*”(How much do you know about your children) is used as the title not only to make the interview as non-threatening as possible for the adult caregivers, but also to encourage them to give information about the activities of their children.

The interviews were of an anonymous and confidential nature. The participants were not identified in the questionnaire. The method of observation was also used to comment on the unexpected or unusual behaviours of the participants and special conditions of the children in the family (disabled, developmentally challenged, etc) without any interventions.

### **Pre-testing of the questionnaire**

The pre-testing of the questionnaire “How much do you know about your children?” was conducted in a slum community in the Colombo Municipality. The residents of the community engage mostly in temporary employment and many of them are daily labourers.

Twenty-five households were surveyed by five questionnaire administrators. Pre-testing was initiated after 5pm as it was assumed to be the time of the day the adults of the households are likely to be available.

The day after the administration of the questionnaire, a half a day discussion with the administrators was held. The researcher inquired about the reception of the administrators by the residents of the community, the flow of the questions, difficulties faced recording the responses, and the duration of the interview. The pre-test administrators were also asked to make suggestions, based on their questionnaire administration experience, on how to improve the questionnaire.

The administrators proposed that it may be more beneficial if they did not introduce themselves as representatives of the National Child Protection Authority as that might have a detrimental effect on the outcome of the interview. It was suggested that they could either identify themselves as a group of surveyors or could use their own organization’s name (the administrators were selected from Non-Governmental Organizations working on child issues in the areas of the target communities).

The pre-designed questionnaire was modified as a result of the discussion held after the pre-testing. The final version of the questionnaire is in Annex 2.

### **Questionnaire administrators**

Collaboration with the government and non-government organizations took place in order to administer the questionnaires in different areas of the country. Three government organizations and three non-government organizations took part in the process. Forty-seven questionnaire administrators and seven supervisors were selected. The group consisted of 19 females and 37 males.

Eight individuals from a non-governmental organization (NGO) (“Future in Our Hands”) working on child protection issues were selected to administer questionnaires in the community of Badulla, while eight more individuals from the Samurdhi District Secretariat (a poverty alleviation programme of the Sri Lanka Government) were given the same responsibility in the community of Walapane-Nuwaraeliya. Eight Sarvodaya (NGO) representatives administered questionnaires in the Hatton community, while the National Institute of Social Development – NISD (Government organization) sent eight individuals to the community of Colombo. The Small Industries Development Unit of the District Secretary’s Office in Monaragala had eight representatives of the unit responsible for the community in their division, and finally eight individuals representing Don Bosco Institute (NGO) in Negombo administered questionnaires in Nochchiyagama.

### **Training for the questionnaire administrators**

Questionnaire administrators were trained on the administration of the designed questionnaire in a two-day training workshop held in Colombo (Annex 3). The trainees were provided with residential facilities for the duration of the workshop.

The training was mainly conducted by the researchers (Nayomi Kannangara and Prof. Harendra de Silva), who informed the trainees about the background of the research.

On the first day, the trainees were given insight into the overall project design and objectives of the rapid assessment. Prof. Harendra de Silva provided some information on the background of the child domestic labour situation in the country. The researcher described the role expected to be fulfilled by the trainees and how their optimal contributions will enhance the quality of the assessment. Subsequently the questionnaire was introduced and the administration of the questionnaire was practiced through scenarios and role-plays.

At the end of the workshop the trainees had administered two questionnaires and had faced two interviews themselves. The administration of questionnaires through scenario role-playing builds competence and confidence to act as an administrator while the role-playing of an interviewee gives insight into the experience of being interviewed and helps develop empathy towards the children who will be interviewed.

In the latter part of the second day the ethical and pragmatic issues relating to the administration of questionnaires were discussed. The trainees were informed of issues such as confidentiality and privacy, and, of issues relating to gender and differences in culture. The trainees were encouraged to discuss the matter of

personal presentation (attire) and they came to a decision that the males were to wear shirt and trouser and the women were to wear saris. The trainees also decided to introduce themselves to the communities as the representatives of their own organizations.

The final task of the workshop was to identify the groups and the group leaders (supervisors). The trainees were explained the duties and responsibilities of both administrators and the supervisors and how to cooperate with each other. The administrators are answerable to the supervisors and the researchers would communicate directly with the supervisors. The supervisors were handed over the questionnaires at the conclusion of the workshop.

### **Data gathering methodology**

A structured questionnaire was used to gather information from the families in the target communities. The questionnaires were made available both in Sinhala and Tamil. The interviews were conducted by trained questionnaire administrators.

On each of the seven days that the questionnaires were administered, the administrators met in a group with the supervisor before they left for the community. At the appointed meeting place the quota of questionnaires for the day was handed out per administrator together with the calendars, prepared to be readily offered to the interviewees.

The questionnaire administrators visited the houses of the target community after 4.00 p.m. in the afternoon. The administrators visited the communities in groups of eight but conducted the interviews individually. An adult (parent, caregiver, relative- someone who is close to the family and usually a household member) was asked to spend a few minutes with the administrator answering questions about the children in the family.

The administrators identified themselves as representatives from their own organizations (i.e. Don Bosco representatives, Samurdhi representatives, etc.) and explained the purpose of the visit to an adult of the household. The adults were also told that information regarding their identity such as names, address, etc., were not required. Once the head of the family gave consent the interview continued. The expected duration of an interview ranged from 10-20 minutes, depending on the size of the family and the information.

The administrators, using the questionnaire as a prompt, asked the designed questions from the adult and recorded the responses using the codes given in the assigned spaces. The interviewees were encouraged to give lengthy and comprehensive answers. In the instances where a particular response was not represented by a code, it was written down and coded later. Extra questionnaires were used when the space provided was not sufficient and these were attached to the original questionnaire.

After the completion of the interview, the family was given a 2002 calendar as a token of appreciation. The calendar given was specifically designed for the 'Child Domestic Labour – Rapid Assessment' project. The calendar has six pages (two months a page) exhibiting paintings of different prominent artists in the country

depicting children's rights of the UN Convention on the Rights of the Child that are especially relevant to child domestic labour (Annex 4).

It was expected that each administrator would complete a minimum of seven questionnaires per day. At the end of the day, the completed questionnaires were handed over to the supervisor. The supervisor read through the questionnaires and put a mark (\*) on the questionnaires that contain information on child workers. If a Tamil questionnaire was used, the supervisor translated the written information into either English or Sinhala.

Questionnaire administration was conducted for seven consecutive days in seven communities concurrently.

## **RESULTS<sup>2</sup> - SENDING COMMUNITIES**

**Table 1.1: Total numbers of child workers and child domestic workers <18 years old**

|  | Frequency |        |
|--|-----------|--------|
| Total number of families studied (questionnaires administered) | 4076      |        |
| Total number of child workers below 18 found                   | 1010      |        |
|  |           | %      |
| Total number of child domestic workers found below 18 (n=1010) | 61        | 1.50%  |
| (n=61)   |           |        |
| <14 yrs  | 5         | 8.20%  |
| 14-17 yrs  | 56        | 91.80% |

As can be seen from Table 1.1, 1010 child workers were found among the 4076 families studied. The survey found only 61 children who were sent for domestic work amongst the 4076 families in the target areas. A vast majority (91.80%) of the children who do domestic work are 14-17 years of age and 8.20% are below 14 years old thus unlawfully employed as domestic workers, according to the national legislation.

<sup>2</sup> The source of all tables throughout the report is the Rapid Assessment Fieldwork, 2002.

**Table 1.2: Sex of the child workers (<14 yrs and 14-17 yrs) (n=1009)**

| Sex                     | Frequency | %     |
|-------------------------|-----------|-------|
| Female                  | 421       | 41.72 |
| <14 yrs                 | 16        |       |
| 14-17 years             | 405       |       |
|                         |           |       |
| Male                    | 588       | 58.28 |
| <14 years               | 25        |       |
| 14-17 years             | 562       |       |
| Not clear               | 1         |       |
| Not mentioned/not clear | 1         |       |

As Table 1.2 shows, there is a slight difference between the two sexes of the child workers in the targeted populations. One hundred and sixty seven more boys engage in all forms of work than the girls, leaving a 16.55% difference between the two sexes. It can be argued that boys were, to some extent, more likely to be employed in various forms of labour than the girls.

**Table 1.3: Age of the child worker (n=1008)**

| Age range                | Frequency | %     |
|--------------------------|-----------|-------|
| <14 years                | 41        | 4.06  |
| 14 - 17 years            | 967       | 95.83 |
| Not mentioned /not clear | 2         |       |

As Table 1.3 shows, a vast majority (95.83%) of child workers were between the ages of 14-17 years while only 4.06% of the child workers were below the age of 14 years. Fourteen years is the lowest age limit for any form of work of children allowed in Sri Lanka.

**Table 1.4: The duration of residency in the sending community (n=999)**

| Duration                | Frequency | %     |
|-------------------------|-----------|-------|
| Less than 10 years      | 51        | 5.11  |
| 10 - 20 years           | 242       | 24.22 |
| 21 - 30 years           | 221       | 22.12 |
| 31 - 40 years           | 156       | 15.62 |
| 41 - 50 years           | 234       | 23.42 |
| Over 50 years           | 95        | 9.51  |
| Not mentioned/not clear | 11        |       |

Table 1.4 shows the number of years the families who had sent children below 18 years of age for work, have been in the community where they were residing at the time the survey was conducted. A majority (46.34%) has been in the present community between 10-30 years and 39.04% of the families have been in the same community for 30-50 years, showing a picture of immobility.

**Table 1.5: Number of family members of the child worker (<18)(n=1004)**

| No. of members              | Frequency | %     |
|-----------------------------|-----------|-------|
| 1-2 <sup>1</sup>            | 8         | 0.80  |
| 3                           | 49        | 4.88  |
| 4                           | 143       | 14.24 |
| 5                           | 283       | 28.19 |
| 6                           | 227       | 22.61 |
| 7                           | 151       | 15.04 |
| 8                           | 69        | 6.87  |
| 9                           | 44        | 4.38  |
| 10                          | 17        | 1.69  |
| 11                          | 4         | 0.40  |
| 12                          | 3         | 0.30  |
| 13                          | 2         | 0.20  |
| 14                          | 1         | 0.10  |
| 15 and above                | 3         | 0.30  |
| Not mentioned/<br>not clear | 6         |       |

1/ Including 2 cases with one member in the family

As can be seen from Table 1.5, a majority (80.08%) of the child workers has 4-7 members in the nuclear family. Fifty-seven child workers, representing 5.68% of

child workers found, have 1–3 members in the family, while 13.94% of the child workers have 8-14 members in the nuclear family.

**Table 1.6: The number of child workers (<18) with either one or both parents dead/not residing at home (n=1010)**

|  | Number | %     |
|--|--------|-------|
| Both parents present                   | 793    | 78.51 |
| Parent dead/not residing at home       | 205    | 20.30 |
| Both parents dead/not residing at home | 12     | 1.19  |

Table 1.6 shows that a majority (78.51%) of the children who engage in all forms of work has both parents present at home. Of the children who work, 20.30% has one parent dead/not residing at home while more than one percent has both parents dead/not residing at home.

**Table 1.7: Occupation of the fathers of the child workers (<18) (n=838)**

| Occupation                         | <i>Frequency</i> | %     |
|------------------------------------|------------------|-------|
| Estate worker                      | 412              | 49.16 |
| Others<br>(Agriculture based work) | 152              | 18.14 |
| Casual Laborer                     | 133              | 15.87 |
| Unemployed                         | 68               | 8.11  |
| Business                           | 37               | 4.42  |
| Employed abroad                    | 15               | 1.79  |
| Factory worker                     | 18               | 2.15  |
| Domestic worker                    | 1                | 0.12  |
| Estate work / Casual laborer       | 1                | 0.12  |
| Business / Others                  | 1                | 0.12  |
| Not clear/not mentioned            | 172              |       |

As can be seen from Table 1.7, the occupation of the majority of the fathers (49.16%) of child workers is ‘estate worker’. The ‘agriculture based work’ and ‘casual labourer’ categories represent the second (18.14%) and third (15.87%) largest groups of employment of the fathers of the working children respectively.



**Table 1.8: Occupation of the mothers of the child workers (<18) (n=934)**

| Occupation                         | Frequency | %     |
|------------------------------------|-----------|-------|
| Estate worker                      | 401       | 42.93 |
| Unemployed                         | 241       | 25.80 |
| Others<br>(Agriculture based work) | 127       | 13.60 |
| Employed abroad                    | 53        | 5.67  |
| Casual laborer                     | 50        | 5.35  |
| Domestic worker                    | 34        | 3.64  |
| Business                           | 17        | 1.82  |
| Factory worker                     | 8         | 0.86  |
| Estate work / Casual laborer       | 1         | 0.11  |
| Estate work / Aboard               | 2         | 0.21  |
| Not clear/ not mentioned           | 76        |       |

As Table 1.8 shows, the majority of the mothers of the children who engage in work, perform 'estate worker' (42.93%). The 'unemployed' mothers represent the second largest category (25.80%) while the 'agriculture based work' takes the third place (13.60%).

**Table 1.9: The main push-pull factors for allowing children (<18) to work (n=997)**

| Main reason  | Frequency | %     |
|--|-----------|-------|
| For an extra income  | 350       | 35.11 |
| Child did not like the schooling   | 239       | 23.97 |
| For an extra income/ Child did not like the schooling  | 120       | 12.04 |
| Failing the exams  | 72        | 7.22  |
| Attaining suitable age for work  | 40        | 4.01  |
| Inability to refuse the job offer  | 27        | 2.71  |
| For an extra income/ Failing the exams   | 21        | 2.11  |
| For an extra income/ Attaining suitable age for work   | 16        | 1.60  |
| For an extra income/ Inability to refuse the job offer   | 11        | 1.10  |
| For an extra income/ Child did not like the schooling/<br>Failing the exams                              | 3         | 0.30  |
| For an extra income/ Child did not like the schooling /<br>Inability to refuse the job offer             | 1         | 0.10  |
| Child did not like the schooling / Inability to refuse the job<br>offer                                  | 4         | 0.40  |
| Child did not like the schooling / Inability to refuse the job<br>offer/ Attaining suitable age for work | 1         | 0.10  |
| Child did not like the schooling / Attaining suitable age for<br>work                                    | 1         | 0.10  |
| For an extra income/Other  | 7         | 0.70  |
| Child did not like the schooling / Failing the exams   | 6         | 0.60  |
| Child did not like the schooling / Other   | 4         | 0.40  |
| Inability to refuse the job offer/ Attaining suitable age for<br>work                                    | 3         | 0.30  |
| Inability to refuse the job offer/ Failing the exams   | 1         | 0.10  |
| For an extra income / Attaining suitable age for work/<br>Inability to refuse the job offer              | 1         | 0.10  |
| Attaining suitable age for work/ Failing the exams   | 4         | 0.40  |
| Other  | 65        | 6.52  |
| Not mentioned/not clear  | 13        |       |

Table 1.9 points out the reasons for sending/allowing children to work. The reasons were given by an adult member of the family (father/mother/grandparent/guardian etc.). As can be seen from the table, a majority (at least 35.11%) of the families have sent children to work in order to have an extra income, followed by at least 23.97% of families sending children to work as the children ‘did not like schooling’. At least 59.08% of the families had given either the ‘extra income’ or the ‘child did not like the schooling’ a reason for sending children to work.

**Table 1.10: The methods of finding work (n=998)**

| Method   | Frequency | %     |
|--|-----------|-------|
| Child on his/her own                                     | 393       | 39.38 |
| Relative(s)/parent(s)                                    | 338       | 33.87 |
| A broker   | 126       | 12.63 |
| A known person   | 106       | 10.62 |
| Advertisement  | 9         | 0.90  |
| Child on his/her own/<br>Relative(s)/parent(s)           | 5         | 0.50  |
| Child on his/her own/ A broker                           | 3         | 0.30  |
| Child on his/her own/ A<br>known person                  | 1         | 0.10  |
| Child on his/her own/<br>Relative(s)/parent(s)/ A broker | 1         | 0.10  |
| Relative(s)/parent(s)/<br>Advertisement                  | 1         | 0.10  |
| Relative(s)/parent(s)/ A broker                          | 1         | 0.10  |
| Business   | 14        | 1.40  |
| Not mentioned/not clear                                  | 12        |       |

As can be seen from Table 1.10, a majority (39.38%) of adults mentioned that the child him/herself had found the employment followed by 33.87% of adults claiming that a parent or a relative of the child had found the employment for the child. A notable 12.63% of the children were reported to have found the employment through a “broker”, while 10.62% reported to have found work through a known person. Less than 1% of the children had found employment through advertisements.

**Table 1.11: Remuneration for the child worker (<18) (n=1010)**

| Remuneration | Frequency | %     |
|--------------|-----------|-------|
| Paid         | 909       | 90.00 |
| Not paid     | 101       | 10.00 |

As can be seen from Table 1.11, 90% of the children get paid for the work they do. According to the adults of the families, 10% of child workers found in the target communities were not paid for the work he/she does.

**Table 1.12: The recipient of the child worker's (<18) pay (n=903)**

| Recipient                | Frequency | %     |
|--------------------------|-----------|-------|
| Child worker             | 749       | 82.95 |
| Child worker's parent(s) | 80        | 8.86  |
| Child worker and parents | 68        | 7.53  |
| Broker                   | 2         | 0.22  |
| Other                    | 4         | 0.44  |
| Not mentioned/not clear  | 107       |       |

Table 1.12 shows the recipient(s) of the wages of the children who get paid for the work they do. Approximately 83% of the children receive their own pay while 8.86% of children had their parents receiving their wage. The table also shows that the 'brokers' received the wages of two children.

**Tables 1.13: The three main types of work undertaken by child workers by each 'supposed' sending community**

**Table 1.13.1  
COLOMBO  
(n=81)**

| Main types of work        | Frequency | %            |
|---------------------------|-----------|--------------|
| <b>Factory work</b>       | <b>18</b> | <b>22.22</b> |
| <14 years                 | 0         | 0.00         |
| 14-17 years               | 18        | 100.00       |
| <b>Casual laborer</b>     | <b>18</b> | <b>22.22</b> |
| <14 years                 | 1         | 5.56         |
| 14-17 years               | 17        | 94.44        |
| <b>Business – selling</b> | <b>11</b> | <b>13.58</b> |
| <14 years                 | 1         | 9.09         |
| 14-17 years               | 10        | 90.91        |
| Not mentioned / not clear | 2         |              |

As can be seen from Table 1.13.1, the three main types of work undertaken by child workers in the “supposed” sending community in Colombo are ‘factory work’, ‘casual labourer’ and ‘business – selling’. Eighteen child workers are engaged in ‘factory work’ and ‘casual labour’ respectively. ‘Business –selling’ was another main type of work with the involvement of 11 child workers. The majority of child workers among the three main types of work belong to the age group of 14-17 years old. Two child workers below 14 years of age were found in the ‘casual labourer’ group (1) and the ‘business – selling’ group (1).

**Table 1.13.2**  
**BADULLA (n=99)**

| Main types of work               | Frequency | %            |
|----------------------------------|-----------|--------------|
| <b>Estate work</b>               | <b>32</b> | <b>32.32</b> |
| <14 years                        | 1         | 3.13         |
| 14-17 years                      | 31        | 96.87        |
| <b>Work in a shop / boutique</b> | <b>31</b> | <b>31.31</b> |
| <14 years                        | 1         | 3.23         |
| 14-17 years                      | 30        | 96.77        |
| <b>Factory work</b>              | <b>10</b> | <b>10.10</b> |
| <14 years                        | 1         | 10.00        |
| 14-17 years                      | 9         | 90.00        |
| Not mentioned / not clear        | 1         |              |

As Table 1.13.2 shows, the child workers in the Badulla sending community do ‘estate work’, ‘work in shop/boutique’ and ‘factory work’ as the main types of employment. Working in an estate or in a shop/boutique is more prevalent (32.32% and 31.31% respectively) than ‘factory work’ (10.10%). Three children under 14 years of age were found in the three main types of work (one in each type of work).

**Table 1.13.3**  
**HATTON (n=49)**

| Main types of work               | Frequency | %            |
|----------------------------------|-----------|--------------|
| <b>Domestic work</b>             | <b>20</b> | <b>40.82</b> |
| <14 years                        | 0         | 0.00         |
| 14-17 years                      | 20        | 100.00       |
| <b>Work in a shop / boutique</b> | <b>17</b> | <b>34.69</b> |
| <14 years                        | 2         | 11.76        |
| 14-17 years                      | 15        | 88.24        |
| <b>Estate work</b>               | <b>7</b>  | <b>14.29</b> |
| <14 years                        | 0         | 0.00         |
| 14-17 years                      | 7         | 100.00       |

The three main types of work in Hatton, are ‘domestic work’, ‘work in shop/boutique’ and ‘estate work’. Approximately 41% of child workers in this community are employed as domestic workers and all of them are between 14-17 years of age. The majority of child workers involved in ‘work in a shop/boutique’ (17) and ‘estate work’(7) belong to the age group of 14-17 years old, with the exception of 2 child workers engaged in the former.

**Table 1.13.4**  
**WALAPANE (n=372)**

| Main types of work               | Frequency  | %            |
|----------------------------------|------------|--------------|
| <b>Factory work</b>              | <b>130</b> | <b>34.95</b> |
| <14 years                        | 0          | 0.00         |
| 14-17 years                      | 130        | 100.00       |
| <b>Casual laborer</b>            | <b>80</b>  | <b>21.51</b> |
| <14 years                        | 2          | 2.50         |
| 14-17 years                      | 78         | 97.50        |
| <b>Work in a shop / Boutique</b> | <b>28</b>  | <b>7.53</b>  |
| <14 years                        | 1          | 3.57         |
| 14-17 years                      | 27         | 96.43        |
| <b>Farming</b>                   | <b>28</b>  | <b>7.53</b>  |
| <14 years                        | 1          | 3.57         |
| 14-17 years                      | 27         | 96.43        |

As can be seen from Table 1.13.4, the main types of work in which the highest number of children in the targeted sending community engage in are ‘factory work’, ‘casual labourer’, ‘work in a shop/boutique’ and ‘farming’. Approximately 35% (130) of the child workers are ‘factory workers’ and all of them are between 14-17 years of age. The second main type of work of child workers are engaged is ‘casual labour’ (80 or 21.51%) of which 2 children are below 14 years of age. The same number of children is engaged in ‘work in a shop/boutique’ and ‘farming’ (28) and two (one in each type of work) belong to the age group below 14 years old.

**Table 1.13.5**  
**MONARAGALA (n=126)**

| Main types of work        | Frequency | %            |
|---------------------------|-----------|--------------|
| <b>Factory work</b>       | <b>34</b> | <b>26.98</b> |
| <14 years                 | 0         | 0.00         |
| 14-17 years               | 34        | 100.00       |
| <b>Farming</b>            | <b>43</b> | <b>34.13</b> |
| <14 years                 | 1         | 2.33         |
| 14-17 years               | 42        | 97.67        |
| <b>Casual laborer</b>     | <b>17</b> | <b>13.49</b> |
| <14 years                 | 0         | 0.00         |
| 14-17 years               | 17        | 100.00       |
| Not mentioned / not clear | 1         |              |

As Table 1.13.5 shows, ‘factory work’, ‘farming’ and ‘casual labourer’ are the three main groups of employment of child workers. Nearly 27% of the working children are doing factory work in Monaragala. Almost all the children in all three employment groups were between 14-17 years of age with the exception of one child involved in farming who is below 14 years old.

**Table 1.13.6**  
**NOCHCHIYAGAMA 1 (n=75)**

| Main types of work        | Frequency | %            |
|---------------------------|-----------|--------------|
| <b>Factory work</b>       | <b>38</b> | <b>50.67</b> |
| <14 years                 | 1         | 2.63         |
| 14-17 years               | 37        | 97.37        |
| <b>Business – selling</b> | <b>8</b>  | <b>10.67</b> |
| <14 years                 | 0         | 0.00         |
| 14-17 years               | 8         | 100.00       |
| <b>Casual laborer</b>     | <b>4</b>  | <b>5.33</b>  |
| <14 years                 | 0         | 0.00         |
| 14-17 years               | 4         | 100.00       |
| <b>Domestic Work</b>      | <b>4</b>  | <b>5.33</b>  |
| <14 years                 | 1         | 25.00        |
| 14-17 years               | 3         | 75.00        |

As can be seen from Table 1.13.6, the main groups of work undertaken by child workers in the ‘supposed’ sending community in the Nochchiyagama 1 area were ‘factory work’, ‘business–selling’, ‘casual labourer’ and ‘domestic work’. Four children (5.33%) are engaged in domestic work of which one is below 14 years old. The majority of the child workers found in this area are between 14-17 years of age. There is one child involved in farming and another in domestic work who are below 14 years old.



**Table 1.13.7**  
**NOCHCHIYAGAMA 2**  
**(n=199)**

| Main types of work              | Frequency | %            |
|---------------------------------|-----------|--------------|
| <b>Factory work</b>             | <b>83</b> | <b>41.71</b> |
| <14 years                       | 2         | 2.41         |
| 14-17 years                     | 81        | 97.59        |
| <b>Work in a shop/ boutique</b> | <b>32</b> | <b>16.08</b> |
| <14 years                       | 0         | 0.00         |
| 14-17 years                     | 32        | 100.00       |
| <b>Business – Selling</b>       | <b>15</b> | <b>7.54</b>  |
| <14 years                       | 1         | 6.67         |
| 14-17 years                     | 14        | 93.33        |
| Not mentioned / not clear       | 2         |              |

As Table 1.13.7 shows, the three main groups of employment the child workers in the ‘supposed’ sending community in Nochchiyagama 2 area were ‘factory work’, ‘work in a shop/boutique’ and ‘business – selling’. It was found that two child workers in factory work and one child in ‘business – selling’ are below 14 years of age.

**Table 1.14: The number of child workers in each area**

| Area  | Total number of administered questionnaires (families studied) | Child workers below 18 years of age | Child workers between 14 - 17 years of age | Child workers below 14 years of age |
|---|--|-------------------------------------|--|-------------------------------------|
|   |  | Frequency <sup>1</sup>              | Frequency                                  | Frequency                           |
| <b>Colombo (Inner City Slum Area)</b>           | 570  | 83                                  | 78   | 5                                   |
| <b>Hatton (Estate area)</b>                     | 600  | 49                                  | 47   | 2                                   |
| <b>Walapane (Estate area)</b>                   | 577  | 372                                 | 358  | 14                                  |
| <b>Badulla (Estate area)</b>                    | 579  | 100                                 | 95   | 5                                   |
| <b>Monaragala (Rural area)</b>                  | 596  | 127                                 | 125  | 2                                   |
| <b>Nochchiyagama 1 (Conflict affected area)</b> | 572  | 75                                  | 73   | 2                                   |
| <b>Nochchiyagama 2 (Conflict affected area)</b> | 582  | 201                                 | 190  | 11                                  |
| <b>Total</b>                                    | <b>4076</b>  | <b>1007</b>                         | <b>966</b>                                 | <b>41</b>                           |

1/ There are three cases with area 'not defined – not mentioned'

As can be seen from Table 1.14, 4076 questionnaires - approximately 600 questionnaires in each community - were administered in the seven selected 'supposed' sending communities. The sending community in Walapane (estate area) had the highest number (372) of child workers, while the sending community in Nochchiyagama 2 (conflict affected area) had the second highest number with 201 child workers below 18. The sending community in Monaragala (rural area) had 127 child workers and represented the third highest number of child workers found in a community. The majority of child workers (966) were in the age group between 14 and 17 years old. Regarding child domestic workers below 14 years of age, Walapane (estate area) had the highest number of child workers (14), and Nochchiyagama 2 (conflict affected area) had the second highest number with 11 child workers of this age group.

In the sending communities in Colombo (inner city slum area) and Badulla (estate area) 10 child workers below 14 years of age were found (5 child workers in each area).

**Table 1.15: The nature of work undertaken by child workers (in all areas) (n=1004)**

| Nature of work                                   | Frequency | %           |
|--|-----------|-------------|
| Factory worker                                   | 315       | 31.37       |
| Casual laborer                                   | 136       | 13.55       |
| Other  | 120       | 11.95       |
| Shop/boutique worker                             | 122       | 12.15       |
| Farming  | 68        | 6.77        |
| Business   | 60        | 5.98        |
| <b>Domestic worker</b>                           | <b>59</b> | <b>5.88</b> |
| Estate work                                      | 46        | 4.58        |
| Work when the opportunity arises                 | 31        | 3.09        |
| Vocational training                              | 27        | 2.69        |
| Estate work / Casual labor                       | 1         | 0.10        |
| Estate work / Work when the opportunity arises   | 1         | 0.10        |
| Estate work / Other                              | 1         | 0.10        |
| Casual work / Other                              | 1         | 0.10        |
| Domestic work / Farming                          | 1         | 0.10        |
| Domestic work / Work when the opportunity arises | 1         | 0.10        |
| Works at a Shop-Boutique / Business              | 2         | 0.20        |
| Farming / Works when the opportunity arises      | 4         | 0.40        |
| Farming / Vocational training                    | 1         | 0.10        |
| Farming / Other                                  | 7         | 0.70        |
| Not mentioned/not clear                          | 6         |             |

Table 1.15 organizes the main categories of work undertaken by the child workers in the descending order from most frequently undertaken to the least frequently undertaken. As the table shows, a majority of 31.37% of the child workers below 18 years of age work in factories while 13.55% of child workers work as casual labourers. The domestic work was placed in the seventh position in the descending hierarchy with 5.88% of child workers engaged in this role.

**Table 1.16: The number of child domestic workers in each area**

| Area  | Total number of administered questionnaires (families studied) | Child domestic workers below 18 years of age | Child domestic workers 14-17 years of age | Child domestic workers below 14 years of age |
|---|--|--|---|--|
|   |  | Frequency                                    | Frequency                                 | Frequency                                    |
| <b>Colombo (Inner City Slum Area)</b>           | 570  | 6  | 6   | 0  |
| <b>Hatton (Estate area)</b>                     | 600  | 20   | 20  | 0  |
| <b>Walapane (Estate area)</b>                   | 577  | 15   | 13  | 2  |
| <b>Badulla (Estate area)</b>                    | 579  | 8  | 8   | 0  |
| <b>Monaragala (Rural area)</b>                  | 596  | 2  | 1   | 1  |
| <b>Nochchiyagama 1 (Conflict affected area)</b> | 572  | 4  | 3   | 1  |
| <b>Nochchiyagama 2 (Conflict affected area)</b> | 582  | 6  | 5   | 1  |
| <b>Total</b>                                    | <b>4076</b>  | <b>61</b>                                    | <b>56</b>                                 | <b>5</b>                                     |

Table 1.16 shows the number of child domestic workers found in each of the 'supposed' sending communities surveyed per group age. Hatton estate area had 20 child domestic workers below 18 years of age, the largest number of child domestic workers found in a single community. All the child domestic workers found in this area are between 14 and 17 years old. The second largest concentration of child domestic workers was found in Walapane (estate area) with 15 child domestic workers of which 13 are between 14 and 17 years old and 2 below 14 years old. Badulla (estate area) had the third largest concentration of child domestic workers with 8 children whose ages are between 14 and 17 years old. As can be seen the

majority of child domestic workers (56 or 91.80%) belong to the age group between 14 and 17 years old. Child domestic workers below 14 years old were found in Walapane, Monaragala (rural area), Nochchiyagama 1 and Nochchiyagama 2.

## **DISCUSSION AND RECOMMENDATIONS**

The findings of *Project one: sending communities* stress the fact that although domestic work is one of the income earning activities the children in the targeted 'supposed' sending communities engage in, it is not the most prevalent form of child employment in most of the communities surveyed. The study collected information from 4076 families and found 1010 children engaged in some form of work. Out of the 1010, 61 children were engaged in domestic work. The only cases where domestic work was found to be the main type of employment of the majority of the child workers were Hatton and Nochchiyagama 1 among the seven communities surveyed. It was found that factory work is amongst the three most prevalent forms of employment in all the communities surveyed except in Hatton. Casual labour, estate work, work in shops/boutiques, farming and business-selling were the other main forms of work the child workers engaged in.

The majority of child workers had 4-7 members in the nuclear family and had both parents living at home. A predominant number of fathers of the child workers are engaged in estate based or agriculture based work while a large number of mothers are employed in the estate sector or are unemployed.

At the conception of this study it was hypothesized that the communities that are poor and of low socio-cultural status (i.e. low caste, ethnic minorities, etc.) send children into domestic work. It was also hypothesized that lack of social support and social means (e.g. birth certificate, national identification, other documentation required by schools and institutions etc.) to education, low academic/achievement-oriented expectations for children, and gender expectations were the main reasons for engaging children in domestic work. Additionally, the inability to provide for large families and hence the attractiveness of an added income, poor living conditions, expectations that the child would benefit through the employment, and social pressures were thought to be among the main reasons for sending children for domestic work.

The hypothesis that the communities that are poor and of low socio-cultural status send children into domestic work was supported by the study as the adults in the targeted communities admitted to having sent children below 18 years of age for domestic work. All the target communities had at least 2 children, below 18 years of age, who were sent for domestic work. Moreover of the 61 child domestic workers found among the seven surveyed communities, 56 or (91.80%) were between 14 and 17 years old and 5 (8.20%) were below 14 years old.

It should be considered that the information on the age of the child and the income earning activity the child is engaged in were provided by an adult member of the family. Knowing the illegal nature of sending children under 14 years of age for

domestic work, it can be argued that the adult provided misinformation about the income earning activity of the child or had the age of the child altered.

The hypothesis that lack of social support and social means (e.g. birth certificate, national identification, other documentation required by schools and institutions etc.) to education, low academic/achievement-oriented expectations for children, and gender expectations were the main reasons for engaging children in work was partially supported by the findings of the study. The children's lack of interest in schooling was given as the sole or one of the main reasons for allowing children to work by at least 24% of the adults in the studied families. However, lack of documentation to attend formal educational institutions was not amongst the reasons mentioned.

The hypothesis that the inability to provide for large families and hence the attractiveness of an added income, poor living conditions, expectations that the child would benefit through the employment, and social pressures would be amongst the main reasons for sending children for domestic work, was also partially supported. The findings of the survey showed that the majority of child workers in the 'supposed' sending communities have 4-7 members in the nuclear family. Nonetheless, as the parents of the family are either employed in low income earning activities or are unemployed it can be argued that the working parents are not capable of providing the family with the basic needs. At least 35% of the adults mentioned 'extra income' as the sole or one of the main reasons for allowing children to work. Nearly 3% of the adults mentioned 'social pressure' in the form of inability to refuse the job offer for the child. The thinking that the child would benefit from the employment was not amongst the reasons given by the adults.

Since the questionnaire in this survey was prearranged to gather information on the children in domestic work and was more focused on the two age categories of below 14 and 14-17 years of age there is no further breakdown of the children in the 14-17 category in order to see whether their employment in other sectors are legal or not. This limitation has to be rectified by future research that is more focused on employment of children between 14-17 years of age.

Given the higher number of child workers in factory work found in this study it can be recommended that there should be a separate more focused study to learn the push and pull factors that send children to work in factories.

## PROJECT TWO: 'SCHOOL SURVEY'

The primary aim of this project is to determine the approximate extent of the prevalence of child domestic labour in five major urban districts of Sri Lanka: Colombo, Anuradhapura, Badulla, Galle and Kandy. A secondary aim is to gather data on age range, ethnicity and sex of the working children in these urban households and also to collect data on the socio-economic status of the employers.

**General Hypothesis: It was hypothesized that the middle and upper class households would have a large concentration of children in domestic work. It was also hypothesized that the households with children of school-attending age of these social classes are more likely to have child workers (either to look after the children after school, or assist the housekeeper (eg. mother) with other household chores, so he/she could attend to the children). It was also hypothesized that the majority of employers would be of 'white collar' working background (De Silva, 1998).**

The five urban districts (Colombo, Badulla, Anuradhapura, Kandy and Galle) (Annex 5) were selected employing *purposive sampling* method according to *archival data* on where children are mostly, and more likely employed as domestic servants.

Since it was anticipated that a direct approach of asking about child domestics would not result in the desired outcome of getting a count and a description of the working children in the domestics (De Silva, 1998), the study employed an indirect approach through schoolchildren in the selected districts.

## METHODOLOGY

### Questionnaire

The questionnaire entitled "Who lives in my house?" consisted of four A4 size pages (Annex 6). On the first page below the title, a space marked by a border was left for the interviewees to draw the members of their household. The rest of the pages were designed to gather specific information about the adults of the household and the domestic workers in the house, if there were any. The questions were formatted in the form of 'fill in the blanks' with possible answers and instructions given in brackets.

The second page begins with questions in regard to the age, the ethnicity, and the occupation of the two parents, followed by questions gathering information on the number of siblings in the family. The page ends with a question regarding the 'other' people living in the household (i.e. aunts, uncles, grandparents, boarders, etc.), if any.

The third page begins by asking whether there is a 'Helper' (domestic worker) in the household. A positive response to that question leads to a set of questions about

the name, the ethnicity, the age and the kind of work undertaken in the household. Space was provided to write information on up to three 'helpers'.

The final page inquires about the pets in the household and three lines were left blank for the children to fill in.

The length of time attached to the task was 40 minutes (duration of a school period). The first 15 minutes were allocated for the completion of the drawing of the family. In this time frame the children got oriented to the nature of the task given. In the remaining 25 minutes the questions were answered and the questionnaire was completed.

The questionnaires were printed in two languages, Sinhala and Tamil, and in two colours, yellow and green. The text of the questionnaire was in black. The language of the questionnaire was simple and clear to match the level of development of the children in the target population (Annex 6).

### **Pre-testing of the questionnaire**

Pre-testing was conducted in two stages. The coordination of the pre-testing was conducted by the researcher and the research assistant of the project.

A school with both girls and boys in a suburb of Colombo was chosen for the initial stage of the testing of the questionnaire. As intended, the questionnaires were given to Grades 3 and 4 students (7 and 8 year olds). Eighty students in two Grade 3 classes and 80 students in two Grade 4 classes took part in the process.

At the completion of the testing, it was evident that the Grade 3 students had found the given task difficult to complete successfully in the assigned time frame. [The pre-testing was conducted at the beginning of the school year and the students had just been promoted to their present grades]. Thus, it was decided to test the questionnaire with grade 5 students, changing the target population to Grades 4 and 5 (8 and 9 year olds).

A National Level school for girls was chosen to pre-test the questionnaire at the second stage. Forty children in a Grade 4 classroom and 40 children in a Grade 5 classroom took part in the process.

In both stages it was found that the instructions were understood by the children and the assigned duration of time was sufficient to successfully complete the task. Based on the responses of the pre-testing, minor adjustments to the initial questionnaire were made.

### **School coordinators and questionnaire administrators**

Seven university students, three males and four females, were recruited as school coordinators, and were assigned the task of visiting the schools with the questionnaires, giving instructions to the teachers, supervising the administration process, and were held responsible for delivering the completed questionnaires to the researcher.



Administration of the questionnaire “Who lives in my house?” was undertaken by the teachers assigned to Grades 4 and 5 of the schools selected for the project. One hundred and seventy four teachers, 29 from the Anuradhapura District, 55 from the Galle district, 25 from the Kandy district, 11 from the Badulla District, and 54 from the Colombo District, performed the task of administering the questionnaire.

### **Training of the school coordinators**

The recruited personnel were given a one-day training to develop their skills as School Coordinators (Annex 7).

At the beginning of the training the participants were orientated with the objectives and the design of the rapid assessment. They were also informed about the duties attached to the role assigned to them. Subsequently, the questionnaire and the leaflet containing the instructions to the Administrators (Teachers) were introduced. The manner in which the coordinators would introduce themselves at the schools and with which they would provide background information to the teachers were practiced through role-playing.

Afterwards, the coordinators visited a school and observed an actual process of coordination of questionnaire administration by the researcher. The Coordinator observed the various aspects involved such as the initial conversation with the principal, provision of information to the teachers of Grades 4 and 5, supervision of the questionnaire administration process, collection of questionnaires, and the counting/sorting process.

During the latter part of the day the coordinators discussed the practical difficulties likely to appear and the ways to successfully handle them. Each coordinator role-played a session of introduction while the other coordinators challenged him/her with possible questions. This method of training was designed to provide competent conversation skills backed by information as well as to build confidence when dealing with a group of people and their queries.

At the end of the training workshop the coordinators were informed of their assigned days to the project and other necessary practical details.

### **The process of obtaining permission for the project**

The National Child Protection Authority requested the cooperation and the authorization of the Ministry of Education to conduct the survey in the Government Schools of the country. The secretary for school activities of the Ministry of Education fully cooperated with the project. The officials at the Ministry also helped to select the schools that met the selection criteria from the designated districts. Twenty-five National Level schools (see Annex 8 for the selection criteria of a National Level School) from five Districts of the country, i.e. Colombo, Kandy, Galle, Badulla and Anuradhapura, were chosen by the Ministry officials. The criteria for selection provided by the researcher stated that five schools should be selected from each of the districts and that the sex and language (Sinhala and

Tamil) representation of the 25 schools should be balanced. It also stated that the schools that use Tamil as the language of teaching should include both Tamil (Hindu/Muslim) and Muslim schools and the schools that use Sinhala should include Buddhist, Christian and Catholic schools.

After the school selection process, the principals of the schools were informed of the project and authorization was given by the Ministry of Education. The letters were followed by telephone calls and consent to conduct the surveys at schools was obtained. Of the 25 schools selected by the Ministry of Education only 20 participated in the survey as two schools from Kandy, one from Anuradhapura and one from Badulla Districts were eliminated due to reasons such as the inability to contact them and the non-existence of a primary section.

Twenty National Level schools representing five Districts of the country took part in the school survey (Annex 9).

### **Data gathering methodology**

The data gathering procedure was carried out in five districts of the country, Colombo, Kandy, Galle, Badulla and Anuradhapura, for nine days and involved seven school coordinators. One hundred and seventy four (174) questionnaire administrators (teachers) in 20 schools assisted students to complete 7574 questionnaires. The number of classrooms in each of the grades ranged from two to seven depending on the size of the student population in each of the schools. A coordinator visited the schools on the arranged date with the authorization letters from the National Child Protection Authority and the Ministry of Education. With the cooperation of the principal, the teachers of Grades 4 and 5 were gathered and the objectives of the activity and the questionnaire administration procedures were explained to them (Annex 10). The yellow coloured questionnaires were administered to Grade 4 and the green coloured questionnaires were administered to Grade 5. The questionnaire administration was conducted concurrently in all the classrooms in a grade. The school coordinators were available to assist the administrators when necessary.

The activity and questions were about 'Who lives in my house?', and the questionnaire was structured in order to get information (sex, approx. age, ethnicity, and occupation) about the live-in members of the household including the child domestic workers.

The true objectives of the survey were concealed to preserve the naiveté of both the questionnaire administrators and the participants, and to obtain a non-reactive response to the questions. The survey employed a *double-blind* procedure as the administrators' (teachers') awareness of the hypotheses may inadvertently give cues to the participants to respond in a particular way (depending on his/her personal beliefs and attitudes towards the child domestic labour problem).

The children were asked not to write their names on the questionnaire paper in order to preserve privacy and the confidentiality of the information.

A collection of the informative posters of the National Child Protection Authority and a bundle of the calendars especially created for the Rapid Assessment (Annex 4) were given to each participating class as tokens of appreciation for their cooperation.

## RESULTS – SCHOOL SURVEY

**Table 2.1: The number of questionnaires administered (households studied) and the number and percentage of households with at least one domestic worker below 18 years of age**

| No. of questionnaires administered (households studied) | Number of households with child domestic workers below 18 years | %     |
|---|---|-------|
| 7574  | 147   | 1.94% |

As can be seen in Table 2.1, 1.94% of the 7574 households representing five urban districts in Sri Lanka, had children below 18 years of age working as domestic workers.

**Table 2.2: The number of questionnaires administered (households studied) and the number and percentage of households with at least one domestic worker below 14 years of age**

| No. of questionnaires administered (households studied) | Number of households with child domestic workers below 14 years | %     |
|---|---|-------|
| 7574  | 32  | 0.42% |

Of the 7574 households in the five selected urban Districts in the country, 0.42% had children who are below 14 years of age working as domestic workers.

**Table 2.3: The total number of child domestic workers between the ages of 14 and 17, and below 14 years (n=166)**

| Age group  | Frequency | %     |
|------------|-----------|-------|
| <14 years  | 38        | 22.89 |
| 14 -17 yrs | 128       | 77.11 |

It was found that the majority (77.11%) of the child domestic workers are between the ages of 14-17, i.e. in the legally employable age range. Approximately one in every fourth child (below 14 years) in domestic work is below the legal age for domestic labour of the country.

**Table 2.4: The age of the child domestic worker (n=166)**

| Age                           | Number of children | % of the total | % of those <14 (n=38) |
|-------------------------------|--------------------|----------------|-----------------------|
| 5 years or below <sup>1</sup> | 2                  | 1.20           | 5.26                  |
| 6 to 10 years                 | 10                 | 6.02           | 26.32                 |
| 11 to 13 years                | 26                 | 15.66          | 68.42                 |
| 14 to 17 years                | 128                | 77.11          |                       |

1/ One case of a child that was 4 years old

A further breakdown of the ages of the CDWs shows that the majority of the under-14 children in domestic work are in the age range of 11 to 13 years (68.42%).

**Table 2.5: Sex and the age range of the child domestic workers below 14 and between 14 and 17 years old (n=155)**

| Sex                          | Frequency  | %            |
|------------------------------|------------|--------------|
| <b>Female</b>                | <b>121</b> | <b>78.06</b> |
| < 14 yrs                     | 26         | 21.49        |
| 14-17 yrs                    | 95         | 78.51        |
| <b>Male</b>                  | <b>34</b>  | <b>21.94</b> |
| <14 yrs                      | 7          | 20.59        |
| 14-17 yrs                    | 27         | 79.41        |
| Sex not mentioned/ not clear | 11         |              |

As can be seen from Table 2.5, 78.06% of the under 18 child domestic workers are females.

**Table 2.6: Ethnicity of the child domestic worker (<18) (n=162)**

| Ethnicity                 | Frequency | %     |
|---------------------------|-----------|-------|
| Tamil                     | 95        | 58.64 |
| Sinhala                   | 57        | 35.19 |
| Muslim                    | 7         | 4.32  |
| Bhurger                   | 3         | 1.85  |
| Not known / Not mentioned | 4         |       |

As shown in Table 2.6, the majority of CDWs (under 18 years) are of the Tamil speaking background (58.64%) while the second largest ethnic group is the Sinhala (35.19%).

**Table 2.7: Number of child domestic workers (<18) per household (n=147)**

| Number of child domestic workers | Frequency | %     |
|----------------------------------|-----------|-------|
| 1                                | 131       | 89.12 |
| 2                                | 14        | 9.52  |
| 3                                | 2         | 1.36  |

As Table 2.7 shows, a majority of households (89.12%) with CDWs (<18) has one child worker while approximately 11% has more than one child worker.

**Table 2.8: Age of the employer**

| Master of the home (n=132)  |           |       | Mistress of the home (n=129) |           |       |
|-----------------------------|-----------|-------|------------------------------|-----------|-------|
| Age                         | Frequency | %     | Age                          | Frequency | %     |
| 20 – 30                     | 4         | 3.03  | 20 - 30                      | 13        | 10.08 |
| 31 – 40                     | 53        | 40.15 | 31 - 40                      | 81        | 62.79 |
| 41 – 50                     | 64        | 48.48 | 41 - 50                      | 33        | 25.58 |
| 51 – 60                     | 10        | 7.58  | 51 - 60                      | 2         | 1.55  |
| 61 – 70                     | 1         | 0.76  | 61 - 70                      | 0         | 0.00  |
| Not known/<br>Not mentioned | 15        |       | Not known/<br>not mentioned  | 18        |       |

As can be seen from the Table 2.8, the majority of the employers, both master and mistress of the house, were within the age range of 31-50 years of age. When the age of the master of the house is taken into consideration the majority (48.48%) are within the age range of 41-50 years.

**Table 2.9: Occupation of the master of the household (n=123)**

| Occupation                                  | Frequency | %     |
|---|-----------|-------|
| Business (and Self Employed)                | 35        | 28.46 |
| Professionals (Doctors, Lawyers, Engineers) | 26        | 21.14 |
| Skilled Labour                              | 24        | 19.51 |
| Forces (Army, Navy, Air force, Police)      | 12        | 9.76  |
| Office worker                               | 8         | 6.50  |
| Working at a bank                           | 8         | 6.50  |
| Employed abroad                             | 4         | 3.25  |
| Teacher                                     | 3         | 2.44  |
| Social worker                               | 2         | 1.63  |
| Not Know                                    | 1         | 0.81  |
| Not clear/not mentioned                     | 24        |       |

Approximately 28% of the masters of the households engaged in business as an income earning activity while the professionals (doctors, lawyers and engineers) and skilled labour take the second and third places, 21.14% and 19.51% respectively. Twelve households (9.76%) had masters in forces (army, navy, air force and police).

**Table 2.10: Occupation of the mistress of the household (n=134)**

| Occupation                                  | Frequency | %     |
|---|-----------|-------|
| Not known                                   | 83        | 61.94 |
| Teacher                                     | 18        | 13.43 |
| Skilled Labour                              | 13        | 9.70  |
| Professionals (Doctors, Lawyers, Engineers) | 8         | 5.97  |
| Clerk                                       | 3         | 2.24  |
| Business (and Self Employed)                | 3         | 2.24  |
| Office worker                               | 2         | 1.49  |
| Working at a bank                           | 2         | 1.49  |
| Forces (Army, Navy, Air force, Police)      | 1         | 0.75  |
| Small-scale business- establishment at home | 1         | 0.75  |
| Not clear/not mentioned                     | 13        |       |

The majority of children did not know the occupation of the mistresses (61.94%). According to the responses, the largest group of mistresses were teachers (13.43%) while the group of skilled labour workers took the third place (9.70%).

**Table 2.11: Number of children in the households where child domestic workers (<18) are employed (n=145)**

| Number of children           | Frequency | %     |
|------------------------------|-----------|-------|
| 1                            | 13        | 8.97  |
| 2                            | 54        | 37.24 |
| 3                            | 49        | 33.79 |
| 4                            | 10        | 6.90  |
| 5                            | 6         | 4.14  |
| 6                            | 5         | 3.45  |
| 7                            | 1         | 0.69  |
| 8                            | 2         | 1.38  |
| 9                            | 2         | 1.38  |
| 10 or more                   | 3         | 2.07  |
| Not mentioned /<br>Not clear | 2         |       |

As can be seen from Table 2.11, 80% of the employers of CDW have one, two or three children (8.97%, 37.24%, and 33.79% respectively) in their household. Nearly 7% of the employers have four children and 4.14% have five children of their own in the household.

**Table 2.12: Types of work undertaken by child domestic workers <sup>3</sup> below 14 and between 14 and 17 years old (n=162)**

| Type of work                                      | Frequency  | %            |
|---|------------|--------------|
| <b>Cleaning the household</b>                     | <b>101</b> | <b>62.35</b> |
| <14 years   | 23         | 22.77        |
| 14-17 years                                       | 78         | 77.23        |
| <b>Cooking</b>                                    | <b>89</b>  | <b>54.94</b> |
| < 14 years  | 12         | 13.48        |
| 14-17 years                                       | 77         | 86.52        |
| <b>Washing clothes</b>                            | <b>45</b>  | <b>27.78</b> |
| < 14 years  | 7          | 15.56        |
| 14-17 years                                       | 38         | 84.44        |
| <b>Gardening</b>                                  | <b>28</b>  | <b>17.28</b> |
| < 14 years  | 5          | 17.86        |
| 14-17 years                                       | 23         | 82.14        |
| <b>Washing dishes</b>                             | <b>23</b>  | <b>14.20</b> |
| < 14 years  | 5          | 21.74        |
| 14-17 years                                       | 18         | 78.26        |
| <b>Looking after children</b>                     | <b>22</b>  | <b>13.58</b> |
| <14 years   | 2          | 9.09         |
| 14-17 years                                       | 20         | 90.91        |
| <b>Scraping coconuts</b>                          | <b>15</b>  | <b>9.26</b>  |
| <14 years   | 6          | 40           |
| 14-17 years                                       | 9          | 60           |
| <b>Helping mistress with the household chores</b> | <b>10</b>  | <b>6.17</b>  |
| <14 years   | 3          | 30           |
| 14-17 years                                       | 7          | 70           |
| <b>Cleaning toilets</b>                           | <b>5</b>   | <b>3.09</b>  |
| <14 years   | 1          | 20           |
| 14-17 years                                       | 4          | 80           |
| <b>Playing with the children</b>                  | <b>1</b>   | <b>0.62</b>  |
| < 14 years  | 0          | 0            |
| 14-17 years                                       | 1          | 100          |
| <b>Looking after animals</b>                      | <b>1</b>   | <b>0.62</b>  |
| < 14 years  | 0          | 0            |
| 14-17 years                                       | 1          | 100          |
| <b>Grooming household pets</b>                    | <b>1</b>   | <b>0.62</b>  |
| < 14 years  | 0          | 0            |
| 14-17 years                                       | 1          | 100          |
| Not mentioned/not clear                           | 4          |              |

<sup>3</sup> Please note that each entry corresponds to a multiple response type of question. Thus, the answers are not mutually exclusive.



The 'chores' undertaken by the CDW, in descending order of frequency, were reported as 'cleaning the household', 'cooking', 'washing clothes', 'gardening', 'washing dishes', 'looking after children', 'scraping coconuts', 'helping mistress', 'cleaning toilets' and 'playing with children', 'looking after animals', and 'grooming household pets'. The two most frequently mentioned chores undertaken by the child domestic workers were cleaning of the household and cooking, 62.35% and 54.94% respectively. One child (0.62%) mentioned playing (i.e. with the household children) as an activity expected from the CDW in their homes. The CDW between 14-17 years of age were more likely to engage in all types of activities than the CDW who were below 14 years.

**Table 2.13: Tasks undertaken by child domestic workers aged below 14 yrs  
(n=35)**

| <b>Task</b>  | <b>Frequency</b> | <b>%</b> |
|--|------------------|----------|
| Cleaning the house   | 5                | 14.29    |
| Cleaning the house and cooking                                     | 4                | 11.43    |
| Cleaning the house and scraping coconut                            | 4                | 11.43    |
| Helping the mistress with household chores                         | 3                | 8.57     |
| Cleaning the house and washing dishes                              | 2                | 5.71     |
| Cooking  | 2                | 5.71     |
| Washing clothes  | 1                | 2.86     |
| Cleaning the house, cooking and washing clothes                    | 1                | 2.86     |
| Looking after the children   | 1                | 2.86     |
| Playing with the children  | 1                | 2.86     |
| Cleaning the house, gardening and scraping coconut                 | 1                | 2.86     |
| Cleaning the house, cooking, gardening and washing dishes          | 1                | 2.86     |
| Cleaning the house, gardening and washing clothes                  | 1                | 2.86     |
| Cleaning the house, cooking and washing toilets                    | 1                | 2.86     |
| Cleaning the house and washing clothes                             | 1                | 2.86     |
| Cleaning the house, cooking and washing dishes                     | 1                | 2.86     |
| Cooking and gardening  | 1                | 2.86     |
| Gardening and scraping coconuts                                    | 1                | 2.86     |
| Cooking and washing clothes  | 1                | 2.86     |
| Washing dishes and washing clothes                                 | 1                | 2.86     |
| Cleaning the house, looking after the children and washing clothes | 1                | 2.86     |
| Not mentioned/not clear  | 3                |          |

Table 2.13 looks at the main chore undertaken by the CDW who were below 14 years, which is under the legal age of employment for domestic work. As the table shows, a majority of 14.29% of CDW in this category undertake 'cleaning the house' other main chore groups included 'cleaning the house and cooking' (11.43%), 'cleaning the house and scraping coconut' (11.43%) and 'helping the mistress with the household chores'(8.57%).

## **DISCUSSION AND RECOMMENDATIONS**

At the formulation of the rapid assessment it was hypothesized that the middle and upper class households would have a large concentration of children in domestic work. The study did not fully confirm this as it found only 1.94% (147 out of 7574) of the households with child workers under the age of 18. There have been several awareness raising campaigns on child domestic work over the past decade in Sri Lanka and a lot of individuals are aware of the existing laws in the country pertaining to child domestic work. It can be argued that the low percentage of employment of children below 18 years of age for domestic work and even lower percentage (0.42% or 32) of children who were below 14 years is a result of the high level of awareness amongst the general public. The information was gathered from children aged 9 and 10 years, in the first school term of Grades 4 and 5. The age of the domestic workers was gathered from the school children. It was presumed that school children of these ages would either know the age of their domestic helpers or would be able to guess it. However, it is possible that the ages provided were not accurate.

The population targeted to gather information about the child domestic workers (CDW) were the households with children who attend 'National Schools' of the country and have at least one child who is 10 or below in age. One can argue that the households with infants or children below the school going age are more likely to employ children for domestic work. It should be pointed out that given the nature of the information needed, it would have been very difficult to approach households directly.

The findings show that the children between 14-17 years old are about four times more likely to be employed as domestic workers than the children below 14 years of age. It was also found that girls are employed much more than the boys in both the below 14 and 14-17 age groups. Both boys and girls were more likely to be employed when they were between 14-17 years of age. Furthermore, the findings point out that more than 58.64% of the child domestic workers were from Tamil speaking backgrounds.

With regard to the profile of the employers of child domestic workers, the findings show that the master of the household is more likely to be a middle-aged (31-50 years old) businessman or a professional (doctor, lawyer, engineer). Similarly, the mistress of the household is more likely to be between 31-50 years of age. The majority of children did not know the occupation of the mistress. The employers of child domestic workers are likely to have two or three children.

Most children surveyed perceived that the child domestic workers in their households do cleaning and cooking, and only one of them noted the child domestic workers engage in 'playing' as a part of the assigned tasks. It is common in Sri Lanka for the employers of child domestic workers to say "*the child is employed just to play with the child/children in the household*" both to encourage the parents to send children for domestic work and also to justify employing a child for domestic work. The results show that it is not the case in a majority of instances.

The law of the country states that a child below 14 years of age shall not be employed as domestic workers. The survey found 38 children below 14 years of age working in households as child domestic workers.

### **PROJECT THREE: ‘WHAT HAPPENS BEHIND CLOSED DOORS’**

The primary aim of this project was to obtain in-depth information about the working and living conditions of the domestic work places, together with the physical and psychological impact of the domestic labour experience on the child workers.

**General Hypothesis: It is hypothesized that the child workers in domestics engage in age-inappropriate domestic chores that may cause temporary or permanent physical harm, may also be subject to physical and/or emotional abuse and vulnerable to sexual abuse.**

The “Behind Closed Doors” project was conducted in two phases.

During phase one of the project, interviews were conducted with children who are currently employed as domestic workers. The selected areas for Phase I were Badulla, Hatton, Deniyaya and Mathugama (Annex 11). Phase two of the project interviewed children who are former domestic workers and are now under the care of the Department of Probation and Childcare and residing in Children’s Homes. The selected areas for Phase were situated in the Southern (Pathana and Halpathota) and Western (Ranmuthugala, Makola and Pannipitiya) Provinces of Sri Lanka (Annex 12).

### **METHODOLOGY**

#### **Questionnaire**

Both phases one and two of the project used a structured questionnaire (Annex 13). The questionnaire used in phase one consisted of 77 questions while the one in phase two had 81 questions with an additional four questions covering the experiences at the Children’s Homes.

The questionnaires were designed to gather information about the child, under the following 14 major categories:

- Personal details
- Family details
- Education and literacy
- Working conditions at the employer’s home
- Employer details
- Other domestic child workers
- Income/pay
- Protection issues
- Sanitation issues
- Health issues
- Freedom
- Opportunities
- Identity

- Ambitions

At the beginning of the questionnaire space was provided for the date, identification number of the administrator, interview number and the place of the interview, for official and clarification purposes.

The questions were both open and closed-ended in design. Expected answers were coded and made available, and, space was provided for extra information.

The expected duration of the administering process was in the range of 20-30 minutes. The questionnaires were printed in both Sinhala and Tamil languages.

### **Pre-testing of the questionnaire**

The pre-testing of the questionnaire was conducted at the 'Suwasetha' Certified School for Girls in Norton Bridge with 10 girl children between the ages of 10 and 16 years.

The Commissioner of Probation and Childcare for the Central Province was contacted and the authorization to work with the children was obtained. The Certified School was informed of the objectives of the project and with the cooperation of the Head of the school arrangements were made to interview children who had been formally employed as domestic workers.

On the arranged day the pre-testing group visited the Certified School in Nuwara-eliya and a brief introductory session with the children was held where the objectives of the visit were explained and issues such as confidentiality, consent and freedom to withdraw themselves from the interview at any point were discussed.

The interviews were conducted in both Sinhala and Tamil by the researcher and an administrator who could converse in Tamil. Six children were interviewed in Sinhala while four were interviewed in Tamil.

After completing the interviews the researcher had a discussion session with the children, where they discussed the flow of the questions, the language used, difficulties faced in answering 'sensitive' questions and how to overcome the difficulties. Changes were made to the questionnaire based on the pre-testing.

The Certified School and the children who participated were given informative material on the National Child Protection Authority and a treat of sweets as a gesture of appreciation.

### **Questionnaire administrators**

The questionnaire in phase one was administered by the representatives of the National Workers Congress (NWC) of Sri Lanka. The National Workers Congress is a Trade Union that has been in establishment for over 40 years in Sri Lanka and

has membership from all sectors of employment. It has offices in all the districts of the country from which the representatives for the Rapid Assessment were chosen.

Eighteen NWC representatives took part in the questionnaire administering process from four areas; Mathugama, Hatton, Badulla, Deniyaya. The representatives either had their offices in, or, close official connections with, the tea estates in their respective areas. The NWC representatives were from both Sinhala and Tamil speaking backgrounds while some were bilingual.

The administering of the questionnaire of phase two was conducted by six individuals recruited by the NCPA. There were four females and two males from both Sinhala and Tamil speaking backgrounds.

### **Training of the questionnaire administrators**

The questionnaire administrators of both phases one and two were provided with a two-day training on the administering of the questionnaire and related issues at a residential training workshop at the NWC office premises in Colombo (Annex 14).

On the first day of the training programme the participants were informed of the overall objectives of the Rapid Assessment and their expected roles. The Chairman of the NCPA and a senior member of the NWC briefed the participants on the history of the Child Domestic Labour situation in Sri Lanka, the laws pertaining to the issue, and the related work undertaken by their respective organizations.

During the latter part of the first day, the questionnaire was introduced to the participants and the administering process was practiced through role-playing.

On the second day of training, the participants continued with the role-playing practice session and also learned how to administer the questionnaire within the expected time frame, to alter the language used according to the age of the child, to assure privacy by selecting an appropriate place for the interview, to obtain consent of the child and the caregivers, and to appropriately respond to long silences, emotional outbursts and withdrawals from the interviews.

During the latter part of the workshop, the participants were grouped according to the area they represented and leaders were identified. The identified leaders were expected to be responsible for the questionnaires and the token of gratitude (calendars) throughout the administering process.

The groups of phase 1 discussed amongst themselves how many questionnaires would be needed and the requested numbers of questionnaires were handed over to the team leaders.

The training workshop was organized and conducted with the full support and cooperation of the NWC.

## **Process of accessing working children and obtaining permission for the project**

Phase one of the project focuses on children who are currently employed as domestic workers. Due to the high level of public awareness in the country about the laws against employing underage children, it is extremely difficult to locate and communicate with children who work. However, since it is known that many working children, who are from the estate sector (predominantly Tamil Speaking), return home for Thaipongal (a Hindu religious festival to celebrate the beginning of a new year) it was seen as a possible time frame to communicate with them at their homes. The partnership with the National Workers Congress was an essential step for the successful continuation of the project as the NWC representatives at the grassroots level were able to identify the children who work. As they already have a relationship with them the children feel safe and secure and they possess the language and social skills needed to take up the task. Recruitment of the personnel from the four designated areas to administer questionnaires, organize the training workshop, supervise the questionnaire administering procedure and collect the completed questionnaires were carried out by the NWC.

Phase two of the project involved interviews with children who were formerly employed as domestic workers and are now in the care of the Department of Probation and Child Care. The five Certified Schools selected for this phase are situated in the Southern (Pathana and Halpathota Certified Schools) and Western (Ranmuthugala, Makola and Pannipitiya Certified Schools) Provinces of Sri Lanka. The Commissioners of the Department of Probation and Childcare in the respective Provinces were contacted and permission was obtained to conduct the interviews in the Certified Schools under their administration. Subsequently, the officials at the individual Certified Schools were informed and consent was obtained to conduct the interviews. All the officials contacted cooperated fully with the NCPA.

## **Data gathering methodology**

### **Phase 1**

The data gathering process of phase one of the project commenced during the week of Thaipongal (from 12 -19 January 2002). At the beginning of the administering process each day, the area groups got together with the team leaders. The questionnaires to be completed that day, together with the calendars, were distributed. The administrators, who are familiar with the community, visited the households and identified the children who have come home for the festive season and obtained consent from both the parents/guardians and the child to conduct the interview. The interviews were held at a place where both the child and the administrator were comfortable, at the same time ensuring privacy for the child (usually held at the child's house).

The administrator, using the questions as a guide, verbally asked the child the questions and recorded the responses using the given codes. The child was not required to provide identifiable information (name, address, place of work, etc.),

the name was written down only when the child consented (as a good beginning to the interview). The child was allowed to take as much time as needed to elaborate on the answers. In the cases where an answer could not be summarized using the given codes, the administrator wrote a summary of the response in the given space.

At the end of the interview, the child was given a calendar especially prepared for the project (Annex 4) as a token of gratitude.

At the conclusion of the day's work, the questionnaires were returned to the leader, who went through them and made sure all the questions were completed properly and translated the answers written in Tamil to either Sinhala or English.

Both Sinhala and Tamil languages were used when conducting interviews with the children. The bilingual administrators conversed in Tamil and completed the questionnaires in Sinhala.

The questionnaires were administered by 18 questionnaire administrators in four areas of the tea plantation sector in a time frame of seven days.

## RESULTS

### Behind Closed Doors-Phase 1

The interviews were conducted with 247 respondents who currently work as domestic workers of which 212 were from the age group below 18 years old and 35 from the age group of 18 years old and above. This section presents the results of the responses of children below 18 years old. Results of domestic workers of the age group 18 years old and above are in Annex 15. The information gathered in the interviews is presented below, organized under 14 themes.

#### The child domestic workers' personal details

**Table 3.1.1: Sex of the child domestic workers (n=210)**

| Sex       | Frequency | %     |
|-----------|-----------|-------|
| Girls     | 124       | 59.05 |
| Boys      | 86        | 40.95 |
| Not clear | 2         |       |

Table 3.1.1 shows the sex of the CDWs who were interviewed in the survey indicating that more girls were employed as domestic workers than boys, at a ratio of approximately 6:4.



**Table 3.1.2: The age the children were recruited for domestic employment (n=196)**

| Age                               | Frequency | %     |
|-----------------------------------|-----------|-------|
| Below 5 years                     | 6         | 3.06  |
| Above 5 years and below 10 years  | 18        | 9.18  |
| 10 years                          | 31        | 15.82 |
| 11 years                          | 24        | 12.24 |
| 12 years                          | 32        | 16.33 |
| 13 years                          | 38        | 19.39 |
| 14 years                          | 30        | 15.31 |
| Above 14 years and below 18 years | 17        | 8.67  |
| Not clear/not known               | 16        |       |

As can be seen from Table 3.1.2, the majority of children (149 children or 76.78%) of the children were recruited for domestic work when the children were below 14 years of age. Approximately 24% of the children were recruited as domestic workers when they were either 14 years or above. As the table shows, the highest number of children (38) was recruited at the age of 13 and there were 6 cases of children that were recruited below the age of 5 years old.

**Table 3.1.3: Ethnicity of the child domestic worker (n=209)**

| Ethnicity     | Frequency | %     |
|---------------|-----------|-------|
| Tamil         | 200       | 95.69 |
| Sinhala       | 8         | 3.83  |
| Muslim        | 1         | 2.86  |
| Not mentioned | 3         |       |

As Table 3.1.3 points out, a vast majority of child domestic workers interviewed were from the Tamil speaking cultural background (95.69%) while approximately 4% of the child domestic workers represented the Sinhala speaking background. Approximately 3 % of the child domestic workers were Muslim.

**Table 3.1.4: Those who were instrumental in recruiting the child domestic worker (n=200)**

| Means of recruitment      | Frequency | %     |
|---------------------------|-----------|-------|
| Parents                   | 51        | 25.50 |
| Broker                    | 50        | 25.00 |
| Relative                  | 50        | 25.00 |
| Friend                    | 20        | 10.00 |
| A person not known        | 13        | 6.50  |
| Employers direct approach | 9         | 4.50  |
| Self                      | 7         | 3.50  |
| Not mentioned/not clear   | 12        |       |

Table 3.1.4 present the individual/s who had taken part in the recruitment of children for domestic work. A majority of 25.50% of the children was recruited with the involvement of the parents while the second largest group of 25% of children was sent for domestic work through a ‘broker’ or through a relative (25%). Friends were involved for 10% of the recruitments. In 4.50% of occasions the employer had directly approached the family for a child for domestic work while 3.50% of children claim that they found domestic work themselves.

**Table 3.1.5: Number of previous workplaces (n=204)**

| Number of previous workplaces             | Frequency | %     |
|---|-----------|-------|
| Current household is the first work place | 135       | 66.18 |
| 1   | 58        | 28.43 |
| 2   | 8         | 3.92  |
| 3   | 2         | 0.98  |
| 5   | 1         | 0.49  |
| Not mentioned/not clear                   | 8         |       |

As can be seen from Table 3.1.5, for a majority of 66.18% of child workers their current place of work is also their first work place. Approximately 28% of children have worked in another household before their current place of work. Very few children (4.90%) have worked in 2-3 places before their present place of work. One child worker mentioned that he/she had worked in five houses as domestic workers, prior to their current place of work.

### Family details of the child domestic worker

**Table 3.1.6: Information about the parents of the child domestic workers (n=212)**

| Information                              | Frequency | %     |
|--|-----------|-------|
| Both parents present (n=212)             | 156       | 73.58 |
| Father dead/not residing at home (n=212) | 46        | 21.70 |
| Mother dead/not residing at home (n=212) | 28        | 13.21 |

As can be seen from Table 3.1.6, the majority or 73.58% of child domestic workers had both parents present in the household. Over 34% of the children who work as domestic workers had at least one parent deceased or not living in the household. Nearly 8% more CDWs had their father either deceased or not residing at home than those that had their mother either deceased or not residing at home.

**Table 3.1.7: Ownership of the child domestic worker's own home (n=171)**

| Residence               | Frequency | %     |
|-------------------------|-----------|-------|
| Owned by the estate     | 158       | 92.40 |
| Owned by the parents    | 10        | 5.85  |
| Family pays a rent      | 3         | 1.75  |
| Not mentioned/not clear | 41        |       |

Table 3.1.7 shows the type of ownership of the household the CDW's own family lives in. It is shown that over 90% of the families who have sent children for domestic work reside in houses owned by the estate authorities. Nearly 6% of the children have a house owned by the family. Less than 2% of the CDW's family members pay rent while 41 CDWs either did not mention the type of ownership of the household or were not aware of it.

### Education and literacy of the child domestic worker

**Table 3.1.8: Child domestic workers who have previously been to school (n=160)<sup>1</sup>**

| Sex   | Frequency | %     |
|-------|-----------|-------|
|       |           |       |
| Girls | 94        | 58.75 |
| Boys  | 66        | 41.25 |

1/ Child domestic workers who have not previously been to school: 52

As can be seen from Table 3.1.8, close to 59% of girl children who currently work as domestic workers were previously in school, compared to that of 41.25% of boys.

**Table 3.1.9: Reasons given by the child domestic worker for leaving school (n=190)**

| Reason                            | Frequency | %     |
|-----------------------------------|-----------|-------|
| Financial difficulties            | 64        | 33.68 |
| Dislike of school                 | 36        | 18.95 |
| School being far away (km)        | 34        | 17.89 |
| Forced by parents to leave school | 26        | 13.68 |
| Getting a job                     | 16        | 8.42  |
| Personal/family problem           | 13        | 6.84  |
| Ran away from home                | 1         | 0.53  |
| Not clear/not mentioned           | 22        |       |

As Table 3.1.9 shows, the most frequently mentioned reason (33.68%) for leaving school by the CDWs was financial difficulties faced by the family, while the child's dislike of attending school was the second most frequently mentioned reason (18.95%) for leaving school. A number of CDWs mentioned the distance from place of residence to the school being too far (34 children) and parents asking them to leave school (26 children) as the main reasons for leaving school. Approximately 8% of children left school because they were offered employment and 13 children mentioned personal/family problem as one of the reasons for leaving school.

**Table 3.1.10: Reading, writing and arithmetic skills of the child domestic workers (n=212)**

| Skill  | Frequency | %     |
|--|-----------|-------|
| Those who have basic reading skills (n=212)    | 162       | 76.42 |
| Those who have basic mathematic skills (n=212) | 127       | 59.91 |
| Those who have basic writing skills (n=212)    | 145       | 68.40 |

Table 3.1.10 shows the basic literacy and numerical skills of the CDWs. As can be seen from the Table, 76.42% of the children mentioned that they have basic reading skills in their native language and 59.91% reported that they have basic arithmetic skills. In terms of writing, 68.40% of CDWs also have the basic writing skills.

### Working conditions at the employers home

**Table 3.1.11: The start and end of a regular workday for a child domestic worker (n=209)**

| Time                                       | Frequency | %     |
|--|-----------|-------|
| Going to sleep at or after 10 p.m. (n=209) | 147       | 70.33 |
| Waking up at or before 5 a.m. (n=209)      | 92        | 44.02 |
| Not clear/not mentioned                    | 3         |       |

As can be seen from Table 3.1.11, nearly 70% of child domestic workers go to sleep at or after 10 p.m. and about 44% wake up at or before 5 a.m.

**Table 3.1.12: Tasks that were carried out by the child domestic worker (n=212)**

| Task                       | Frequency | %     |
|----------------------------|-----------|-------|
|                            |           |       |
| Cleaning house             | 153       | 72.17 |
| Looking after the children | 93        | 43.87 |
| Washing clothes            | 81        | 38.21 |
| Gardening                  | 77        | 36.32 |
| Cooking                    | 62        | 29.25 |
| Bathing animals            | 43        | 20.28 |
| Household chores / other   | 22        | 10.38 |

Table 3.1.12 describes the daily activities of the child domestic workers. Most of the children mentioned ‘cleaning house’ as the most frequently engaged in general activity (72.17%), while 43.87% of CDWs look after younger children. Washing clothes, gardening, and cooking were placed respectively in third, fourth and fifth places in the descending order of frequency of the activities undertaken.

**Table 3.1.13: The number of meals offered to the child domestic worker at the workplace (n=210)**

| Number of meals per day | Frequency | %     |
|-------------------------|-----------|-------|
| 3 meals per day         | 193       | 91.90 |
| 2 meals                 | 17        | 8.10  |
| Not mentioned/not clear | 2         |       |

As Table 3.1.13 shows, over 91% of the child domestic workers were offered three meals per day at their places of employment while 8.10% of the child domestic workers had mentioned that they have meals only twice a day.

**Table 3.1.14: The child domestic workers' satisfaction about the quality and quantity of food they are offered (n=212)**

| Comment      | Frequency | %     |
|--------------|-----------|-------|
| Satisfied    | 187       | 88.21 |
| Dissatisfied | 25        | 11.79 |

As Table 3.1.14 shows, about 88% of the children were satisfied about the quality and the quantity of the food they receive at their places of work. At the same time, approximately 12% children interviewed expressed that they were not happy with the portion or the quality of food offered to them by the employers.

**Table 3.1.15: The place where the child domestic worker sleeps (n=204)**

| Place                   | Frequency | %     |
|-------------------------|-----------|-------|
| Straw mat on the floor  | 122       | 59.80 |
| Bed without a mattress  | 35        | 17.16 |
| Bed with a mattress     | 28        | 13.73 |
| Cloth on the floor      | 12        | 5.88  |
| Outside the house       | 6         | 2.94  |
| Other                   | 1         | 0.49  |
| Not mentioned/not clear | 8         |       |

The responses the child domestic workers provided as to their place of sleep at the workplace are organized in Table 3.1.15. As can be seen from the results, a majority (nearly 60%) of CDWs sleeps on a straw mat on the floor. About 30% of the children sleep on beds (17.16% sleep without a mattress and 13.73% with a mattress). Twelve CDWs mentioned that they sleep on a cloth on the floor while six children sleep outside the house.

**Table 3.1.16: Place to keep the personal belongings of the child domestic worker (n=200)**

| Place                   | Frequency | %     |
|-------------------------|-----------|-------|
| Box                     | 84        | 42.00 |
| Cupboard                | 42        | 21.00 |
| Suitcase                | 41        | 20.50 |
| Rack/Shelf              | 27        | 13.50 |
| Outside                 | 6         | 3.00  |
| Not mentioned/not clear | 12        |       |

With regard to the place the CDWs keep their personal belongings, Table 3.1.16 shows that 42% of them keep their belongings in a box, while 21% of them use a cupboard. A suitcase or a rack was used in nearly 21% and 14% of the instances, respectively. Lastly 3% of the children claim that they keep their belongings outside in the garden.

**Table 3.1.17: Place where the child domestic worker changes clothes (n=209)**

| Place                   | Frequency | %     |
|-------------------------|-----------|-------|
| In a room               | 112       | 53.59 |
| In an enclosed area     | 75        | 35.89 |
| Outside the house       | 15        | 7.18  |
| Place everybody can see | 7         | 3.35  |
| Not mentioned/not clear | 3         |       |

As can be seen from Table 3.1.17, approximately 90% of the child domestic workers change clothes either in a room or in an enclosed area in the house. The table also shows that roughly 10% of the child domestic workers change clothes either outside the house or in an open area where ‘everybody can see’.

**Table 3.1.18: How often the child domestic worker goes home (n=194)**

| Time period                             | Frequency | %     |
|---|-----------|-------|
| During the Festive Season               | 94        | 48.45 |
| Several times a year                    | 47        | 24.23 |
| Once a year                             | 31        | 15.98 |
| At least once a month                   | 10        | 5.15  |
| Once in a few years                     | 11        | 5.67  |
| During the Festive Season / Once a year | 1         | 0.52  |
| Not clear/not mentioned                 | 18        |       |

As shown in Table 3.1.18, approximately 16% of the child domestic workers visit home at least once a year, while nearly 6% of children mentioned that they visit home only once every few years. The table also shows that 5.15% of children get to visit their homes at least once a month. At least 48% of the child domestic workers go home during the Festive season and 24% visit home several times a year.

### Employers details

**Table 3.1.19: Occupation of the master of the house (n=208)**

| Occupation            | Frequency | %     |
|-----------------------|-----------|-------|
| Businessman           | 126       | 60.58 |
| Works in an office    | 51        | 24.52 |
| Teacher               | 13        | 6.25  |
| Not employed          | 1         | 0.48  |
| Forces/police         | 8         | 3.85  |
| Not Known             | 5         | 2.40  |
| Other                 | 4         | 1.92  |
| Not mentioned/unknown | 4         |       |

Table 3.1.19 gives a picture of the occupation of the ‘master of the house’ of the domestic workplace, as mentioned by the child domestic worker. As the table shows, the majority (60.58%) of them were businessmen while another approximately 30% of the ‘masters’ were white-collar workers (office workers) and teachers. It also can be noted that nearly 4% of the ‘masters’ work in the national law enforcement forces.



**Table 3.1.20: Occupation of the mistress of the house (n=179)**

| Occupation            | Frequency | %     |
|-----------------------|-----------|-------|
| Not Known             | 67        | 37.43 |
| Teacher               | 40        | 22.35 |
| Works in an office    | 38        | 21.23 |
| Not employed          | 12        | 6.70  |
| Businesswoman         | 10        | 5.59  |
| Forces/police         | 6         | 3.35  |
| Other                 | 5         | 2.79  |
| Skilled laborer       | 1         | 0.56  |
| Not mentioned/unknown | 33        |       |

As can be seen from Table 3.1.20, nearly 37% responses showed that children were not aware of the mistresses' occupation. A large group of the 'mistresses of the household' were working women, with 22.35% of them working as teachers, 21.23% as office workers, and almost 6% as business women. Another fact that can be noted from the table is that 3% of the mistresses in the households represent either the armed forces or police of the country. Lastly 7% of the households have mistresses who were not employed and were staying home.

**Table 3.1.21: The child domestic workers' relationship to the employer (n=210)**

| Relationship                | Frequency | %     |
|-----------------------------|-----------|-------|
| Person not known previously | 152       | 72.38 |
| Previously known person     | 47        | 22.38 |
| Relation / relative         | 11        | 5.24  |
| Not mentioned/unknown       | 2         |       |

Table 3.1.21 shows that around 72% of the child domestic workers were employed by persons who were not known to them previously. Roughly 27% had known the employer before or was a relative of the employer.

### Other domestic child workers

**Table 3.1.22: Fellow child domestic workers employed in the same household (n=212)**

|   | Frequency | %     |
|---|-----------|-------|
| Child workers who admitted working together with other child workers in the household | 51        | 24.06 |

As can be seen from Table 3.1.22, approximately one in every four children reported having at least one other child domestic worker in their place of work.

**Table 3.1.23: The number of fellow child domestic workers mentioned by the child domestic workers interviewed (n= 38)<sup>1</sup>**

| Number of Fellow Child Domestic Workers | Frequency | %     |
|---|-----------|-------|
| 1                                       | 28        | 73.68 |
| 2                                       | 3         | 7.89  |
| 3                                       | 3         | 7.89  |
| 4                                       | 3         | 7.89  |
| 5                                       | 1         | 2.63  |
| Not mentioned / Unknown                 | 13        |       |

<sup>1/</sup> The total on this table is based on the previous table frequency (51)

As Table 3.1.23 points out, approximately 74% of the CDWs who mentioned having other child workers with them at their place of work had only one fellow child worker, while the same number of children (3) reported to work with other 2, 3, and 4 fellow child domestic workers. One child worker interviewed reported that five fellow child domestic workers were working at the place of work.

### Income/Pay

**Table 3.1.24: The recipient of the cash the child domestic worker earns  
(n=176)**

| Person who receives the child domestic worker's salary     | Frequency | %     |
|--|-----------|-------|
| Parents  | 116       | 65.91 |
| Child domestic worker                                      | 48        | 27.27 |
| Relatives  | 5         | 2.84  |
| Child Domestic Worker receives part of the money           | 2         | 1.14  |
| Parents / Child Domestic Worker receives part of the money | 3         | 1.70  |
| Broker   | 2         | 1.14  |
| Not mentioned/unknown                                      | 36        |       |

Table 3.1.24 presents the recipients of the income the child domestic workers earn. As can be seen from it approximately 66% of the CDWs had their parents receiving their pay while 27.27% of the child domestic workers claimed to be receiving the pay for their work. Nearly 4% had a relative or a broker receiving the payment.

### Protection issues

**Table 3.1.25: Physical ill-treatment received by child domestic workers  
(n=212)**

|  | Frequency | %     |
|--|-----------|-------|
| Those who are never physically ill-treated | 182       | 85.85 |
| Those who are physically ill-treated       | 30        | 14.15 |

As can be seen from Table 3.1.25, when asked, around 86% of the children stated that they had never been physically ill-treated at work, while nearly 14% of the domestic workers mentioned being physically ill-treated at their place of work.

**Table 3.1.26: Persons (named by the child domestic workers) who physically ill-treated them (n=23)<sup>1</sup>**

| Person (s)                          | Number of CDWs | %     |
|-------------------------------------|----------------|-------|
| Mistress                            | 12             | 52.17 |
| Master                              | 6              | 26.09 |
| Other persons at home / Grandmother | 1              | 4.35  |
| Children                            | 2              | 8.70  |
| Mistress and Children               | 1              | 4.35  |
| Another Worker                      | 1              | 4.35  |
| Not mentioned / unknown             | 7              |       |

1/ The total on this table is based on the previous table answer: physically ill-treated (30)

Table 3.1.26 shows the responses of 23 out of 30 child domestic workers about the responsible party(ies) for the physical ill-treatment received at the place of work. According to the responses 78.26% of the children stated that it was either the mistress or the master of the household that physically ill-treat them. Other adults in the household were mentioned as responsible for physical ill-treatment by 4.35% of CDWs, while the children of the household were mentioned by 8.70% of the child domestic workers who admitted to being physically ill-treated at work.

**Table 3.1.27: Reasons given by the child domestic workers for being physically ill-treated (n=20)<sup>1</sup>**

| Reason                             | Number of CDWs | %     |
|------------------------------------|----------------|-------|
| For not working                    | 12             | 60.00 |
| Getting late to do work            | 2              | 10.00 |
| Without a reason / Blunder         | 1              | 5.00  |
| Blunder                            | 3              | 15.00 |
| Making mistakes / Blunder          | 1              | 5.00  |
| For not working / Without a reason | 1              | 5.00  |
| Not mentioned / unknown            | 10             |       |

1/ The total on this table is based on the previous table answer: physically ill-treated (30)

Twenty of the 30 child domestic workers, who stated they were physically ill-treated at work, mentioned reasons for receiving ill-treatments. As Table 3.1.27 shows, 60% of CDWs were ill-treated for 'not doing work' while the other reasons mentioned were 'getting late to do work' (10%), and 'blunder', (15%). One child reported 'without a reason/Blunder', another one for 'making mistakes/blunder' and a third 'for not working/ unknown' as reasons for being physically ill-treated.

**Table 3.1.28: Child domestic workers who are verbally ill-treated at the workplace (n=212)**

|  | Number of CDWs | %     |
|--|----------------|-------|
| Child workers who are not verbally ill treated | 101            | 47.64 |
| Child workers who are verbally ill treated     | 111            | 52.36 |

As can be seen from Table 3.1.28, when asked, around 48% of the children stated that they had never been verbally ill-treated at work, while the other 52% of the domestic workers had said that they were verbally ill-treated at the place of work.

**Table 3.1.29: Persons (named by the child domestic workers) who verbally ill-treated the child domestic workers (n=102)<sup>1</sup>**

| Persons                               | Number of CDWs | %     |
|---------------------------------------|----------------|-------|
| Mistress                              | 55             | 53.92 |
| Master                                | 14             | 13.73 |
| Other person at home                  | 12             | 11.76 |
| Master and mistress                   | 9              | 8.82  |
| Children                              | 4              | 3.92  |
| Mistress and children                 | 1              | 0.98  |
| Master, Mistress and Children         | 1              | 0.98  |
| Mistress and Other person at home     | 1              | 0.98  |
| Another worker                        | 3              | 2.94  |
| Other person at home / Another worker | 1              | 0.98  |
| Other                                 | 1              | 0.98  |
| Not mentioned / Not known             | 9              |       |

1/ The total on this table is based on the previous table answer: verbally ill-treated (111)

Table 3.1.29 shows responses of 102 out of 111 child domestic workers about the responsible party(ies) for the verbal ill-treatments received at their place of work. Approximately 68% of the child workers stated that it was either the mistress or the master of the household who verbally ill-treated them. Other adults in the household were mentioned as responsible for verbal ill-treatment by nearly 12% of CDWs, while the children of the household were mentioned by nearly 4% of the child domestic workers who admitted to being physically ill-treated at work.

**Table 3.1.30: Reasons given by the child domestic workers for being verbally ill-treated (n=90)<sup>1</sup>**

| Reason  | Number of CDWs |       |
|---|----------------|-------|
| Making mistakes                                       | 41             | 45.56 |
| Without a reason                                      | 30             | 33.33 |
| For not working                                       | 11             | 12.22 |
| For not working / Without a reason                    | 2              | 2.22  |
| Making mistakes and without a reason                  | 2              | 2.22  |
| For not working and making mistakes                   | 1              | 1.11  |
| Getting late to do work                               | 2              | 2.22  |
| For not working, making mistakes and without a reason | 1              | 1.11  |
| Not mentioned/unknown                                 | 21             |       |

1/ The total on this table is based on the previous table answer: verbally ill-treated (111)

Ninety out of the 111 child domestic workers who reported being verbally ill-treated at work mentioned reasons for receiving verbal ill-treatment. As Table 3.1.30 shows, a majority of over 45% of CDWs were verbally ill-treated for ‘making mistakes’ while 33% of CDWs stated that they were verbally ill-treated ‘without a reason’. The other reasons mentioned were ‘for not working’ (12.22%) and ‘getting late to do work’ (2.22%).

**Table 3.1.31: Child domestic workers who admitted being touched in a sexual manner at the workplace (n=212)**

|   | Number of CDWs | %      |
|---|----------------|--------|
| <b>N=212</b>  |                |        |
| Child domestic workers who admitted being touched in a sexual manner at the workplace | 69             | 32.55% |
| Parts of the body that were touched <sup>1</sup>                                      |                |        |
| <b>N=69</b>   |                |        |
| Hands   | 54             | 78.26% |
| Face  | 53             | 76.81% |
| Legs  | 41             | 59.42% |
| Chest   | 24             | 34.78% |
| Buttocks  | 16             | 23.18% |
| Genitals  | 6              | 8.69%  |
| Lips  | 19             | 27.53% |

1/ the categories cannot be added to each other

When the child domestic workers were asked whether they were touched in a sexual manner at their place of work, 69 of them (32.55%) admitted to being touched in a sexual manner. As can be seen from Table 3.1.31, of the 69 children that admitted being touched in a sexual manner, 78.26%, 76.81% and 59.42% said that their hands, faces and legs were touched in a sexual manner respectively. Furthermore, 27.53%, 23.18%, and 8.69% of the children mentioned that their lips, buttocks and genitals were touched in a sexual manner at work respectively.

**Table 3.1.32: Child domestic workers who were forced to have physical contact (n=212)**

|   | Number of CDWs | %    |
|---|----------------|------|
| Child domestic workers who have been forcibly kissed                        | 13             | 6.13 |
| Child domestic workers who have been asked to kiss someone in the household | 6              | 2.83 |

Table 3.1.32 shows that 6.13% of the child domestic workers were forcibly kissed at their place of work, while 2.83% of child domestic workers were asked to kiss someone in the household.

**Table 3.1.33: Hazardous work assigned to child domestic workers at the workplace (n=212)**

| Nature of work             | Number of CDWs | %     |
|----------------------------|----------------|-------|
|                            |                |       |
| Working with fire          | 102            | 48.11 |
| Lifting weight             | 99             | 46.70 |
| Working with sharp objects | 96             | 45.28 |
| Climbing trees             | 41             | 19.34 |
| Climbing to heights        | 32             | 15.09 |

The responses that the child domestic workers gave when asked whether they were asked to do five different types of hazardous work, are organized in Table 3.1.33. As can be seen from the table, 48% of child domestic workers admitted to have engaged in 'work with fire', 46.70% on 'lifting weights' and 45% on 'work with sharp objects'. Approximately 19% had climbed trees while 15% had climbed to high heights.

### Sanitation issues

**Table 3.1.34: Sanitary facilities made available for child domestic workers**

|  | Number of CDWs | %     |
|--|----------------|-------|
| <b>N=212</b>   |                |       |
| Child workers who use the same toilets as the employer         | 51             | 24.06 |
| Child workers who use separate toilets                         | 161            | 75.94 |
| <b>n=129</b>   | Number of CDWs | %     |
| Of the child domestic workers who use separate toilets (n=161) |                |       |
| A separate section arranged                                    | 84             | 65.12 |
| Commode  | 14             | 10.85 |
| Water sealed latrine   | 19             | 14.73 |
| Outside  | 9              | 6.98  |
| A separate section arranged / squatting pan                    | 1              | 0.78  |
| A separate section arranged / outside                          | 1              | 0.78  |
| Squatting pan  | 1              | 0.78  |
| Not mentioned/unknown  | 32             |       |

As can be seen from Table 1.3.34, nearly 76% of the child domestic workers use a separate toilet, while 24.06% use the same toilet as the other household members. Furthermore, the table shows the type of toilets used by the child domestic workers who use a separate toilet. At least 65% of 'separate toilet users' use a toilet built in a separate section. A notable number of nearly 7% of the child domestic workers use 'outside' for their toilet needs.

**Table 3.1.35: Minimum personal belongings of the child domestic worker (n= 212)**

| Item              | Number of CDWs | %     |
|-------------------|----------------|-------|
| Comb              | 188            | 88.68 |
| Toothbrush        | 181            | 85.38 |
| Change of clothes | 181            | 85.38 |
| Underwear         | 179            | 84.43 |
| Footwear          | 165            | 77.83 |
| Soap              | 161            | 75.94 |
| Pillow            | 149            | 70.28 |
| Mattress          | 110            | 51.89 |
| Towel             | 107            | 50.47 |



As can be seen from Table 3.1.35, over 88% of children reported having a personal comb. The same percentage of children (85.38%) reported having a toothbrush and a change of clothes. Approximately 84% of children have underwear, nearly 78% have footwear and nearly 76% have their own soap. Approximately 70% have a pillow while only nearly 52% and 50% have a mattress and towels respectively.

### Health issues

**Table 3.1.36: Treatment for general/occasional illness (n=212)**

|   | Number of CDWs | %     |
|---|----------------|-------|
| Treated with drugs for a general illness  | 184            | 86.79 |
| Treated by a doctor for a general illness | 147            | 69.34 |
| Cared for by the employer while sick      | 142            | 66.98 |

As Table 3.1.36 shows, over 86% of the child domestic workers were treated with drugs by the employer when they had fallen ill, while nearly 70% said the employer took them to a doctor for treatments. Nearly 67% of the child domestic workers stated that they were cared for by the employer while sick.

### Freedom

**Table 3.1.37: Freedom of communication for the child domestic worker (n=212)**

| Means of communication          | Number of CDWs | %     |
|---------------------------------|----------------|-------|
| Received letters                | 124            | 58.49 |
| Family visited the child worker | 124            | 58.49 |
| Send letters                    | 121            | 57.08 |
| Allowed to visit family         | 74             | 34.91 |
| Received phone calls            | 64             | 30.19 |
| Made phone calls                | 38             | 17.92 |

As can be seen from Table 3.3.37, nearly 58% of the child domestic workers were able to receive (58.49%) and send letters (57.08%) while they were at their place of work. Approximately 58% of the child domestic workers were allowed to have their family visit them at their place of work while around 35% were allowed to visit family. Approximately 30% of CDWs were allowed to receive phone calls. Only around 18% of child domestic workers mentioned being allowed to make phone calls from their place of work.

## Opportunities

**Table 3.1.38: Opportunities made available for the personal development of the child domestic worker (n=212)**

|                        | Number of CDWs | %     |
|------------------------|----------------|-------|
| Watch television       | 168            | 79.25 |
| Listen to radio        | 144            | 67.92 |
| Play                   | 57             | 26.89 |
| Read books             | 48             | 22.64 |
| Taught a vocation      | 45             | 21.23 |
| Taught to read at home | 38             | 17.92 |
| Sent to school         | 12             | 5.66  |

As can be seen from Table 3.1.38, over approximately 79% of child domestic workers were allowed to watch television and around 68% to listen to radio. Around 27% of child domestic workers said that they were allowed to play while another 23% had the opportunity to read. Roughly 21% of the child domestic workers mentioned being taught a vocation at their place of work (see Annex 16 for a list of vocations stated as taught at the workplace). Approximately 18% stated that they were taught to read by their employer while nearly 6% of the child domestic workers interviewed stated that the employers sent them to school.

## Identity

**Table 3.1.39: Use of the real name of the child domestic worker (n=212)**

| Use of the child domestic worker's real name                            | Number of CDWs | %     |
|---|----------------|-------|
| Child domestic workers whose real names were used by the employer       | 123            | 58.02 |
| Child domestic workers who were called by a name different to their own | 89             | 41.98 |

As can be seen by Table 3.1.39, approximately 58% of child domestic workers had stated that their 'real' given names were used by the employers while nearly 42% had stated that they were called using a different name to that of their 'real' given name.

**Table 3.1.40: Practice of religion by the child domestic worker (n=212)**

|   | Number of CDWs | %     |
|---|----------------|-------|
| Child domestic workers who admitted having a religion               | 208            | 98.11 |
| <b>(n= 208)</b>   |                |       |
| Child domestic workers who admitted practicing his/her religion     | 77             | 37.02 |
| Child domestic workers who admitted not practicing his/her religion | 131            | 62.98 |

As Table 3.1.40 shows, nearly 98% of child domestic workers had stated that they have a religion, and approximately 63% of them do not practice their religion due to various reasons.

**Table 3.1.41: Reasons given by the child domestic workers for not practicing their religion (n=112)<sup>1</sup>**

|                          | Number of CDWs | %     |
|--------------------------|----------------|-------|
| No place                 | 35             | 31.25 |
| No need                  | 24             | 21.43 |
| No time                  | 23             | 20.54 |
| Not allowed              | 23             | 20.54 |
| Not allowed even earlier | 7              | 6.25  |
| Reasons not given        | 19             |       |

1/ The total on this table is based on the previous table answer: not practicing their religion (131)

Table 3.1.41 shows the reasons given by the CDWs for not practicing their religion. Those child domestic workers who have a religion yet do not practice, had mentioned unavailability of a place to worship as the most frequent (31.25%) reason for it. Approximately 21% of those who have religion felt no need to practice their religion. The same amount of children (23 or 20.54%) claimed that they were not allowed to practice by the employers and that they did not have time to practice it. Nearly 6% reported that they were not allowed even earlier.

## Ambitions

**Table 3.1.42: Satisfaction of the child domestic workers at the workplace  
(n=212)**

| Emotional State | Number of CDWs | %     |
|-----------------|----------------|-------|
| Somewhat happy  | 121            | 57.08 |
| Very happy      | 59             | 27.83 |
| Unhappy         | 32             | 15.09 |

As can be seen from Table 3.1.42, 57% of the child domestic workers stated that they are somewhat happy at their workplace while nearly 15% stated that they are unhappy at the workplace. Approximately 28% of child domestic workers stated that they are very happy with their place of work.

**Table 3.1.43: The child domestic workers' perception of what he/she would have done if he/she was not recruited as a domestic worker (n=209)**

|  | Number of CDWs | %     |
|--|----------------|-------|
| Would have been working at any other place | 112            | 53.59 |
| Would be staying at home                   | 44             | 21.05 |
| Would be attending school                  | 33             | 15.79 |
| Not known                                  | 20             | 9.57  |
| Not mentioned/not clear                    | 3              |       |

Table 3.1.43 summarizes the responses given by child domestic workers when they were asked what they would have done if they had not been recruited as domestic workers. As the table shows, approximately 54% of child domestic workers have stated that they would be employed in another household as a domestic worker while nearly 21% had said that they would be staying home if they were not employed as a CDW. Approximately 16% think that they would be attending school and about 10% did not know.

**Table 3.1.44: The child domestic workers perception of what he/she would be doing in two years' time (n=208)**

|                                   | Number of CDWs | %     |
|-----------------------------------|----------------|-------|
| Would be working here             | 67             | 32.21 |
| Would be working at another place | 63             | 30.29 |
| Get educated and find employment  | 58             | 27.88 |
| Would be at home                  | 20             | 9.62  |
| Not mentioned/not clear           | 4              |       |

Table 3.1.44 shows how the child domestic workers see themselves two years into the future. As can be seen from the table, a total of approximately 62% of child domestic workers see themselves as either working in the same household or in a different household/former household as a domestic worker. About 10% perceive themselves residing at home in two years time. Approximately 28% child domestic worker sees him/herself being employed in a different occupation after receiving basic education.

## **Data gathering methodology**

### **Phase 2**

During Phase 2 of the project the questionnaire administration was conducted by six administrators within a timeframe of four days.

Five Government Certified Schools (Pathana, Halpatota, Makola, Pannipitiya and Ranmuthugala) with students who were former child domestic workers were visited by the Questionnaire Administrators. The administrators visited the Certified Schools in groups. Five questionnaire administrators completed the interviews in both Pathana and Halpathota Certified Schools in one day. Half a day was required to complete the interviews in Ranmuthugala Certified School by four administrators while another half day was required to complete interviews in Pannipitiya Certified School by three administrators. Three administrators spent one full day completing interviews in Makola Certified School. The questionnaire administration of phase two of the “Behind Closed Doors” project was completed within a timeframe of four days.

The officials at the Certified Schools identified the children who were formerly employed as child domestic workers. The purpose of the study and the reason for the visit were explained to the children. Before the interview the administrators made sure that the children understood the procedure and that consent was obtained. The officials of the schools provided the administrators with a private place to conduct the interviews. The questionnaire administration process was similar to that of Phase 1. At the end of the interviews the children were given an

item of clothing (t-shirt) together with the calendar especially prepared for the project (Annex 4).

The questionnaires were completed in both Sinhala and Tamil and the responses that were in Tamil were later translated into Sinhala.

## RESULTS

### Behind Closed Doors – Phase 2

The interviews were conducted with 81 children who were formerly employed as domestic workers. Of the 81 interviewed respondents, 78 were below the age of 18 and two were of the age group of 18 years old and above<sup>4</sup>. Below the information gathered during the interviews is organized under 14 themes.

#### The child domestic workers personal details

**Table 3.2.1: Sex of the child domestic worker (n=77)**

| Sex     | Frequency | %     |
|---------|-----------|-------|
| Girls   | 34        | 44.16 |
| Boys    | 43        | 55.84 |
| Unknown | 1         |       |

Table 3.2.1 shows the sex of the CDWs who were interviewed in the survey and it shows that 11.68% more boys were interviewed than girls.

**Table 3.2.2: The age the children were recruited for domestic work (n=51)**

| Age                                 | Frequency | %     |
|-------------------------------------|-----------|-------|
| 5 and below                         | 3         | 5.88  |
| Above 5 years and below 10 years    | 21        | 41.18 |
| 10 years                            | 12        | 23.53 |
| 11 years                            | 1         | 1.96  |
| 12 years                            | 6         | 11.76 |
| 13 years                            | 4         | 7.84  |
| 14 years                            | 2         | 3.92  |
| Above 14 years                      | 2         | 3.92  |
| Do not know/cannot recall/not clear | 27        |       |

<sup>4</sup> There was one case of a respondent whose age was not defined.

As can be seen from Table 3.2.2, over 90% of the children interviewed were recruited for domestic work when they were below 14 years of age. Approximately 8% of the children were recruited as domestic workers when they were either 14 years or above. As the table shows, the highest number of children (21) were recruited above 5 years old and below 10 years old.

**Table 3.2.3: Duration of stay at the Certified School (n=74)**

| Duration                            | Frequency | %     |
|-------------------------------------|-----------|-------|
| Less than 1 year                    | 21        | 28.38 |
| 1-2 years                           | 25        | 33.78 |
| 2-3 years                           | 15        | 20.27 |
| 3 years or more                     | 13        | 17.57 |
| Do not know/cannot recall/not clear | 4         |       |

Table 3.2.3 shows how long the former child domestic workers have been staying at the certified school where they currently reside. A majority of about 34% of former CDWs have been in the certified school for 1-2 years whilst 28.38% have been there for less than one year. 20.27% had been residing in the certified schools for 2-3 years. Approximately 18% had been in the certified school for three years or more.

**Table 3.2.4: Ethnicity of the child domestic worker (n=76)**

| Ethnicity     | Frequency | %     |
|---------------|-----------|-------|
| Sinhala       | 40        | 52.63 |
| Tamil         | 31        | 40.79 |
| Muslim        | 5         | 6.58  |
| Not mentioned | 2         |       |

As Table 3.2.4 points out, a majority (52.63%) of former child domestic workers interviewed were from the Sinhala speaking cultural background while nearly 41% of the former child domestic workers represented the Tamil speaking background. Almost seven per cent of the former CDWs interviewed had a Muslim Background.

**Table 3.2.5: Those who were instrumental in recruiting the child domestic worker (n=59)**

| Means of recruitment              | Frequency | %     |
|-----------------------------------|-----------|-------|
| Parents                           | 19        | 32.20 |
| Relative                          | 10        | 16.95 |
| Self                              | 7         | 11.86 |
| Friend                            | 7         | 11.86 |
| Employers direct approach         | 6         | 10.17 |
| Stranger                          | 4         | 6.78  |
| Broker                            | 3         | 5.08  |
| Person known to the family        | 1         | 1.69  |
| Adopted by the family             | 1         | 1.69  |
| Taken to work from police custody | 1         | 1.69  |
| Do not know/cannot recall         | 19        |       |

Table 3.2.5 presents the individuals who had taken part in the recruitment of children for domestic work. A majority of 32.20% of the children interviewed were recruited with the involvement of the parents while the second largest group of nearly 17% of children was sent for domestic work through a relative. Approximately 12% of former CDWs stated that they had found the job by themselves while friends had found jobs for nearly 12% and ‘strangers’ were instrumental in finding domestic work for about 7% of the former CDWs. It can also be noted that six children (10.17%) were directly approached by the employer and three children (5.08%) had ‘brokers’ finding jobs for them. The table also shows that one former CDW was adopted into the employer’s family while another was taken for domestic work from police custody.

**Table 3.2.6: Number of places worked (n=32)**

| Number of workplaces      | Frequency | %     |
|---------------------------|-----------|-------|
| 1                         | 19        | 59.38 |
| 2                         | 5         | 14.63 |
| 3                         | 3         | 9.38  |
| 4                         | 1         | 3.13  |
| 5 and above               | 4         | 12.50 |
| Do not know/not mentioned | 46        |       |



As can be seen from Table 3.2.6, 59.38% of former CDWs had worked in one household while approximately 14.63% had worked in two households as domestic workers. About 9% of former CDWs had worked in three households and 3.13% had been in four domestic work places. Former CDWs that had worked in more than 4 i.e. five, six and ten places, were approximately 13%.

### **Family details of the child domestic worker**

**Table 3.2.7: Information about the parents of the child domestic workers (n=78)**

| Information                          | Frequency | %     |
|--------------------------------------|-----------|-------|
| Mother deceased/not residing at home | 43        | 55.13 |
| Father deceased/not residing at home | 45        | 57.69 |

As can be seen from Table 3.2.7, approximately 55% of the former child domestic workers stated that the mother was deceased or not living at home while about 58% of former CDWs stated that their father was deceased or not residing at home.

**Table 3.2.8: Ownership of the child domestic worker's own home (n=22)**

| Residence   | Frequency | %     |
|---|-----------|-------|
| Owned by the parents                                    | 11        | 50.00 |
| Owned by the estate                                     | 6         | 27.27 |
| Family pays rent  | 2         | 9.09  |
| Has no recollection of a residence other than workplace | 2         | 9.09  |
| Other   | 1         | 4.55  |
| Don't know/cannot recall                                | 56        |       |

Table 3.2.8 shows the type of ownership of the household the former CDWs own family lives in. Approximately 72% or 56 of child domestic workers did not recall about the type of ownership of their homes. Of those who recalled (22), it is shown that around 50% of the families who have sent children for domestic work reside in houses owned by them while nearly 27% live in houses owned by the estate authorities. Approximately 9% of the former CDWs had recalled parents paying rent for the house they lived in while another 9% of them had no recollection of a residence other than their place of work.

### Education and literacy rate of the child domestic worker

**Table 3.2.9: The sex of the child domestic workers who have previously been to school (n=31 i.e. 39.74%)**

| Sex   | Frequency | %     |
|-------|-----------|-------|
| Boys  | 18        | 58.06 |
| Girls | 13        | 41.94 |

As can be seen from Table 3.2.9, around 40% of the children who were interviewed had been to school before they were employed as domestic workers. Approximately 58% of the children who had been to school before were boys compared to girls at about 42%.

**Table 3.2.10: Child domestic workers who would like to go to school again (n=78)**

| Preference                             | Frequency | %     |
|--|-----------|-------|
| Those who want to attend school        | 40        | 51.28 |
| Those who do not want to attend school | 38        | 48.72 |

Table 3.2.10 summarizes the comments of the former CDWs who were residing in certified schools when asked about their attitude towards going back to school. Slightly over 51% of the children had stated that they want to attend school if possible while around 49% said that they would not want to attend school again.

**Table 3.2.11: Reading, writing and arithmetic skills (n = 78)**

| Skill                                  | Frequency | %     |
|--|-----------|-------|
| Those who have basic writing skills    | 63        | 80.77 |
| Those who have basic arithmetic skills | 60        | 73.92 |
| Those who have basic reading skills    | 54        | 69.23 |

Table 3.2.11 shows the basic literacy and numerical skills of the former CDWs. As can be seen from the table, over 80% of the children mentioned that they have basic writing skills and nearly 74% mentioned that they have basic mathematical skills. Furthermore, around 69% of former CDWs have the basic reading skills.

### Working conditions at the employer's home

**Table 3.2.12: The start and end of a regular workday for a child domestic worker**

| Times                              | Frequency | %     |
|------------------------------------|-----------|-------|
| <b>N = 76</b>                      |           |       |
| Waking up at or before 5 a.m.      | 38        | 50.00 |
| Not mentioned                      | 2         |       |
| <b>N = 74</b>                      |           |       |
| Going to sleep at or after 10 p.m. | 36        | 48.65 |
| Not mentioned                      | 4         |       |

As can be seen from Table 3.2.12, around 49% of former child domestic workers reported going to sleep at or after 10 p.m. when they were working and 50% got up at or before 5 a.m.

**Table 3.2.13: Tasks that were carried out by the child domestic worker (n=78)**

| Task  | Frequency | %     |
|---|-----------|-------|
| Cleaning House (n=78)   | 56        | 71.79 |
| Washing clothes (n=78)  | 41        | 52.56 |
| Looking after the children (n=78)                             | 35        | 44.87 |
| Gardening (n=78)  | 32        | 41.03 |
| Cooking (n=78)  | 29        | 37.18 |
| Household chores / Other (n=78)                               | 21        | 26.92 |
| Helping in the home based small business establishment (n=78) | 12        | 15.38 |
| Bathing animals(n=78)   | 12        | 15.38 |
| Heavy work (n=78)   | 7         | 8.97  |

Table 3.2.13 describes the daily activities carried out by the children interviewed when they were working as domestic workers. A majority of children (71.79%) help by cleaning the house. A large percentage of the children (52.56%) mentioned washing clothes as the second most frequently engaged general activity while 44.87% of former CDWs reported looking after children. Gardening, and cooking were placed respectively in third (41.03%), and fourth (37.18) places in the descending order of frequency of the activities undertaken.

**Table 3.2.14: The number of meals offered to the child domestic worker at the workplace (n=73)**

| Number of meals per day   | Frequency | %     |
|---------------------------|-----------|-------|
| 3 meals per day           | 72        | 98.63 |
| 2 meals per day           | 1         | 1.37  |
| Not mentioned / not clear | 5         |       |

As Table 3.2.14 shows, almost 99% of the former child domestic workers were offered three meals a day at their places of employment while only one former child domestic worker was offered meals twice a day.

**Table 3.2.15: The child domestic workers' satisfaction about the quality and quantity of food they were offered (n=78)**

| Comment      | Frequency | %     |
|--------------|-----------|-------|
| Satisfied    | 67        | 85.90 |
| Dissatisfied | 11        | 14.10 |

As Table 3.2.15 shows, around 86% of the children were satisfied about the quality and the quantity of the food they had received at their places of work. At the same time, 14.10% of children interviewed expressed that they were not happy with the portion or the quality of food offered to them by their former employers.

**Table 3.2.16: The place where the child domestic worker sleeps (n=75)**

| Place                   | Frequency | %     |
|-------------------------|-----------|-------|
| Straw mat on the floor  | 40        | 53.33 |
| Bed with a mattress     | 24        | 32.00 |
| Bed without a mattress  | 7         | 9.33  |
| Cloth on the floor      | 2         | 2.67  |
| Other                   | 1         | 1.33  |
| Outside the house       | 1         | 1.33  |
| Not mentioned/not clear | 3         |       |

The responses of the former child domestic workers in regards to the place they sleep at the workplace are organized in Table 3.2.16. As the results indicate, a majority (around 53%) of children slept on a straw mat on the floor when they were CDWs. About 41% of the children had slept on beds (32% with a mattress and 9.33% without a mattress). Two former CDWs mentioned that they had slept on a cloth on the floor while another former CDW had slept outside the house.

**Table 3.2.17: Place to keep the personal belongings of the child domestic worker (n=60)**

| Place                   | Frequency | %     |
|-------------------------|-----------|-------|
| Cupboard                | 32        | 53.33 |
| Box                     | 13        | 21.67 |
| In a bag                | 1         | 1.67  |
| Suitcase                | 5         | 8.33  |
| Outside                 | 5         | 8.33  |
| Rack / Shelf            | 4         | 6.67  |
| Not clear/not mentioned | 18        |       |

With regard to the place the former CDWs had kept their personal belongings, Table 3.2.17 shows that approximately 53% of them had kept their belongings in a cupboard, while roughly 22% of them had used a box. A suitcase was used in by nearly 8% of the children while approximately 1% of the children stated that they had had a shopping bag in which to keep their belongings. Nearly 8% had kept their belongings outside.

**Table 3.2.18: Place where the child domestic worker changes clothes (n=73)**

| Place where the child domestic worker changes clothes | Frequency | %     |
|---|-----------|-------|
| In a room   | 60        | 82.19 |
| In an enclosed area                                   | 6         | 8.22  |
| Place everybody can see                               | 7         | 9.59  |
| Not clear/not mentioned                               | 5         |       |

As can be seen from Table 3.2.18, about 82% of the former child domestic workers had changed clothes either in a room while 8.22% in an enclosed area in the house. The table also shows that roughly 10% of the former child domestic workers had changed clothes in an open area where ‘everybody can see’.

**Table 3.2.19: How often the child domestic worker went home (n=66)**

| Time period                | Frequency | %     |
|----------------------------|-----------|-------|
| Never                      | 46        | 69.70 |
| Couple of times a year     | 6         | 9.09  |
| Once a year                | 5         | 7.58  |
| At least once a month      | 4         | 6.06  |
| During the Festive Season  | 3         | 4.55  |
| Once every couple of years | 2         | 3.03  |
| Not clear/not mentioned    | 12        |       |

As shown in Table 3.2.19, a majority of about 70% of the children had never been home during their time of work as domestic workers. Approximately 9% goes home twice a year and 8% of the child domestic workers had visited home at least once a year. The table also shows that about 6% of children were able to visit their homes at least once a month. Nearly 5% go during the festive season while around 3% mentioned that they had visited home once every couple of years.

#### **Employer's details**

**Table 3.2.20: Occupation of the master of the house of last employment (n=75)**

| Occupation              | Frequency | %     |
|-------------------------|-----------|-------|
| Businessman             | 38        | 50.67 |
| Works in an office      | 10        | 13.33 |
| Skilled labourer        | 10        | 13.33 |
| Other                   | 6         | 8.00  |
| Forces / police         | 5         | 6.67  |
| Not Known               | 3         | 4.00  |
| Teacher                 | 2         | 2.67  |
| Abroad                  | 1         | 1.33  |
| Not mentioned/not clear | 3         |       |

Table 3.2.20 gives a picture of the occupation of the 'master of the house' of the last domestic workplace, as mentioned by the former child domestic worker. As the table shows, half (about 50%) of them were businessmen while another approximately 13% of the 'masters' were office workers and 13% skilled labourers.

**Table 3.2.21: Occupation of the mistress of the house of last employment  
(n=68)**

| Occupation                        | Frequency | %     |
|-----------------------------------|-----------|-------|
| Not known                         | 24        | 35.29 |
| Works in an office                | 10        | 14.71 |
| Businesswoman                     | 8         | 11.76 |
| Not employed                      | 8         | 11.76 |
| Teacher                           | 7         | 10.29 |
| Other                             | 5         | 7.35  |
| Skilled Laborer                   | 4         | 5.88  |
| Forces/police                     | 2         | 2.94  |
| Not known/not mentioned/Not clear | 10        |       |

As can be seen from Table 3.2.21, 35% of children were not aware of the occupation of the mistress. Approximately 15% of the ‘mistresses’ of the household were working in offices while 11.76% reported that mistresses were working as businesswomen or teachers. Another fact that can be noted from the table is that about 3% of the mistresses in the households represent either the Armed Forces or Police of the country.

**Table 3.2.22: The child domestic workers’ relationship to the former employer  
(n=76)**

| Relationship                  | Frequency | %     |
|-------------------------------|-----------|-------|
| A person not known previously | 58        | 76.32 |
| Previously known person       | 11        | 14.47 |
| Relative                      | 6         | 7.89  |
| Other                         | 1         | 1.32  |
| Not known/not mentioned       | 2         |       |

Table 3.2.22 shows that 76% of former child domestic workers had started work at a place where the employers were total strangers to them. About 14% had known the employer before and 7.89% were related to the employer.

### Other domestic child workers

**Table 3.2.23: Fellow child domestic workers employed in the same household (n=78)**

|  | Frequency | %     |
|--|-----------|-------|
| Child domestic workers who worked together with other child domestic workers | 20        | 25.64 |

As can be seen from Table 3.2.23, approximately every fourth child in the children's group had had at least one other child domestic worker in their place of work.

**Table 3.2.24: Number of fellow child domestic workers (n=11)<sup>1</sup>**

| Number of CDWs            | Frequency | %     |
|---------------------------|-----------|-------|
| 1                         | 6         | 54.55 |
| 2                         | 4         | 36.36 |
| 4                         | 1         | 9.09  |
| Not mentioned / not known | 9         |       |

1/ The total on this table is based on the previous table frequency (20)

As Table 3.2.24 points out, about 55% of the former CDWs who mentioned having other child workers with them at their last place of work, had had only one fellow child worker while about 36% had had two fellow child domestic workers. One former child worker interviewed had had four fellow CDWs working with them at their last place of work.

### Income/pay

**Table 3.2.25: The recipient of the cash the child domestic worker earns (n=35)**

| Person who receives the money             | Frequency | %     |
|---|-----------|-------|
| Child domestic worker <sup>1</sup>        | 14        | 40.00 |
| Parents                                   | 12        | 34.29 |
| Relatives                                 | 5         | 14.29 |
| Parents / Child received a few            | 2         | 5.71  |
| Child domestic worker and his/her parents | 1         | 2.86  |
| Broker                                    | 1         | 2.86  |
| Not known/not mentioned                   | 43        |       |

1/ Including one case of "AE – Child / Child received a few" category



Table 3.2.25 presents the recipients of the income of the former child domestic workers. It shows that at least 34% of the former CDWs had their parents receiving their pay while at least 14% had a relative receiving the pay. At least 40% of former child domestic workers claimed to have received the pay for their work in the households. Furthermore, at least 6% of children stated that both they and their parents had received the earnings of their employment. Only one child stated that the income recipient was a broker.

### Protection issues

**Table 3.2.26: Physical ill-treatment received by the child domestic workers (n=78)**

|   | Frequency | %     |
|---|-----------|-------|
| Those who were never physically ill-treated | 42        | 53.85 |
| Those who were physically ill-treated       | 36        | 46.15 |

As can be seen from Table 3.2.26, when asked, around 54% of the children who were former child domestic workers, stated that they had never been physically ill-treated at work, while around 46% of the former domestic workers mentioned being physically ill-treated at their last place of work.

**Table 3.2.27: Persons (named by the child domestic workers) who physically ill-treated them (n=33)<sup>1</sup>**

| Person(s)  | Frequency | %     |
|--|-----------|-------|
| Mistress   | 13        | 39.39 |
| Master and Mistress  | 10        | 30.30 |
| Master   | 4         | 12.12 |
| Children   | 2         | 6.06  |
| Master, Mistress and children at the workplace               | 1         | 3.03  |
| Master, Mistress, children and other adults at the workplace | 1         | 3.03  |
| Mistress and children  | 1         | 3.03  |
| Mistress and Other   | 1         | 3.03  |
| Not mentioned / not known                                    | 3         |       |

1/ The total on this table is based on the previous table answer: physically ill-treated (36)

Table 3.2.27 shows the individuals, who had been mentioned by the 36 former child domestic workers as the responsible party(ies) for the physical ill-treatment they had received at their last place of work. At least 39.39% and 12.12% of the

children stated that it was either the mistress or the master of the household respectively who had physically ill-treated them, while at least 30% claimed that both the master and the mistress had physically ill-treated them. Other adults and masters and mistresses in the household were mentioned as responsible for physical ill-treatment by nearly 3% of former CDWs. At least 6% of former CDWs admitted to having been physically ill-treated at their last place of work by children at the workplace.

**Table 3.2.28: Reasons given by the child domestic worker for being physically ill treated (n=25)<sup>1</sup>**

| Reason   | Frequency | %     |
|--|-----------|-------|
| Making mistakes  | 6         | 24.00 |
| For not working  | 6         | 24.00 |
| For not working and making mistakes                                      | 4         | 16.00 |
| Without a reason   | 4         | 16.00 |
| For not working and without a reason                                     | 2         | 8.00  |
| Making mistakes and without a reason                                     | 1         | 4.00  |
| Blunders   | 1         | 4.00  |
| For not working/making mistakes/without a reason/getting late to do work | 1         | 4.00  |
| Not mentioned/not clear  | 11        |       |

1/ The total on this table is based on the previous table answer: physically ill-treated (36)

Twenty five of the 36 former child domestic workers who stated that they had been physically ill-treated at work, provided reasons for being ill-treated. As Table 3.2.28 shows, a majority of 24% of former CDWs were ill-treated for 'making mistakes' and 'not working'. Other reasons mentioned included 'for not working and making mistakes' (16%), 'without a reason' (16%), and 'blunder' (4%).

**Table 3.2.29: Child domestic workers who were verbally ill treated at the workplace (n=78)**

|   | Frequency | %     |
|---|-----------|-------|
| Child workers who were verbally ill treated       | 49        | 62.82 |
| Child workers who were never verbally ill treated | 29        | 37.18 |

As can be seen from Table 3.2.29, when asked, around 37% of the former CDWs stated that they had never been verbally ill-treated at work, while approximately 63% of the former domestic workers said that they were verbally ill-treated at their place of work.

**Table 3.2.30: Persons who verbally ill-treated the child domestic workers (n=47)<sup>1</sup>**

| Persons   | Frequency | %     |
|---|-----------|-------|
| Mistress  | 21        | 44.68 |
| Master and Mistress                                 | 11        | 23.40 |
| Master  | 8         | 17.02 |
| Master, Mistress and children                       | 2         | 4.26  |
| Master, Mistress, children and other person at home | 1         | 2.13  |
| Other person at home                                | 2         | 4.26  |
| Mistress and children                               | 1         | 2.13  |
| Mistress and other                                  | 1         | 2.13  |
| Not clear/not mentioned                             | 2         |       |

1/ The total on this table is based on the previous table answer: verbally ill-treated (49)

Table 3.2.30 shows the individuals mentioned by the 49 former child domestic workers as responsible party(ies) for the verbal ill-treatment they had received at their last place of work. Nearly 61% of the child workers stated that it was either the mistress or the master of the household who verbally ill-treated them, while another 23% claimed that both the master and the mistress carried out verbal ill treatment. Other adults in the household were mentioned as responsible for verbal ill treatment by at least 4% of former CDWs, while the children and mistress of the household were mentioned by at least 2% of the former child domestic workers.

**Table 3.2.31: Reasons given by the child domestic workers for being verbally ill treated (n=43)<sup>1</sup>**

| Reason  | Frequency | %     |
|---|-----------|-------|
| Making mistakes                                       | 15        | 34.88 |
| For not working                                       | 7         | 16.28 |
| For not working and making mistakes                   | 8         | 18.60 |
| Without a reason                                      | 6         | 13.95 |
| Making mistakes and without a reason                  | 4         | 9.30  |
| For not working, making mistakes and without a reason | 1         | 2.33  |
| For not working and without a reason                  | 1         | 2.33  |
| Getting late to do work                               | 1         | 2.33  |
| Not mentioned/not clear                               | 6         |       |

1/ The total on this table is based on the previous table answer: verbally ill-treated (49)

Forty-three of the 49 former child domestic workers who stated that they were verbally ill-treated at work, mentioned reasons for receiving verbal ill-treatment. As Table 3.2.31 shows, a majority of around 35% of CDWs were verbally ill-treated for ‘making mistakes’. The other reasons mentioned were ‘not working’ (16.28%), ‘without a reason’ (13.95%) and ‘getting late to do work’ (2.33%).

**Table 3.2.32: Child domestic workers who admitted being touched in a sexual manner at the workplace (n=78)**

| <b>n=78</b>   | Number of CDWs | %     |
|---|----------------|-------|
| Child domestic workers who admitted being touched in a sexual manner at the workplace | 4              | 5.13% |
| <b>n=4</b>  |                |       |
| Parts of the body that were touched <sup>1</sup>                                      |                |       |
| Hands   | 3              | 75%   |
| Face  | 3              | 75%   |
| Chest   | 2              | 50%   |
| Legs  | 1              | 25%   |
| Buttocks  | 1              | 25%   |
| Genitals  | 1              | 25%   |

1/ The categories cannot be added to each other

When the child domestic workers were asked whether they were touched in a sexual manner at their place of work, 4 of them (5.13%) admitted to having been touched in a sexual manner. As can be seen from Table 3.2.32, out of these 4 former CDWs, 3 said that their hands, and faces were touched in a sexual manner while 1 admitted that his/her legs were touched in a sexual manner. At least one of the former CDWs admitted that his/her chest, buttocks and genitals (sexual body parts) were touched in a sexual manner.

**Table 3.2.33: Forcing the child domestic worker to have physical contact (n=78)**

|  | Frequency | %    |
|--|-----------|------|
| Child domestic workers who have been forcibly kissed                         | 3         | 3.85 |
| Child domestic workers who have been forced to kiss someone in the household | 1         | 1.28 |

Table 3.2.33 shows that 3.85% of the former child domestic workers were forcibly kissed at their last place of work, while 1.28% of former child domestic workers were asked to kiss someone in their last household of work.

**Table 3.2.34: Hazardous work assigned at the workplace (n=78)**

| Nature of work             | Frequency | %     |
|----------------------------|-----------|-------|
| Working with sharp objects | 54        | 69.23 |
| Working with fire          | 43        | 55.13 |
| Lifting weights            | 37        | 47.44 |
| Climbing heights           | 26        | 33.33 |
| Climbing trees             | 15        | 19.23 |

The responses provided by the former child domestic workers when asked whether they were asked to undertake five types of hazardous work, are organized in Table 3.2.34. As can be seen from the table, 69.23% of former child domestic workers admitted to having engaged in ‘work with sharp objects’, and 55% ‘work with fire’. Approximately 47% had lifted weights and about 33% had climbed to hazardous heights while about 19% had climbed trees.

### Sanitation issues

**Table 3.2.35: Sanitary facilities**

|  | Frequency | %     |
|--|-----------|-------|
| <b>n=78</b>  |           |       |
| Child workers who use the same toilets as the employer       | 45        | 57.69 |
| Child workers who use separate toilets                       | 33        | 42.31 |
| <b>n=27</b>  |           |       |
| Type of toilet used by those who use separate toilets (n=33) |           | %     |
| Toilet built in a separate compound                          | 18        | 66.67 |
| Water sealed latrine   | 5         | 18.52 |
| Commode  | 1         | 3.70  |
| Squatting pan  | 2         | 7.41  |
| Outside  | 1         | 3.70  |
| Not mentioned / not known                                    | 6         |       |

As can be seen from Table 3.2.35, nearly 42% of the former child domestic workers had used a separate toilet, while 58% had used the same toilet as the other household members. Furthermore, the table shows the type of toilets that were used by the former child domestic workers who had used a separate toilet. The majority of 67% of ‘separate toilet users’ had used a toilet built in a separate compound. One former child domestic workers had used ‘outside’ for toilet needs.

**Table 3.2.36: Minimum personal belongings of the child domestic worker (n=78)**

| Item       | Frequency | %     |
|------------|-----------|-------|
| Clothes    | 72        | 92.31 |
| Soap       | 65        | 83.33 |
| Underwear  | 57        | 73.08 |
| Toothbrush | 56        | 71.79 |
| Footwear   | 56        | 71.79 |
| Pillow     | 56        | 71.79 |
| Comb       | 55        | 70.51 |
| Mattress   | 49        | 62.82 |
| Towel      | 48        | 61.54 |

As can be seen from Table 3.2.36, approximately 92% of children who were formerly engaged in domestic work had clothes and over 83.33% had had their own personal soap. Approximately 73.08% had a change of underwear, over 71% had their own toothbrush, footwear, and pillow and 70.51% had a comb. Approximately 62% of children had a mattress and a towel, at their place of work.

### Health issues

**Table 3.2.37: Treatment for general/occasional illness (n=78)**

|   | Number of CDWs | %     |
|---|----------------|-------|
| Treated with drugs for a general illness  | 55             | 70.51 |
| Cared for by the employer while sick      | 43             | 55.13 |
| Treated by a doctor for a general illness | 40             | 51.28 |

As Table 3.2.37 shows, 70.51% of the former child their former employer treated domestic workers with drugs when they had fallen ill, while about 51% said the former employer took them to a doctor for treatment. Approximately 55% of the former child domestic workers stated that they were cared for by the employer while sick at their last place of work.

## Freedom

**Table 3.2.38: Freedom of communication for the child domestic worker (n=78)**

|                                 | Frequency | %     |
|---------------------------------|-----------|-------|
| Allowed to visit family         | 34        | 43.59 |
| Family visited the child worker | 33        | 42.31 |
| Received letters                | 25        | 32.05 |
| Sent letters                    | 21        | 26.92 |
| Received phone calls            | 17        | 21.79 |
| Made phone calls                | 13        | 16.67 |

As can be seen from Table 3.2.38, 32% of the former child domestic workers were able to receive and over 26% to send letters while they were at their places of work. Approximately 42% of the former child domestic workers were allowed to have their family visit them and approximately 44% were allowed to visit their family. Around 22% of former CDWs were allowed to receive phone calls. Only 16.67% of former child domestic workers mentioned being allowed to make phone calls from their last place of work.

## Opportunities

**Table 3.2.39: Opportunities made available for the personal development of the child domestic worker (n=78)**

|                        | Frequency | %     |
|------------------------|-----------|-------|
| Watch television       | 67        | 85.90 |
| Listen to radio        | 57        | 73.08 |
| Play                   | 49        | 62.82 |
| Read books             | 29        | 37.18 |
| Taught to read at home | 22        | 28.21 |
| Taught a vocation      | 19        | 24.36 |
| Sent to school         | 7         | 8.97  |

As can be seen from Table 3.2.39, over 85% of the former child domestic workers were allowed to watch television and about 73% to listen to the radio. Around 62% of former child domestic workers said that they were allowed to play, while another 37% had had the opportunity to read. Approximately 9% of the former child domestic workers interviewed stated that they were sent to school by the former employers while another 28% stated that they were taught to read at the former place of work by the employer. Roughly 24% of the former child domestic workers mentioned being taught a vocation at their last place of work (See Annex 16 for a list of vocations stated as taught at the place of work).

## Identity

**Table 3.2.40: Use of the real name of the child domestic worker (n=78)**

| Use of the child domestic worker's real name                            | Frequency | %     |
|---|-----------|-------|
| Child domestic workers whose real names were used by the employer       | 58        | 74.36 |
| Child domestic workers who were called by a name different to their own | 20        | 25.64 |

As can be seen by Table 3.2.40, approximately 74% of former child domestic workers stated that the former employers used their 'real' given names, while about 26% stated that they were called using a different name to that of their 'real' given name.

**Table 3.2.41: Practice of religion by the child domestic worker**

|   | Frequency | %     |
|---|-----------|-------|
| Child domestic workers who admitted having a religion (n=78)        | 67        | 85.90 |
| Child domestic workers who practiced his/her religion (n=67)        | 41        | 61.19 |
| Child domestic workers who did not practice his/her religion (n=67) | 26        | 38.81 |

As Table 3.2.41 shows, about 86% of former child domestic workers stated that they have a religion, and approximately 39% of them had not practiced their religion at their former household of work, due to various reasons. Sixty-one percent of child domestic workers practices his/her religion.



**Table 3.2.42: Reasons given by the child domestic workers for not practicing their religion (n=24)<sup>1</sup>**

|                          | Frequency | %     |
|--------------------------|-----------|-------|
| Not allowed              | 9         | 37.50 |
| No time                  | 6         | 25.00 |
| No need                  | 4         | 16.67 |
| Not allowed even earlier | 1         | 4.17  |
| No time/No need          | 1         | 4.17  |
| No place/No need         | 1         | 4.17  |
| No place                 | 2         | 8.33  |
| Not known/not mentioned  | 2         |       |

1/ The total on this table is based on the previous table answer: not practicing their religion (26)

Table 3.2.42 shows the reason given by the former CDWs for not practicing their religion. A majority (37.50%) of former child domestic workers who have a religion yet had not practiced, mentioned that they were not allowed to practice their religion by their former employers. Twenty-five per cent of those who have a religion did not practice due to lack of time, while about 17% claimed that they lacked the interest to practice their religion. At least 4% was not even allowed earlier, and the same percentage of children reported not having time, place nor need to practice the religion.

### **Ambitions**

**Table 3.2.43: Satisfaction of the child domestic worker at the workplace (n=76)**

| Emotional state         | Frequency | %     |
|-------------------------|-----------|-------|
| Unhappy                 | 38        | 50.00 |
| Very happy              | 22        | 28.95 |
| Somewhat happy          | 16        | 21.05 |
| Not mentioned/not clear | 2         |       |

As can be seen from Table 3.2.43, 50% of the child domestic workers stated that they were unhappy at their last workplace, while about 21% stated that they were somewhat happy. Approximately 29% of the former child domestic workers stated that they were very happy with their last place of work.

**Table 3.2.44: The child domestic workers' perception of what he/she would have done if he/she was not recruited as a domestic worker (n=75)**

|  | Frequency | %     |
|--|-----------|-------|
| Would be schooling                           | 28        | 37.33 |
| Would be staying at home                     | 22        | 29.33 |
| Would have been working at any other place   | 15        | 20.00 |
| Not known                                    | 9         | 12.00 |
| Would be schooling / Would have been at home | 1         | 1.33  |
| Not mentioned/not clear                      | 3         |       |

Table 3.2.44 summarizes the responses given by the former child domestic workers when they were asked what they would have done if were not recruited as domestic workers. As the table shows, 20% of former child domestic workers stated that they would have been employed in another household as a domestic worker anyway, while approximately 29% said that they would be have stayed home if they had not been employed as a CDW. A large percentage of 37% of children who were formerly employed as domestic workers see themselves attending school if they had not been recruited as domestic workers.

**Table 3.2.45: The child domestic workers' perception of what he/she would be doing in two years' time (n=75)**

|                                       | Frequency | %     |
|---------------------------------------|-----------|-------|
| Get educated and find employment      | 22        | 29.33 |
| Would work at another place           | 19        | 25.33 |
| Residing in the same certified school | 14        | 18.67 |
| Would be at home                      | 14        | 18.67 |
| Further education                     | 6         | 8.00  |
| Not mentioned/not clear               | 3         |       |

Table 3.2.45 shows how the former child domestic workers see themselves in two years' time. As can be seen from the table, 25.33% of former child domestic workers see themselves working in a different household as a domestic worker, while 18.67% see themselves at home. Approximately 29% perceive themselves finishing primary education and finding employment, and 18.67% residing in the same certified school. Six formed domestic children reported that they would be pursuing further education.

**Table 3.2.46: How the child worker came to be under the protective custody of the Certified School (n=71)**

|   | Frequency | %     |
|---|-----------|-------|
| The police came to investigate on a tip-off           | 35        | 49.30 |
| Runaway and went to the police                        | 13        | 18.31 |
| Runaway - was handed over to the police by a stranger | 15        | 21.13 |
| Other   | 8         | 11.27 |
| Not mentioned/not clear                               | 7         |       |

As can be seen from Table 3.2.46, 49.30% of the children had had police raid their last place of work to investigate the illegal employment of children for domestic work on a tip-off. Approximately 39% of the children interviewed had escaped from their last place of employment and of these children, 13 of them had gone to a police station themselves while 15 were handed over to the police by a stranger.

## **DISCUSSION AND RECOMMENDATIONS**

The information gathering process of the “Behind Closed Doors” Project was conducted in two phases. During Phase 1 of the project, interviews were conducted with children who are currently employed as domestic workers. Phase 2 of the project interviewed children who are former domestic workers and are now under the care of the Department of Probation and Childcare and residing in Children’s Homes.

The primary aim of this project was to obtain in-depth information about the working and living conditions of the domestic workplaces, together with the physical and psychological impact of the domestic labour experience on the child workers. It was hypothesized that child domestic workers engage in age-inappropriate domestic chores that may cause temporary or permanent physical harm, that they may also be subject to physical and/or emotional abuse and vulnerable to sexual abuse. This hypothesis was tested by gathering information under 14 major categories. The categories were:

- Personal Details
- Family Details
- Education and Literacy
- Working conditions at the place of employment
- Employer’s Details
- Other Domestic Child Workers
- Income/pay
- Protection issues

- Sanitation issues
- Health issues
- Freedom
- Opportunities for personal development
- Identity
- Ambitions

### **CDWs' personal details**

The study shows that children of both sexes were somewhat equally likely to be employed for domestic work and a vast majority of child domestic workers were recruited for work when they were below 14 years of age, i.e. below the legal age for domestic employment. With regard to the ethnicity of the domestic worker, the study shows that the children from the Tamil cultural background were employed disproportionately for domestic work. Moreover among the former child domestic workers a predominant group was from the Sinhala speaking cultural background. However, it can be argued that the areas chosen to locate children who currently work as domestic workers were predominantly of Sinhala and Tamil speaking populations and hence the majority of children were of Sinhala and Tamil speaking background. This argument can be supported by the fact that the children in Certified Schools were somewhat equal in their division between the two dominant ethnic groups, Sinhala and Tamil. Nevertheless, the past research and the 'sending communities' project of this rapid assessment point out that a considerable number of children in domestic work come from Tamil speaking backgrounds, especially from the Estate Sector of the country.

With regard to the recruitment of children for domestic work, the involvement of the parents and relatives was a prominent factor. However, further exploration of this factor has to be carried out in order to discover the socio-economic factors behind it. A qualitative and culture sensitive study should examine this further. Another factor that has to be considered seriously is the involvement of 'brokers' in recruitment of children for domestic work. As shown in Phase I, one out of four child domestic workers was recruited through brokers. The recruitment through brokers was present in a much lesser degree among the group of former child domestic workers.

For many children interviewed, their current or their last (for those now in Certified Schools) place of employment was the first place of work as a domestic worker. However, a considerable number of children interviewed were placed in two or more households of work as domestic workers.

### **Family details of the child domestic worker**

The information gathered shows that many child domestic workers come from single parent families with either the mother or the father deceased or not living at home. A predominant group of both former and current child domestic worker's families resides in houses owned by the estate authorities.

### **Education and literacy**

A large number of children interviewed had attended school before they were recruited for domestic work with no considerable bias towards a particular sex. Many had stopped schooling due to financial constraints, while the dislike in attending school, distance to the school, and parental pressure to discontinue schooling were amongst the main reasons mentioned for ending formal education. However, most child domestic workers claim to have basic literacy, writing and arithmetic skills.

### **Working conditions at the place of employment**

The study shows that the child domestic workers engage in a variety of household tasks including cleaning the house, washing clothes, looking after children, cooking and gardening. Most were given three meals a day considered satisfactory in quality and quantity to the CDW. A majority of child domestic workers sleep on the floor on a straw mat while some have beds with or without mattresses. In many cases, they have at least a box, if not a cupboard or a suitcase to keep their personal belongings, but some have to keep their belongings outside in the garden. A majority of child workers have an enclosed area to change clothes while a few do not have this set-up.

A vast majority of child domestic workers interviewed are allowed to visit their families at home at least once a year. However, it has to be stressed that this study had access to CDWs who had come home for the festive season, mostly, and therefore has a biased sample in this regard. Indeed more than half of former child domestic workers interviewed said they were never allowed to go home. A future study, creatively designed to access CDWs at their households of work will reveal a better picture of how often the working children visit their families.

### **Employer details**

Most children were employed for domestic work by families in which the main male figure of the household is a businessman and the main female figure either works in an office or stays at home. Most child domestic workers do not have a pre-existing relationship (relative, known person, etc.) to the employer, except the employer-employee relationship established during the time of work.

### **Other domestic child workers**

Some children interviewed have mentioned about other child domestic workers whom they have worked with in their current or, in the case of former child domestic workers, last place of work. As was mentioned, most have worked with one other child domestic worker while some have worked with 2-5 other child domestic workers.

### **Income/pay**

The parents seems to be the key recipients of the payments the children receive for their work in the households while a considerable number of children receive their own pay. In a few, yet noteworthy, instances the brokers who were instrumental in recruiting children for domestic work receive the pay the child worker earns.

### **Protection issues**

The questionnaire designed for this study put a considerable emphasis on the child protection related issues and collected information on verbal, physical and sexual abuse as well on several forms of hazardous labour.

The information gathered shows that a majority of child domestic workers claim to have never been physically ill-treated and approximately half the children interviewed claim that they were never verbally ill-treated. However, these statements should be considered in the context where arguably a vast majority of adults (parents) in Sri Lanka use corporal punishment for their own children. In this context, one can argue that the likelihood of using corporal punishment for child domestic workers is high. As to the reason for the child domestic workers to state that they were never physically or verbally ill-treated, it can be argued that the child workers understanding of 'norms' of how a child worker should be treated could be different from the general established norms. For instance, to be pulled by the ear, slapped or hit on the back a couple of times a month may not be, according to the 'norms' understood by the child worker, an ill-treatment. Verbal ill-treatment was reported to be somewhat more prevalent than the physical ill-treatment. The children interviewed had said they were mostly verbally ill-treated by the mistress of the household for making mistakes.

Approximately 33% among child domestic workers and 5% among former child domestic workers interviewed have claimed that they were touched in a sexual manner on certain parts of the body. Another group of child workers were either forcibly kissed or were force to kiss somebody else. It should be mentioned that the questionnaire was administered by an individual who is either a total stranger to the child, or in the case of currently working children, a known member of the community or an individual with some form of authority. The ideal environment for a child to discuss personal and sensitive issues may not have been created in all the instances of interviews. The low number of stated instances of unwanted contact of a sexual nature may be due to the design of the information gathering method of this study. A further qualitative study that enables a child to build a rapport with the interviewer over a number of sessions, and facilitates a secure and confidential environment with a sensitive interviewer, should gather information on unwanted sexual contact at work and on other forms of child sexual abuse.

With regard to the information gathered on hazardous forms of labour undertaken by child domestic workers, many child workers seem to work with fire and with

sharp objects and also lifting weight. The number of instances where the child domestic workers stated climbing trees or to dangerous heights were relatively low.

### **Sanitation issues**

The study shows that a vast majority of the child domestic workers interviewed use a proper toilet. However, noteworthy numbers of child domestic workers stated that they use 'outside' for their toilet needs. As to the minimum items to ensure proper hygiene, most child domestic workers claim to own a comb, toothbrush, a change of clothes and underwear, footwear, soap and a pillow. However, only around half of the children interviewed have a towel. At the same time, a small yet concerning number of child workers do not use a toothbrush, soap or a comb and do not have a change of underwear.

### **Health issues**

A majority of child domestic workers mentioned that they were looked after by their employer when they had fallen ill by being taken to the doctor and treated with proper drugs. However, a number of child domestic workers stated that they were not cared for by the employer while they were ill. The questionnaire did not explore what the children meant by being 'cared for' and the term is thus relative and vague. What it shows, however, is the child domestic workers' perception and satisfaction about the way they were treated when sick. Still it should be noted that the ways they were cared for while ill could be vastly different from one another.

### **Freedom**

While around half the children interviewed stated that they were allowed to have their family visit them and to communicate with them through mail and other means of communication, what has to be put into perspective is that many child domestic workers reported very few opportunities to communicate and associate with their family members and friends. On another note, the fact that the children interviewed in this study were allowed to visit their families during the festive season indicates that the children interviewed work in households with somewhat reasonable work conditions that allow for this type of break and reunion. Therefore, one has to be aware that the situation could be drastically different for those children who work under much harsher conditions as domestic workers, and whose employers may prohibit them from visiting their home community, even during the festive season.

### **Opportunities for personal development**

The queries on opportunities the children who work in domestics have to watch television, listen to the radio, play etc. explore the occasions made available at the place of work for emotional well-being and personal growth. Over a quarter of the

children state that they have the chance to play while a majority say that they watch television and listen to the radio. These opportunities may be the only occasions the child domestic worker has to explore beyond the confines of the household. It should also be noted that few, yet a notable number of children were taught to read by the employer while a handful of children were sent to school from their place of work. Again, these factors should be taken into consideration with the knowledge that the sample of children interviewed was a positively biased one with child workers from one community who were allowed to visit their families during the festive season.

### **Identity**

It was generally understood that many children in domestic work are denied their primary characteristics of identity as the employer uses an 'easy' name to call the child worker instead of the real given name, or uses the name of the previous domestic worker. Also, that the child worker is prevented from practicing religion, especially if it is a different religion from that of the employer. The study shows that close to half the children interviewed are denied their real name at their place of work and a majority of child domestic workers do not practice their religion at their place of work.

### **Ambitions**

There is a clear difference between the children who are still working as domestic workers and those who are now residing in Certified Schools as to how they see themselves in the future. Of the children who are currently working in domestic work, a majority express that they are either somewhat or not at all happy about their current situation yet see themselves working in the same or a similar situation in two years in the future. The children who were formerly employed as domestic workers and now residing in Certified Schools mostly see themselves away from domestic or other forms of physical labour and many have hopes of gaining at least a basic formal education.

### **Conclusion**

Overall, the hypothesis that child domestic workers engage in age-inappropriate domestic chores was confirmed as many children were recruited for domestic work below 14 years of age and they state to engage in a variety of activities including those that are considered to be hazardous. The information gathered under 'protection' show that many children were physically and verbally ill-treated and also show that they were exposed to contact and pressure of a sexual nature. This confirms the hypothesis that child domestic workers below 18 years of age are subject to physical and/or emotional abuse and may also be vulnerable to sexual abuse.



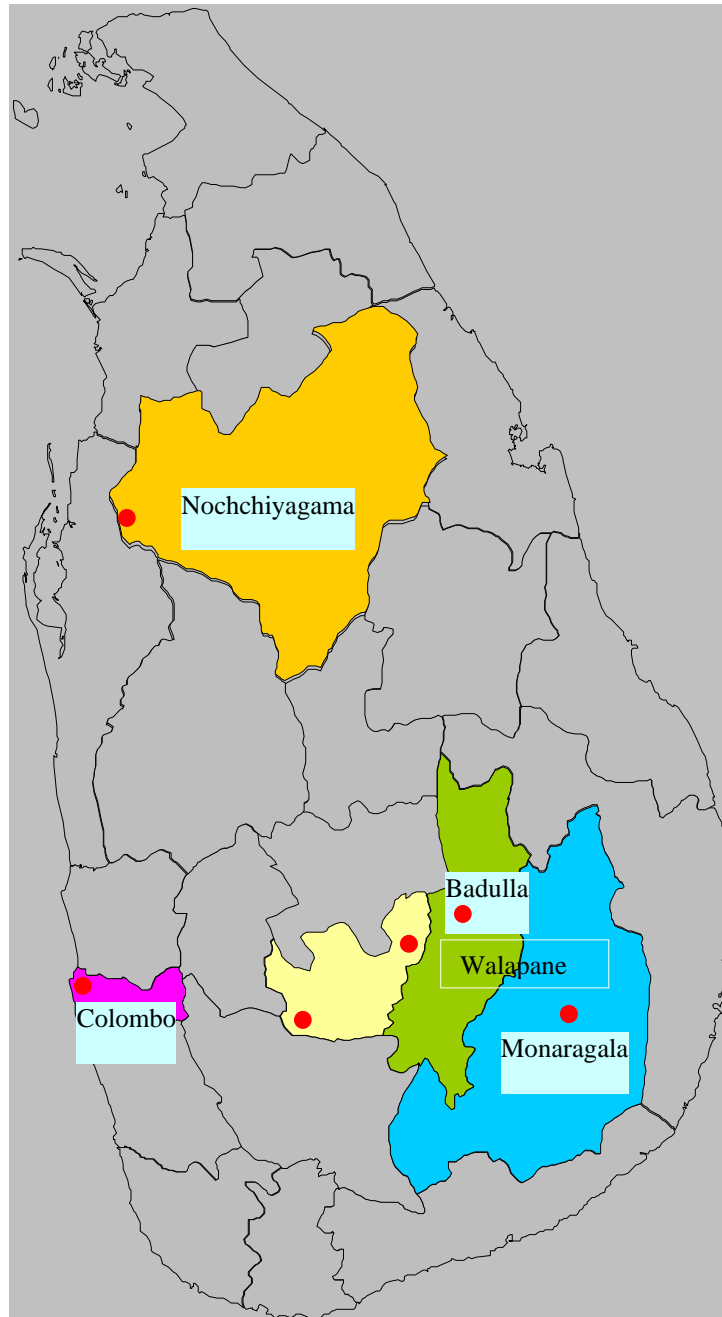
The study has collected a wealth of information beyond what was needed to confirm the hypotheses. This collection of facts can be used as a basis to explore more of the particular situation or lifestyle of child domestic workers in order to prevent children from being recruited for domestic work, and also to improve the quality of life of those children who are within the legal age of employment and working in households to prevent them from experiencing a worst form of child labour.

## REFERENCES

- Child Workers in Asia (1993), *The World of Working Children*, UNICEF, Thailand.
- Colombo Department of Census and Statistics (1999), *Child Activity Survey-Sri Lanka*, ILO Colombo.
- De Silva, H, et.al. (1998), *Domestic Employment of Children: Gravity of the problem in some urban areas in the southern province*. Redd Barna and UNICEF Colombo.
- Department of Census and Statistics (1999), *Summary Findings Child Activity Survey*, Ministry of Finance and Planning.
- Gunsekere, S. and Jayaweera, S. (1997), *Child Labour in Sri Lanka*, In Background paper prepared for The ILO National Tripartite Workshop to facilitate Ratification of Convention No. 138 (Feb. 1999).
- International Labour Organization (1999), *Child Labour in Sri Lanka*, (Feb. 1999), Background paper prepared for The ILO National Tripartite Workshop to facilitate Ratification of Convention No. 138.
- Machel, G. (1996), *Impact of Armed Conflict on Children* (selected highlights), New York.
- Marga Institute (1981), *An Analytical Description of Poverty in Sri Lanka*, Sri Lanka Centre for Development Studies.
- Ministry of Policy Planning (1991), *National Plan for Children*, In Background paper prepared for The ILO National Tripartite Workshop to facilitate Ratification of Convention No. 138 (Feb. 1999).
- Department of Census and Statistics, Ministry of Finance and Planning Sri Lanka, *Statistical Abstract -2000 and Survey Report*.
- Central Bank of Sri Lanka, *Central Bank Report of 2000*

## ANNEX 1

### The chosen areas of the “Sending Communities” Project



## ANNEX 2

### How Much Do You Know About Your Children?

1. How long you have been living in this community?

Years:-.....Month:-.....

2. How many members are there in your family?

|          |        | Yes | No |
|----------|--------|-----|----|
| Parents  | Mother |     |    |
|          | Father |     |    |
| Children | Girls  |     |    |
|          | Boys   |     |    |

3. Occupations of the Parents?

|        |  |  |
|--------|--|--|
| Father |  |  |
| Mother |  |  |

- A**-Estate Work
- B**-Casual Laborer
- C**-Factory Work
- D**-Domestic Servant
- E**-Unemployed
- F**- Aboard
- G**- Business
- H**-Others

| Child | Age | Sex | Activities |
|-------|-----|-----|------------|
| 1     |     |     |            |
| 2     |     |     |            |
| 3     |     |     |            |
| 4     |     |     |            |
| 5     |     |     |            |
| 6     |     |     |            |
| 7     |     |     |            |
| 8     |     |     |            |
| 9     |     |     |            |
| 10    |     |     |            |

\* Commence the questioning from the eldest

#### Age

- A**-Below 14
- B**-14-17
- C**-Above 18

#### Sex

- M**-Male
- F**-Female

#### Activities

- A**-Attending School
- B**-Working
- C**-Stay At Home
- D**-Below 5years and non school going
- E**- Above 18

**School going children**

|  |  |  |
|--|--|--|
| <b>Child</b> <input style="width: 50px; height: 20px;" type="text"/><br><b>Age</b> <input style="width: 50px; height: 20px;" type="text"/><br><b>Sex</b> <input style="width: 50px; height: 20px;" type="text"/>   | <b>Child</b> <input style="width: 50px; height: 20px;" type="text"/><br><b>Age</b> <input style="width: 50px; height: 20px;" type="text"/><br><b>Sex</b> <input style="width: 50px; height: 20px;" type="text"/>   | <b>Child</b> <input style="width: 50px; height: 20px;" type="text"/><br><b>Age</b> <input style="width: 50px; height: 20px;" type="text"/><br><b>Sex</b> <input style="width: 50px; height: 20px;" type="text"/>   |
| <b>Grade in School</b><br><input style="width: 50px; height: 20px;" type="text"/>  | <b>Grade in School</b><br><input style="width: 50px; height: 20px;" type="text"/>  | <b>Grade in school</b><br><input style="width: 50px; height: 20px;" type="text"/>  |
| <b>After school activity</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>If work outside home what kind of work</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>Paid</b> <input style="width: 30px; height: 20px;" type="text"/> <b>Yes</b> <input style="width: 30px; height: 20px;" type="text"/> <b>No</b><br><b>How much</b> .....             | <b>After school activity</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>If work outside home what kind of work</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>Paid</b> <input style="width: 30px; height: 20px;" type="text"/> <b>Yes</b> <input style="width: 30px; height: 20px;" type="text"/> <b>No</b><br><b>How much</b> .....             | <b>After school activity</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>If work outside home what kind of work</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>Paid</b> <input style="width: 30px; height: 20px;" type="text"/> <b>Yes</b> <input style="width: 30px; height: 20px;" type="text"/> <b>No</b><br><b>How much</b> .....             |
| <b>Activities during school holidays</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>If work outside home what kind of work</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>Paid</b> <input style="width: 30px; height: 20px;" type="text"/> <b>Yes</b> <input style="width: 30px; height: 20px;" type="text"/> <b>No</b><br><b>How much</b> ..... | <b>Activities during school holidays</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>If work outside home what kind of work</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>Paid</b> <input style="width: 30px; height: 20px;" type="text"/> <b>Yes</b> <input style="width: 30px; height: 20px;" type="text"/> <b>No</b><br><b>How much</b> ..... | <b>Activities during school holidays</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>If work outside home what kind of work</b><br><input style="width: 50px; height: 20px;" type="text"/><br><hr/> <b>Paid</b> <input style="width: 30px; height: 20px;" type="text"/> <b>Yes</b> <input style="width: 30px; height: 20px;" type="text"/> <b>No</b><br><b>How much</b> ..... |

**Age**  
 A-Below 14  
 B- 14-17  
 C- Over 18

**Sex**  
 M-Male  
 F-Female

**After School Activity**  
 A-Play  
 B-Study  
 C-House Work (Own Home)  
 D-Work Outside Home  
 E-Tuition  
 F-Other

**What Kind Of Work?**  
 A-Estate Work  
 B-Casual Laborer  
 C-Factory Work  
 D-Domestic Work  
 E-business  
 F- Farming  
 G- Works when the opportunity arises  
 H- Others

**How Often**  
 A-Daily  
 B- Weekly  
 C- Monthly

**School Holiday Activity**  
 A-Stay At Home  
 B-Sent Away for the Holiday  
 C-Work Outside Home  
 D-Other

# Stay-Home Children

| <div> <div></div> </div> <div> <div>Child</div> <div>Age</div> <div>Sex</div> </div>  | <div> <div></div> </div> <div> <div>Child</div> <div>Age</div> <div>Sex</div> </div>  | <div> <div></div> </div> <div> <div>Child</div> <div>Age</div> <div>Sex</div> </div>  |
|---|---|---|
| <div> <div>Reason attending school</div> <div></div> <div>.....</div> </div>  | <div> <div>Reason attending school</div> <div></div> <div>.....</div> </div>  | <div> <div>Reason for attending school</div> <div></div> <div>.....</div> </div>  |
| <div> <div>Who else with the child?</div> <div></div> <div>.....</div> </div> <div> <div>What kind of work does the child do at home?</div> <div></div> <div>.....</div> </div> | <div> <div>Who else with the child?</div> <div></div> <div>.....</div> </div> <div> <div>What kind of work does the child do at home?</div> <div></div> <div>.....</div> </div> | <div> <div>Who else with the child?</div> <div></div> <div>.....</div> </div> <div> <div>What kind of work does the child do at home?</div> <div></div> <div>.....</div> </div> |

## Age

A- Below 14

B- 14-17

C- Over 18

## Sex

M- Male

F- Female

## Reasons for not attending school

A. - Prefers to stay home

B. - Do not like school

C. - School too far

D. - Financial difficulties

E. - Help with home work

F. - No Birth Certificate

G. - Failed the Exam

H. - Satisfied with the education gained

## Who else is at home with the child?

A. Young children

B. Adults

C. Adult children

D. Nobody

E. Other

## What kinds of work child do at home?

A. Looking after children

B. House work (Cooking /washing etc)

C. Looking after elderly

D. Help in parents Small

home based industry

E. Other

## Working Children

|   |   |   |  |            |           |  |            |           |
|---|---|---|--|------------|-----------|--|------------|-----------|
| <p><i>Child</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><i>Age</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><i>Sex</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><b>Where does the child live</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>What is the nature of the child's work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>How did the child find work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>What made you decide to give permission to the child to work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> | <p><i>Child</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><i>Age</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><i>Sex</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><b>Where does the child live</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>What is the nature of the child's work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>How did the child find work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>What made you decide to give permission to the child to work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> | <p><i>Child</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><i>Age</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><i>Sex</i> <input style="width: 40px; height: 20px;" type="text"/></p> <p><b>Where does the child live</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>What is the nature of the child's work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>How did the child find work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> <p><b>What made you decide to give permission to the child to work</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> |  |            |           |  |            |           |
| <p><b>Is the child paid</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center; padding: 5px;"><u>Yes</u></td> <td style="width: 50%; text-align: center; padding: 5px;"><u>No</u></td> </tr> </table> <p><i>If yes</i></p> <p><i>How much</i> .....</p> <p><i>How often</i> <input style="width: 60px; height: 20px;" type="text"/></p> <p><b>Who gets the money</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p>  | <u>Yes</u>  | <u>No</u>   | <p><b>Is the child paid</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center; padding: 5px;"><u>Yes</u></td> <td style="width: 50%; text-align: center; padding: 5px;"><u>No</u></td> </tr> </table> <p><i>If yes</i></p> <p><i>How much</i> .....</p> <p><i>How often</i> <input style="width: 60px; height: 20px;" type="text"/></p> <p><b>Who gets the money</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> | <u>Yes</u> | <u>No</u> | <p><b>Is the child paid</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center; padding: 5px;"><u>Yes</u></td> <td style="width: 50%; text-align: center; padding: 5px;"><u>No</u></td> </tr> </table> <p><i>If yes</i></p> <p><i>How much</i> .....</p> <p><i>How often</i> <input style="width: 60px; height: 20px;" type="text"/></p> <p><b>Who gets the money</b></p> <p><input style="width: 60px; height: 20px;" type="text"/></p> <p>.....</p> | <u>Yes</u> | <u>No</u> |
| <u>Yes</u>  | <u>No</u>   |   |  |            |           |  |            |           |
| <u>Yes</u>  | <u>No</u>   |   |  |            |           |  |            |           |
| <u>Yes</u>  | <u>No</u>   |   |  |            |           |  |            |           |

### Age

A – Below 14  
B – 14-17  
C – 18 and above

### Sex

M – Male  
F – Female

### Where does the child live

A – Home  
B – Employer's home  
C – Boarding Place  
D – Relative's/Friend's Home  
E – Other

### Nature of the child's work

A – Estate work  
B – Casual labor  
C – Factory work  
D – Domestic work  
E – Works at a shop/boutique  
F – Business  
G – Farming  
H – Work when the opportunity arises  
I – Vocational training  
J – Other

### How did the child find work

A – Directly (own self)  
B – A relative  
C – A broker  
D – A known person  
E – Advertisement  
F – Business

### What made you decide

A – Extra income  
B – Child did not like schooling  
C – Could not refuse the job offer  
D – Right age for job  
E – Failing the school exam

|  |  |  |   |
|--|--|--|---|
| <p><b>How often do you see the child</b></p> <div></div> <p><b>How</b></p> <div></div> | <p><b>How often do you see the child</b></p> <div></div> <p><b>How</b></p> <div></div> | <p><b>How often do you see the child</b></p> <div></div> <p><b>How</b></p> <div></div> | <p>F – Other</p> <p><b>How often</b></p> <p>A – Daily<br/>B – Weekly<br/>C – Several times a month<br/>D – Once a month<br/>E – Once in a few months<br/>F – Once a year</p> <p>G – Occasionally<br/>H – Other</p> <p><b>Who gets the money</b></p> <p>A – The child<br/>B – Parents<br/>C – Broker<br/>D – Other</p> <p><b>How</b></p> <p>A – Child comes home<br/>B – Parents visit the child<br/>C – Child comes home or parents visit<br/>D – Other</p> |
|--|--|--|---|



### Additional Codes

#### ▪ Occupations of the Parents?

|    |                                 |
|----|---------------------------------|
| A  | Estate work                     |
| B  | Casual laborer                  |
| C  | Factory work                    |
| D  | Domestic servant                |
| E  | Unemployed                      |
| F  | Aboard                          |
| G  | Business                        |
| H  | Others (Agriculture based work) |
| AB | Estate work / Casual laborer    |
| AF | Estate work / Aboard            |
| FG | Aboard / Business               |
| GH | Business / Others               |

#### ▪ What made you decide?

|     |   |
|-----|---|
| A   | Extra income  |
| B   | Child did not like schooling  |
| C   | Could not refuse the job offer  |
| D   | Right age for job   |
| E   | Failing the exam  |
| F   | Other   |
| AB  | Extra income / Child did not like schooling                                       |
| AC  | Extra income / Could not refuse the job offer                                     |
| AD  | Extra income / Right age for job  |
| AE  | Extra income / Failing the exam   |
| AF  | Extra income / Other  |
| BC  | Child did not like schooling / Could not refuse the job offer                     |
| BD  | Child did not like schooling / Right age for job                                  |
| BE  | Child did not like schooling / Failing the exam                                   |
| BF  | Child did not like schooling / Other  |
| CD  | Could not refuse the job offer / Right age for job                                |
| CE  | Could not refuse the job offer / Failing the exam                                 |
| DE  | Right age for job / Failing the exam  |
| ABC | Extra income / Child did not like schooling / Could not refuse the job offer      |
| ABE | Extra income / Child did not like schooling / Failing the exam                    |
| ACD | Extra income / Could not refuse the job offer / Right age for job                 |
| BCD | Child did not like schooling / Could not refuse the job offer / Right age for job |

#### ▪ How did the child find work?

|     |   |
|-----|---|
| A   | Directly (own self)                         |
| B   | A relative                                  |
| C   | A Broker                                    |
| D   | A known person                              |
| E   | Advertisement                               |
| F   | Business                                    |
| AB  | Directly (own self) / A relative            |
| AC  | Directly (own self) / A broker              |
| AD  | Directly (own self) / A known person        |
| BC  | A relative / A broker                       |
| BE  | A relative / Advertisement                  |
| ABC | Directly (own self) / A relative / A broker |

▪ **Who gets the money?**

- A The child
- B Parents
- C Broker
- D Other
- AB The child / Parents

▪ **Nature of the child's work**

- A Estate work
- B Casual work
- C Factory work
- D Domestic work
- E Works at a shop-boutique
- F Business
- G Farming
- H Work when the opportunity arises
- I Vocational training
- J Other
- AB Estate work / Casual work
- AH Estate work / Work when the opportunity arises
- AJ Estate work / Other
- BJ Casual work / Other
- DG Domestic work / Farming
- DH Domestic work / Work when the opportunity arises
- EF Works at a shop-boutique / Business
- GH Farming / Work when the opportunity arises
- GI Farming / Vocational training
- GJ Farming / Other

### **ANNEX 3**

#### **Training Workshop for Questionnaire Administrators of 'Sending Communities' 1<sup>st</sup> and 2<sup>nd</sup> February 2002 at the Sri Lanka Foundation Institute**

##### **Programme**

##### **Day One**

- 09.00-09.30 - Registration
- 09.30-10.00 - Introduction of the Project
- 10.00-10.30 - Lecture by the Prof. Harendra de Silva, Chairman of the National Child Protection Authority
- 10.30-11.00 - Ice-Breaking Session and the selection of Team Leaders
- 11.30-01.00 - Introduction of the Questionnaire
- 01.00-02.00 - Lunch Break
- 02.00-03.00 - Training Exercise 1
- 03.00-04.00 - Training Exercise 2
- 04.00 - Refreshments and End of Sessions for Day 1

##### **Day Two**

- 09.00-09.45 - Training Exercise 3
- 09.45-10.30 - Training Exercise 4
- 10.30-11.00 - Tea Break
- 11.00-12.00 - Discussion of practical and ethical problems that will be encountered during the actual research
- 12.00-01.00 - Distribution of Questionnaires amongst the Groups
- 01.00 - Lunch Break and End of Sessions for Day 2

## ANNEX 4

### Calendar printed for the 'Sending Communities' Project

Calendar page 1



Calendar Page 2



Calendar Page 3



Calendar Page 4



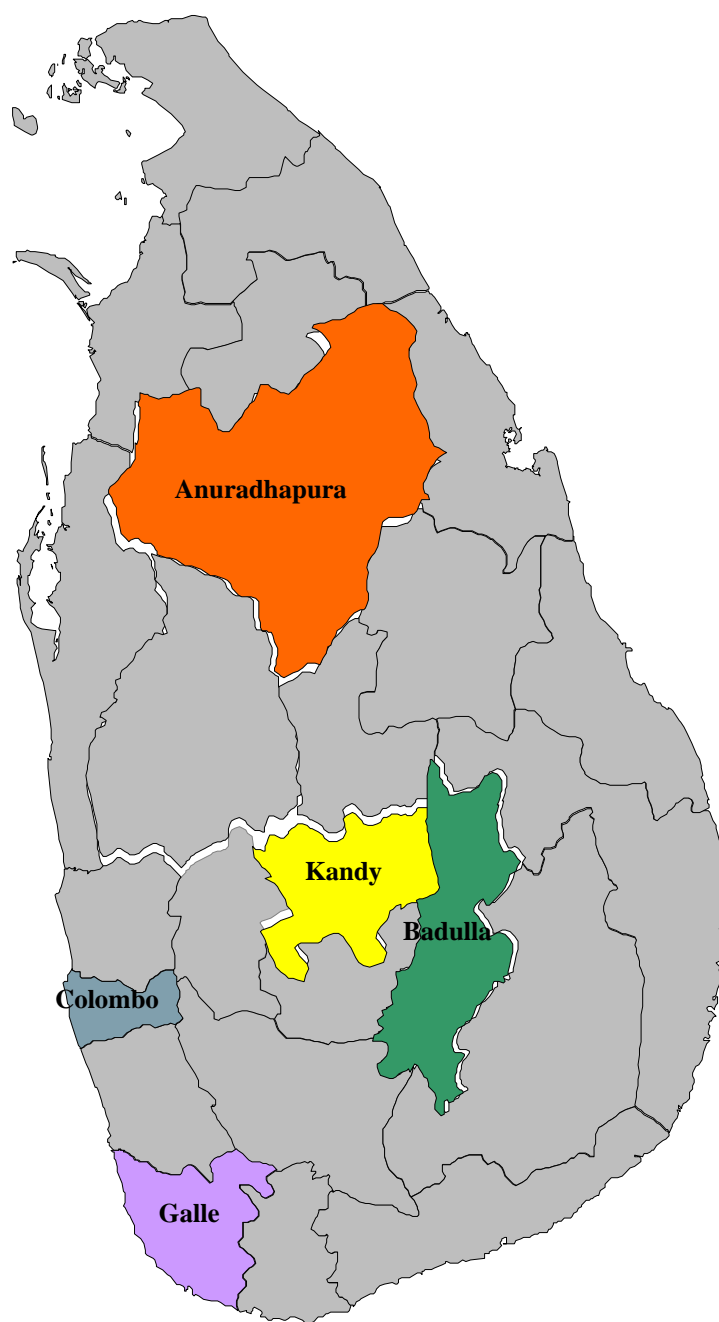
Calendar Page 5



Calendar Page 6

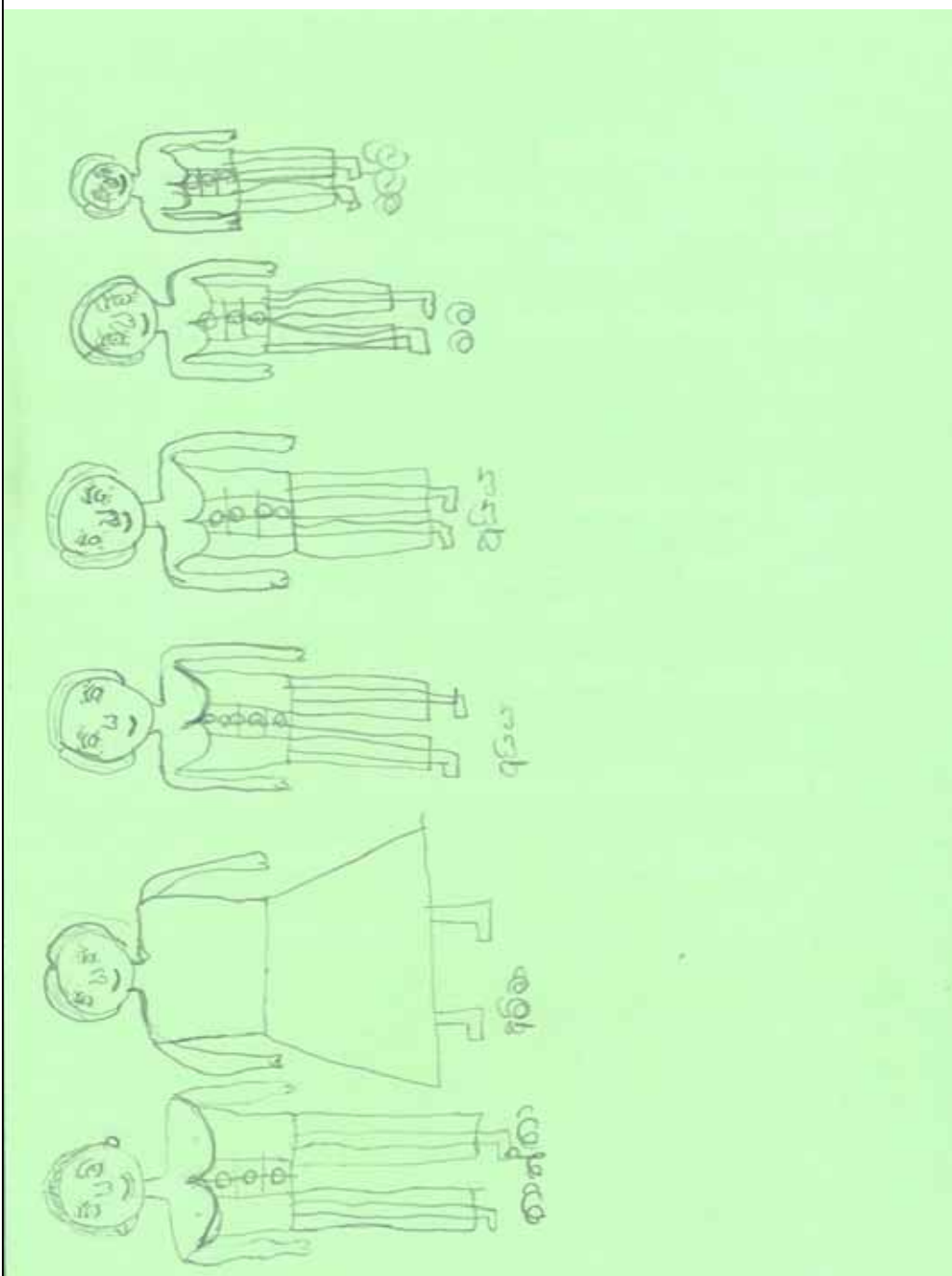


**ANNEX 5**  
**The chosen areas of the ‘School Survey Project’**



ANNEX 6  
Questionnaire of the School Survey: 'Who lives in my house?'

"Who lives in my house?"



### **“Who lives in my house?”**

- Father

My father is.....years of age.

My father is .....  
(Sinhalese/ Tamil/ Muslim/ Bhurger)

My father's job is.....

- Mother

My mothers is .....of age.

My mother is .....  
(Sinhalese/ Tamil/ Muslim/ Bhurger)

My mother's job is.....

- I have.....brothers and sisters.

Elder Brothers..... Elder Sisters.....  
Younger Brothers..... Younger Sisters.....

- Others living in my house

1. ....
2. ....
3. ....
4. ....
5. ....

- Does your mother have a domestic aide?

(Yes/No)

- If Yes, how many? .....

1.) His / Her name is .....

He /She is .....  
(Sinhalese/ Tamil/ Muslim/ Bhurger)

He/ She is.....years of age.

The type of work he/she does at home

.....  
.....

2.) His / Her name is .....

He /She is

.....

(Sinhalese/ Tamil/ Muslim/ Bhurger)

He/ She is.....years of age.

The type of work he/she does at home

.....

.....

.....

.....

3.) His / Her name is .....

He /She is a

.....

(Sinhalese/ Tamil/ Muslim/ Bhurger)

He/ She is.....years of age.

The type of work he/she does at home

.....

.....

.....

- Pets at home

.....

.....

.....

.....



## **CODES**

### **Father and Mother's Job**

|   |   |
|---|---|
| A | Forces (Army, Navy, Airforce, Police)       |
| B | Professionals (Doctors, Lawyers, Engineers) |
| C | Teachers                                    |
| D | Business (and Self Employed)                |
| E | Skilled Labour                              |
| F | Not Known                                   |
| G | G   |
| H | Office worker                               |
| I | Social worker                               |
| J | Employed abroad                             |
| K | Working at a bank                           |
| L | Clerk                                       |
| N | Small-scale business-establishment at home  |

### **Type of Servants work**

|     |  |
|-----|--|
| A   | Cleaning the house   |
| B   | Cooking  |
| C   | Gardening  |
| D   | Looking after the children                                     |
| E   | Looking after animals  |
| F   | Looking after elders   |
| G   | Washing dishes   |
| H   | Washing clothes  |
| I   | Scraping coconuts  |
| J   | Washing toilets  |
| K   | Helping the mistress with household chores                     |
| L   | Playing with the children                                      |
| N   | Grooming household pets  |
| AB  | Cleaning the house and cooking                                 |
| AC  | Cleaning the house and gardening                               |
| AD  | Cleaning the house and looking after the children              |
| AG  | Cleaning the house and washing dishes                          |
| AH  | Cleaning the house and washing clothes                         |
| AI  | Cleaning the house and scraping coconut                        |
| AJ  | Cleaning the house and washing toilets                         |
| BC  | Cooking and gardening  |
| BD  | Cooking and looking after the children                         |
| BG  | Cooking and washing dishes                                     |
| BH  | Cooking and washing clothes                                    |
| BI  | Cooking and scraping coconut                                   |
| CD  | Gardening and looking after the children                       |
| CG  | Gardening and washing dishes                                   |
| CH  | Gardening and washing clothes                                  |
| CI  | Gardening and scraping coconut                                 |
| CJ  | Gardening and washing toilets                                  |
| CK  | Gardening and Helping the mistress with household chores       |
| GH  | Washing dishes and washing clothes                             |
| HK  | Washing clothes and helping the mistress with household chores |
| ABC | Cleaning the house, cooking and gardening                      |
| ABD | Cleaning the house, cooking and looking after the children     |
| ABE | Cleaning the house, cooking and looking after animals          |

|               |   |
|---------------|---|
| <b>ABG</b>    | Cleaning the house, cooking and washing dishes  |
| <b>ABH</b>    | Cleaning the house, cooking and washing clothes   |
| <b>ABI</b>    | Cleaning the house, cooking and scraping coconut  |
| <b>ABJ</b>    | Cleaning the house, cooking and washing toilets   |
| <b>ABK</b>    | Cleaning the house, cooking and helping the mistress with household                                     |
| <b>ACH</b>    | Cleaning the house, gardening and washing clothes   |
| <b>ACI</b>    | Cleaning the house, gardening and scraping coconut  |
| <b>ADH</b>    | Cleaning the house, looking after the children and washing clothes                                      |
| <b>AGH</b>    | Cleaning the house, washing dishes and washing clothes  |
| <b>BCH</b>    | Cooking, gardening and washing clothes  |
| <b>BCI</b>    | Cooking, gardening and scraping coconut   |
| <b>BDH</b>    | Cooking, looking after the children and washing clothes   |
| <b>BGH</b>    | Cooking, washing dishes and washing clothes   |
| <b>ABCD</b>   | Cleaning the house, cooking, gardening and looking after the children                                   |
| <b>ABCG</b>   | Cleaning the house, cooking, gardening and washing dishes   |
| <b>ABCH</b>   | Cleaning the house, cooking, gardening and washing clothes  |
| <b>ABCI</b>   | Cleaning the house, cooking, gardening and scraping coconut   |
| <b>ABDG</b>   | Cleaning the house, cooking, looking after children and washing dishes                                  |
| <b>ABDH</b>   | Cleaning the house, cooking, looking after children and washing clothes                                 |
| <b>ACDI</b>   | Cleaning the house, gardening, looking after children, scraping coconut                                 |
| <b>ABCGHJ</b> | Cleaning the house, cooking, gardening, washing dishes, clothes and toilets                             |
| <b>ABDGH</b>  | Cleaning the house, cooking, looking after children, washing dishes and clothes                         |
| <b>BCHIK</b>  | Cooking, gardening, washing clothes, scraping coconut and helping the mistress with household chores... |

## ANNEX 7

### **Training Workshop for Questionnaire Administrators of the “School Survey”**

*ILO/IPEC Office Complex, Thimbirigasyaya*

#### *Programme*

- 09.30am - Introduction of the Project and its Objectives
- 10.00am - Introduction of the questionnaire
- 10.30am - Tea Break
- 11.00am - Role Play
- 12.00noon - Visiting a school to witness an actual administration of the questionnaire
- 02.00pm - Lunch Break
- 03.00pm - Discussion about anticipated practical problems
- 03.30pm - Role Play
- 05.00pm - End of Sessions

## **ANNEX 8**

### **The criteria to achieve National School status in Sri Lanka**

1. The total number of students has to be 2000 or more.
2. The total number of students studying in the Advanced Level Science Section has to be 200 or more.
3. From the total number of students who sat for the Advanced Level Exam in the last three years, a third of them should have qualified for University Entrance.
4. Facilities such as school buildings, desks and chairs should be sufficient for the total number of students.
5. There should be enough Scientific Laboratories for all the Ordinary and Advanced Level Students.
6. There should be sufficient facilities for all the technical subjects.
7. The income from the school facilities fees should surpass Rs.15, 000/= annually.
8. The residents in that area should recognize it as one of the best schools in the area.
9. The School Development Society should be of a strong standing.
10. The Past Pupils Association of the school has to be active.

## ANNEX 9

### List of National Schools (School Survey)

#### Colombo District

Ananda College  
Visakha Vidyalaya  
Royal College  
Muslim Ladies College  
Ramanathan Hindu Ladies College

#### Kandy District

Mahamaya Vidyalaya  
Dharmaraja College  
Kingswood College

#### Galle District

Southlands College  
Aloysious College  
Richmond College  
Mahinda College  
Sangamitta Vidyalaya

#### Badulla District

Passara Tamil Maha Vidyalaya  
Guruthalawa Muslim Maha Vidyalaya  
Bandarawela Central College

#### Anuradhapura District

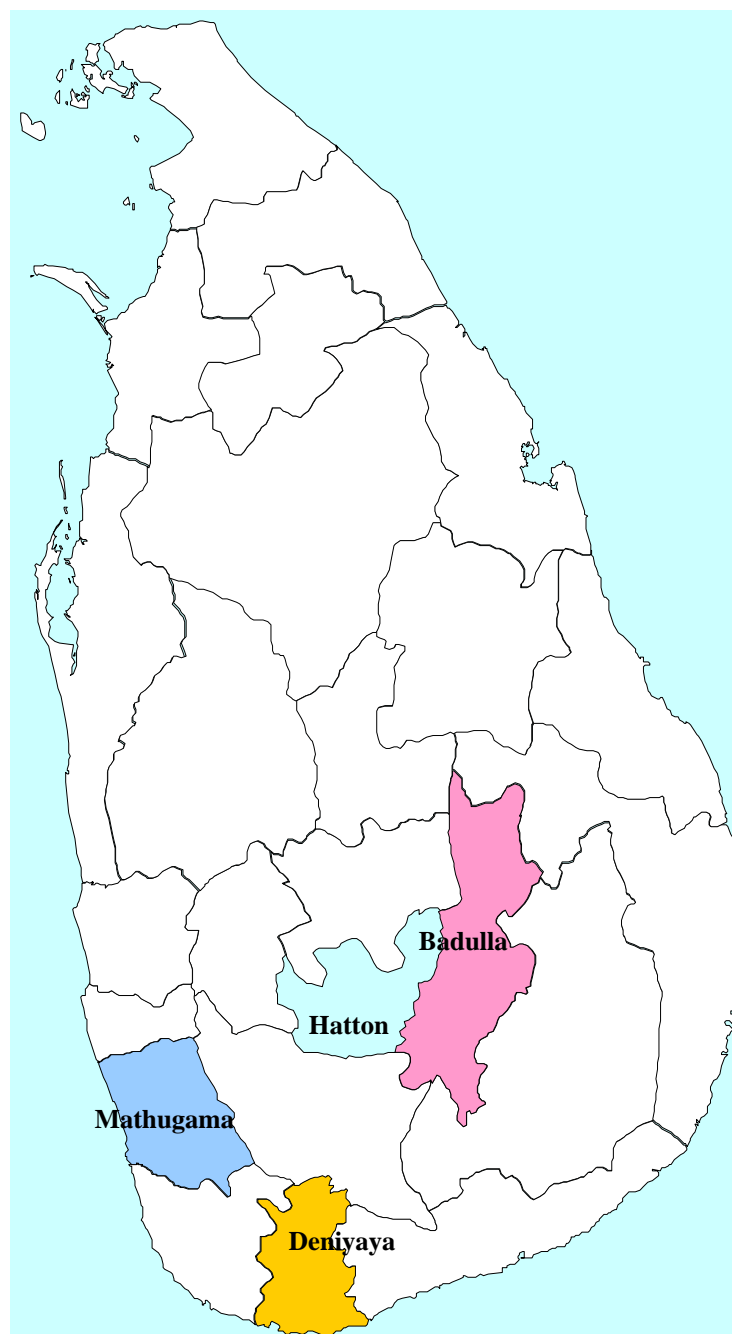
Swarnamali Balika Maha Vidyalaya  
Zahira College  
Kekirawa Central College  
Siddartha College

## ANNEX 10

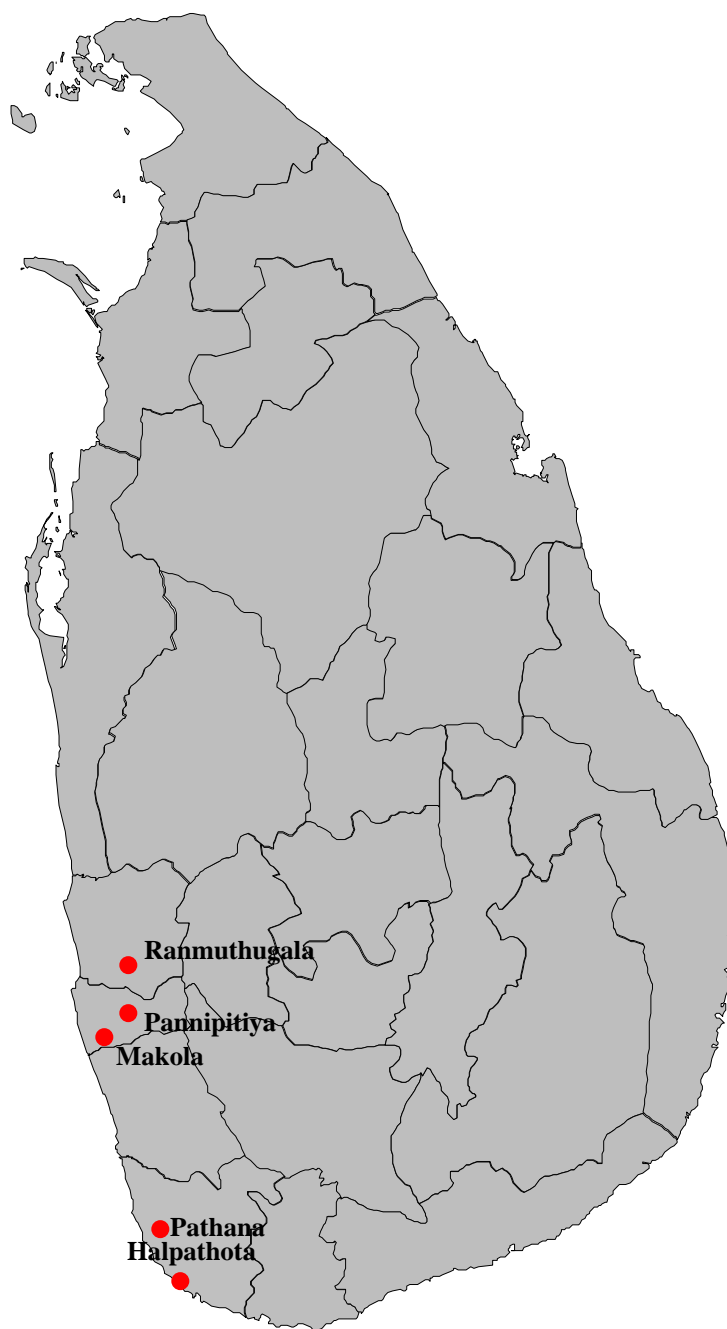
### Instructions given to teachers

- Distribute the questionnaires amongst all the children in your class.
- Before commencing the exercise make sure all sides of the questionnaire have been printed.
- Inform the children that this is going to be a fun exercise where they will get the opportunity to draw pictures and fill in the blanks.
- You have to guide the children from section to section, therefore do not allow children to complete the questionnaire all by themselves.
- Start off by holding up one questionnaire for all to see and indicate that they have to draw all those who live in their house within the given space.
- Emphasis should be laid on the fact that it is not merely the family members that have to be drawn, but everyone (including domestic aides and household pets) who lives under their roof.
- The children should also name the person (e.g.- 'Father', 'Mother', 'Grandmother', 'Geetha the servant', Jimmy the Dog' etc) underneath each figure.
- The drawing should take no more than 15minutes and unless time permits, it is not necessary to paint the picture.
- Before moving on to the 'Fill in the Blanks' Section, it is vital that you make sure all the students have finished their drawing. Everyone should commence the filling of blanks together.
- You will see that the 'Fill in the Blanks' section is divided into 6 categories. (Father, Mother, Siblings, Others in the home, Domestic Aides, Household Pets) Guide the children through each category.
- Before the commencement of a category, give an example as to how it should be done. If the children do not know the exact age of their parents, ask them to guess the nearest possible figure.
- Siblings: (extended family, boarders) should also be included in this category.
- If there are Domestic Aides at home they should answer the questions on page 3. If not they can move on straight on to the Household Pets category.
- It is not necessary to write the full name of the domestic aide. It is sufficient to write down the name that they used to call him/her.
- Ask the children to recall the type of work that the Domestic Aides do at home and ask them to note it down in the given space.
- Names/Types of the household pets should be written in the given space.
- Upon completing the exercise, point out to the children that the details about all those drawn in the first page should have been included in pages 2, 3 and 4.
- Inquire as to whether anyone had any difficulties filling the blanks, and if so, help them out.
- Collect the questionnaires and hand over the bundles to the School Coordinators from the NCPA.

**ANNEX 11**  
**The chosen areas of the 'Behind Closed Doors Project'**  
**Phase 1**



**ANNEX 12**  
**The chosen areas of the 'Behind Closed Doors' Project**  
**Phase 2**





**ANNEX 13**  
**Questionnaire**

**INVESTIGATION ON CHILDREN ENGAGED AS DOMESTIC SERVANTS**

Date

Investigator's identity No.

Interview No.

Place

**(a) Personal details of child**

1. Name
2. Sex 

|   |   |
|---|---|
| F   | M   |
| <table border="1" style="width: 30px; height: 20px;"></table> | <table border="1" style="width: 30px; height: 20px;"></table> |

Date 




 Month 




 Year
3. Age 



 Date of birth
4. Race
5. How long have you been in this children's home ? 

|   |   |
|---|---|
| Years   | Months  |
| <table border="1" style="width: 40px; height: 20px;"></table> | <table border="1" style="width: 40px; height: 20px;"></table> |
6. How many members are there in you family ?

|             |         |   |   |          |         |   |   |
|-------------|---------|---|---|----------|---------|---|---|
| Parents : A |         | Y   | N   |          |         | Y   | N   |
| Mother      | At home | <table border="1" style="width: 40px; height: 20px;"></table> | <table border="1" style="width: 40px; height: 20px;"></table> | Father A | At home | <table border="1" style="width: 40px; height: 20px;"></table> | <table border="1" style="width: 40px; height: 20px;"></table> |
|             | Alive   |   |   |          | Alive   |   |   |

|                    |   |         |   |             |   |
|--------------------|---|---------|---|-------------|---|
| Brothers & Sisters |   |         |   | Sisters     |   |
| Brothers           | Number  |         |   | Sisters     | Number  |
| Alive              | <table border="1" style="width: 40px; height: 40px;"></table> | alive   | <table border="1" style="width: 40px; height: 40px;"></table> | dead        | <table border="1" style="width: 40px; height: 40px;"></table> |
| Dead               |   | missing |   |             |   |
| Missing            |   |         |   |             |   |
| Others.....        |   |         |   | Others..... |   |

**(B) Family**

7. Employment of Parents/Adults
- |                  |   |   |   |
|------------------|---|---|---|
| Whether employed |   |   |   |
|                  | Yes   | No  | Job   |
| Father           | <table border="1" style="width: 40px; height: 20px;"></table> | <table border="1" style="width: 40px; height: 20px;"></table> | <table border="1" style="width: 40px; height: 20px;"></table> |
| Mother           | <table border="1" style="width: 40px; height: 20px;"></table> | <table border="1" style="width: 40px; height: 20px;"></table> | <table border="1" style="width: 40px; height: 20px;"></table> |

A – Estate Labour  
 B – Coolie (Outside estate)  
 C – Factory worker  
 D – Domestic Servant  
 E – Not known

Others .....

## 8. Other Adults

| Relationship   | yes | no | job |                            |
|----------------|-----|----|-----|----------------------------|
| B-brothers     |     |    |     | A- Estate Labour           |
| S-Sister       |     |    |     | B- Coolie (Outside Estate) |
| A-Aunt         |     |    |     | C- Factory work            |
| U-Uncle        |     |    |     | D- Domestic Servant        |
| GM-Grandmother |     |    |     | E – Not known              |
| GF-Grandfather |     |    |     |                            |

Other.....

## C. Present Schooling

9. Do you go to school at present

|     |    |
|-----|----|
| Yes | No |
|-----|----|

If yes

Class

School situated at?

Inside the Children's  
home

Outside the Children's  
home

If no,

10. Have you been to a school?

If yes, up to which grade?

11. Can you read?

Yes No

|  |  |
|--|--|
|  |  |
|--|--|

If yes

What language

Tamil – T  
Sinhala – S  
English – E

If so

|        |          |
|--------|----------|
| fluent | a little |
|--------|----------|

12. Can you write

No Yes

|  |  |
|--|--|
|  |  |
|--|--|

If yes

What language?

Tamil – T  
Sinhala – S  
English – E

If so

|        |          |
|--------|----------|
| fluent | a little |
|--------|----------|

13. Do you know maths?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If so,

|        |          |
|--------|----------|
| fluent | A little |
|--------|----------|

14. Why did you leave school?

- A - Dislike of school
- B - School being far aw (km)
- C - Financial difficulties
- D - Forced by parents to leave school
- E - Getting a job
- F - Other

Other.....

15. Do you like to go to school again?

|    |     |
|----|-----|
| no | yes |
|----|-----|

**(D) Living standard prior to coming to Children's home**

16. House you resided

- A – Owned by your family
- B – Estate owned
- C - Rented
- D – Living with relatives
- E - Other

Other.....

17. Is it a single roomed house?

|    |     |
|----|-----|
| no | yes |
|----|-----|

If not,

How many rooms are there?

18. Materials used for the house?

Floor

Clay

Cow dung

Cement

Sand

Walls

Coconut leaves

Wattle

Sheets

Brick

Polythene

Timber

Roof

Coconut leaves

Sheet

Galvanized sheet

Tiles

Hay

19. Is there a toilet?

|    |     |
|----|-----|
| no | yes |
|----|-----|

20. Is water available? (well/tap)

|    |     |
|----|-----|
| no | yes |
|----|-----|

**(E) Working as employment**

21. Since when are you employed?

Year

Age you started employment

22. How did you get the job?

Other.....

- A – Relative
- B – Broker
- C - Self
- D – a person not known
- E - Parents

23. How many places have you worked in?

- A - A house
- B - Factory
- C - apprentice
- F – Friend
- G – Other

24. Where did you work last?

Other.....

25. What type of work entrusted to you

Other.....

|  |
|--|
|  |
|  |
|  |
|  |
|  |
|  |
|  |
|  |
|  |
|  |

- A- Washing clothes
- B - cooking
- C - cleaning house
- D - gardening
- E - bathing animals
- F – looking after a child
- G – other (household chores)
- H- Work in the home based small business establishment
- I –Heavy work

26. At what time you got up in the morning?

|  |  |
|--|--|
|  |  |
|--|--|

27. At what time you go to bed?

|  |  |
|--|--|
|  |  |
|--|--|

28. Where did you sleep?

Other.....

- A- Bed with a mattress
- B- Bed without a mattress
- C- On a mat on the floor
- D- On a cloth on the floor
- E- Outside the house
- F- Other (Gunny sack)

29. How many meals did you take?

Breakfast

|     |    |
|-----|----|
| yes | no |
|-----|----|

Lunch

|     |    |
|-----|----|
| yes | no |
|-----|----|

dinner

|     |    |
|-----|----|
| yes | no |
|-----|----|

30. Food you were given

Same meal your employer had

|     |    |
|-----|----|
| yes | no |
|-----|----|

Any other meal

|     |    |
|-----|----|
| yes | no |
|-----|----|

Left overs

|     |    |
|-----|----|
| yes | no |
|-----|----|

31. What are the foods your employer has?..... What do you have?.....

32. Do you eat the following ?

yes      no

If yes, how often

Meat

Fish

Milk

Egg

Dried fish

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

A – Daily

B – few times a week

C – once a week

D – occasionally

E – seldom

33. Did you have enough food?

Yes    no

34. Did you have a rest during the day ?

yes    no

If yes, how long ?

35. Were you employed after after 9.00 p.m.

yes    no

If yes, what type of work ?

36. Did you have free days ?

yes    no

How many ?

How often ?

37. Did you get weekend off ?

Saturday

yes    no

Sunday

yes    no

38. How often did you to home ?

A – at least once a month

B – several times a year

C – during festive season

D – once a year

E – once in a few years

F – never

39. Did you have a separate place to keep your things ?

yes    no

where ?

Other :.....

A - cupboard

B – box

C – suitcase

D – shelf

E – other

40. Where did you change your dress ?

- A – room
- B – closed area
- C – outside the house
- D – place everybody can see

**(F) Employer**

41. Your employer

other :.....

- A – relative
- B – previously known person
- C – person not known previously
- D – other

42. Your employer

- A – very rich
- B – rich
- C – not so much rich

43. Your employer's occupation

Mr.

Other :.....

Mrs.

Other :.....

- A – Businessman
- B – Teacher
- C – working in an office
- D – not employed
- E – not known
- F - Other

44. Does your employer have children ?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If yes

F/M age

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

**(G) Other children employed**

45. Were there any other children employed with you?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If yes,

F/M

age

race

work

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

Race

S – Sinhala

T – Tamil

M – Muslim

Work

A – washing clothes

B – cooking

C – cleaning house

D – gardening

E – bathing animals

F – working after a child

46. Were you aware of any other children working in any other place ?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If yes, F/M age race work

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

Race

S – Sinhala

T – Tamil

M – Muslim

Work

A – washing clothes

B – cooking

C – cleaning house

D – gardening

E – bathing animals

F – working after a child

### (H) Income

47. Did you receive anything for your work ?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If yes

yes no

Money

Food

Clothes

Other

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |

If money was paid, how much ?

Rs.

How often ?

Other : .....

A – once a month

B – every other month

C – four times a year

D – three times a year

E – twice a year

F - once a year

G - occasionally

Who received money

A – child

B – parents

C – relatives

D – broker

E - child received a few

48. Did you earn money by some other means ?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If yes, How ?

49. If the child received money or earn by some other means

Did that money was spent ?

|     |    |
|-----|----|
| yes | no |
|-----|----|

How much ?

For what ?



Did you send money to home ?

|     |    |
|-----|----|
| yes | no |
|-----|----|

How much ?

50. Did you save money ?

|     |    |
|-----|----|
| yes | no |
|-----|----|

How much ?

Where

|  |
|--|
|  |
|--|

Other :.....

- A – child himself
- B – at employer
- C – child saved in a bank
- D – at parents
- E – employer saved in a bank
- F - other

**(I) Security**

51. Were you blamed at the work palce ?    yes    no

by whom ?

|  |
|--|
|  |
|--|

other :.....

- A – Employer (Master)
- B – Employer (Lady)
- C – children
- D – other person at home
- E – another worker
- F – other

For what reason ?

|  |
|--|
|  |
|--|

Other :.....

Often

seldom

- A – for not working
- B – making mistakes
- C – without a reason
- D – other

52. Were you assaulted

|     |    |
|-----|----|
| yes | no |
|-----|----|

By whom ?

|  |
|--|
|  |
|--|

Other :.....

For what reason ?

|  |
|--|
|  |
|--|

Other :.....

With what ?

|  |
|--|
|  |
|--|

Other :.....

- A – with hand
- B – with leg
- C – with stick
- D – any item taken into hand
- E – other

Often

seldom

53. Were you ordered any of the following at any time?

Yes    no

A – climbing trees

B – lifting weights

C – work using fire

D – work using sharp items (knives)

E – working on high places ( roof, windows, ceiling, etc.)

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

54. Were you forced to do anything you didn't like

If so, what type of thing

By whom?

A - employer (master)

B - employer (lady)

C - children

D - other person at home

E - another worker

55. Were you contacted (touched) by anyone while working:

|     |    |
|-----|----|
| yes | no |
|-----|----|

face

lips

legs

hands

breast

back side

front side

(used to pass urine)

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

By whom?

|   |   |
|---|---|
| F | M |
|---|---|

How many times

A - employer (master)

B - employer (lady)

C - children

D - other person at home

E - another worker

A - every day

B - very often

C - occasionally

D - once

56. Were you being kissed at work place at any time?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If so,

By whom?

|   |   |
|---|---|
| F | M |
|---|---|

How many times

57. Were you asked to kiss anyone at the work place at any time?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If so,

By whom?

|   |   |
|---|---|
| F | M |
|---|---|

How many times?

**(J) Personal Hygiene**

58. Did you use the same toilet used by your employer ? 

|     |    |
|-----|----|
| yes | no |
|-----|----|

If not, what did you use ?

- A – a separate section arranged
- B – Commode
- C – squatting pan
- D – water sealed pit toilet
- E – outside

59. Did you have the following?

Yes      no

|                    |   |   |
|--------------------|---|---|
| Tooth brush        | <table border="1" style="width: 50px; height: 20px;"></table> | <table border="1" style="width: 50px; height: 20px;"></table> |
| Comb/hair brush    | <table border="1" style="width: 50px; height: 20px;"></table> | <table border="1" style="width: 50px; height: 20px;"></table> |
| Sandals/shoes      | <table border="1" style="width: 50px; height: 20px;"></table> | <table border="1" style="width: 50px; height: 20px;"></table> |
| Towel              | <table border="1" style="width: 50px; height: 20px;"></table> | <table border="1" style="width: 50px; height: 20px;"></table> |
| Pillow             | <table border="1" style="width: 50px; height: 20px;"></table> | <table border="1" style="width: 50px; height: 20px;"></table> |
| Bed sheet/mattress | <table border="1" style="width: 50px; height: 20px;"></table> | <table border="1" style="width: 50px; height: 20px;"></table> |
| Under wear         | <table border="1" style="width: 50px; height: 20px;"></table> | <table border="1" style="width: 50px; height: 20px;"></table> |
| Clothes            | <table border="1" style="width: 50px; height: 20px;"></table> | <table border="1" style="width: 50px; height: 20px;"></table> |

How many ?.....

How many ?.....

60. Did you use soap ? 

|     |    |
|-----|----|
| yes | no |
|-----|----|

**(K) Health problems**

61. Are you suffering from an illness, needs frequent treatment ? 

|     |    |
|-----|----|
| yes | no |
|-----|----|

If yes what is it ? .....

Did you meet a doctor 

|     |    |
|-----|----|
| yes | no |
|-----|----|

If yes who paid for it ?

- A – child
- B – employer
- C – parents

Other : .....

62. In the event you fell ill while working

|                                   | yes                      | no                       |
|-----------------------------------|--------------------------|--------------------------|
| Were you taken to the doctor      | <input type="checkbox"/> | <input type="checkbox"/> |
| Was medicine given                | <input type="checkbox"/> | <input type="checkbox"/> |
| Whether allowed to rest           | <input type="checkbox"/> | <input type="checkbox"/> |
| Was food given                    | <input type="checkbox"/> | <input type="checkbox"/> |
| Was the required assistance given | <input type="checkbox"/> | <input type="checkbox"/> |

**(L) Freedom**

63. Do you go out of house? 

|     |    |
|-----|----|
| Yes | no |
|-----|----|

If so

W here?

A - Boutique/ Fair/ Market  
B – To bring a hiring vehicle  
C – Carrying a message  
D – For personal work of self

If not eaving the house

Whether advised not to leave? 

|     |    |
|-----|----|
| yes | no |
|-----|----|

64. Were you allowed for the following?

|                                   | Yes                      | no                       |
|-----------------------------------|--------------------------|--------------------------|
| To send letter                    | <input type="checkbox"/> | <input type="checkbox"/> |
| To receive letters sent to you    | <input type="checkbox"/> | <input type="checkbox"/> |
| Never received                    | <input type="checkbox"/> | <input type="checkbox"/> |
| To give telephone calls           | <input type="checkbox"/> | <input type="checkbox"/> |
| Never asked                       | <input type="checkbox"/> | <input type="checkbox"/> |
| To receive telephone calls        | <input type="checkbox"/> | <input type="checkbox"/> |
| Never received                    | <input type="checkbox"/> | <input type="checkbox"/> |
| To visit family friends           | <input type="checkbox"/> | <input type="checkbox"/> |
| Visit you by your family/ friends | <input type="checkbox"/> | <input type="checkbox"/> |

**(M) Opportunity**

65. Do you watch television at working place?

|     |    |
|-----|----|
| Yes | no |
|-----|----|

How often?

- A- Daily
- B- Occasionall
- C - Seldom

If not, why ?

- A- Television not available
- B – No leisure time
- B- Not allowed
- C- Didn't like

66. Do you listen to radio at working place?

How often?

- A- Daily
- B- Occasionall
- C - Seldom

If not why?

- A – Radio not available
- B – No leisure time
- C – Not allowed
- D – Didn't like

67. Did you do the following?

Reading books/ magazines

| Yes                  | no                   |
|----------------------|----------------------|
| <input type="text"/> | <input type="text"/> |
| <input type="text"/> | <input type="text"/> |

Sports/ playing

68. Were you sent to school?

|     |    |
|-----|----|
| Yes | no |
|-----|----|

69. Were you taught to read/ write at home?

|     |    |
|-----|----|
| Yes | no |
|-----|----|

70. Did you obtain any fluency?

|     |    |
|-----|----|
| Yes | No |
|-----|----|

(e.g. Needle work/ Carpentry/ Making cakes/ handicrafts)

If yes, what? .....

**(N) Identification**

71. Did your employer call you by your real name?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If not, name/names used.....

72. What is your spoken language?

Tamil – T  
Sinhala – S  
English – E

73. What was the language used by your employer?

74. What was the language used to call you?

75. Do you have a religion?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If yes, what

A - Buddhism  
B - Hinduism  
C - Islam  
D - Catholic/Christian

76. Did you observe your religion at work place?

|     |    |
|-----|----|
| yes | no |
|-----|----|

If not, why?

A – Not allowed even earlier  
B – No time  
C – No place  
D – No need  
E – Not allowed

**(O) Desires**

77. Were you happy at your work place?

A – Very happy  
B – Somewhat happy  
C - Unhappy

78. Had you not been working there, what would you have done during this period?

A – Would have been working at any other place  
B – Would be schooling  
C – Would have been at home  
D – Not known

79. In another two years time what would you do?  
place

A – Would work at another  
B – Would be working here  
C – Would be at home  
D – Not known

80. How did you become an inmate of the children's home?

- A – Escaped and came to Police
- B – Escaped brought to Police  
by  
someone
- C – Police raided the workplace  
– a  
tipoff
- D – Other

### **Additional Codes**

▪ **How did you get job?**

- A Relative
- B Broker
- C Self
- D A person not known
- E Parents
- F Friend
- G Employers direct approach
- H Person known to the family
- I Adopted by the family
- J Taken to work from police custody

▪ **House you resided**

- A Owned by your family
- B Estate owned
- C Rented
- D Living with relatives
- E Other
- F Has no recollection of a residence other than workplace

▪ **Why did you leave school?**

- A Dislike of school
- B School being far away (km)
- C Financial difficulties
- D Forced by parents to leave school
- E Getting a job
- F Personal/family problem
- G Ran away from home
- H Death of parents
- I Abandoned
- J No birth certificate
- K Thrown out from the house

▪ **What type of work entrusted to you**

- A Washing clothes
- B Cooking

- C Cleaning house
- D Gardening
- E Bathing animals
- F Looking after a child
- G Other / Household chores
- H Work in the home based small business establishment
- I Heavy work

▪ **How often the child domestic worker goes home?**

- A At least once a month
- B Several times a year
- C During the Festive Season
- D Once a year
- E Once in a few years
- F Never
- CD During the Festive Season / Once a year

▪ **Space for your items**

- A **Cupboard**
- B Box
- C Suitcase
- D **Shelf**
- E **Outside**
- F In a bag
- G kitchen

▪ **Employer's occupation**

- A Businessman/Businesswoman
- B Teacher
- C Working in an office
- D Not Employed
- E Not Known
- F Other
- G Forces / Police
- H Skilled Laborer
- I Abroad
- J Professional
- K Estate superintendent

▪ **Who received money?**

- A Child
- B Parents
- C Relatives
- D Broker
- E Child received a few
- AB Child / Parents
- BE Parents / Child received a few



▪ **By whom do you get assaulted?**

- A Employer (Master)
- B Employer (Lady)
- C Children
- D Other person at home / Grandmother
- E Another worker
- F Other
- AB Employer (Master) / Employer (Lady)
- BC Employer (Lady) / Children
- BF Employer (Lady) / Other
- ABC Employer (Master) / Employer (Lady) / Children
- ABCD Employer (Master) / Employer (Lady) / Children / Other person at home

▪ **For what do you get assaulted?**

- A For not working
- B Making mistakes
- C Without a reason
- D Blunder
- E Getting late to do work
- F For having played
- AB For not working / Making mistakes
- AC For not working / Without a reason
- BC Making mistakes / Without a reason
- BD Making mistakes / Blunder
- CD Without a reason / Blunder
- ABCE For not working / Making mistakes / Without a reason / Getting late to do work

▪ **By whom do you get scolded**

- A Employer (Master)
- B Employer (Lady)
- C Children
- D Other person at home
- E Another worker
- F Other
- AB Employer (Master) / Employer (Lady)
- BC Employer (Lady) / Children
- BD Employer (Lady) / Other person at home
- BF Employer (Lady) / Other
- DE Other person at home / Another worker
- ABC Employer (Master) / Employer (Lady) / Children
- ABCD Employer (Master) / Employer (Lady) / Children / Other person at home

▪ **For what do you get scolded?**

- A For not working
- B Making mistakes
- C Without a reason
- D Getting late to do work
- AB For not working / Making mistakes
- AC For not working / Without a reason
- BC Making mistakes / Without a reason
- ABC For not working / Making mistakes / Without a reason

▪ **What did you use? (Those who use separate toilets)**

- A A separate section arranged
- B Commode
- C Squatting pan
- D Water sealed pit toilet
- E Outside
- AC A separate section arranged / Squatting pan
- AE A separate section arranged / Outside

▪ **Reasons for not practicing their religion**

- A Not allowed even earlier
- B No time
- C No place
- D No need
- E Not allowed
- BD No time / No need
- CD No place / No need

▪ **In two years time what will you be doing?**

- A Would work at another place
- B Would be working here
- B Residing in the same certified school (only for Phase II)**
- C Would be at home
- D Get educated and find employment
- E Further education
- F Return to the former work place
- G Find employment

## ANNEX 14

### **Training Workshop for Questionnaire Administrators of “Behind Closed Doors”**

5<sup>th</sup> and 6<sup>th</sup> of January 2002 at the National Workers Congress Auditorium

#### *Programme*

- 09.00 - 09.30 - Welcome
- 09.30 - 10.00 - Introduction of the Project and Ice-breaking Session
- 10.00 - 10.30 - Introduction of the Questionnaire
- 10.30 - 10.45 - Tea Break
- 10.45 - 01.00 - Practicing the administration of the questionnaire
- 01.00 - 02.00 - Lunch Break
- 02.00 - 04.00 - Role Play
- 04.00 - End of the days programme

## ANNEX 15

### Results- Behind Closed Doors-Phase 1 domestic workers of 18 years old and above<sup>5</sup>

**Table 3.1.1b: Sex of the domestic workers (n=35)**

| Sex   | Frequency | %     |
|-------|-----------|-------|
| Girls | 23        | 65.71 |
| Boys  | 12        | 34.29 |

**Table 3.1.2b: The age the domestic workers were recruited for domestic employment (n=33)**

| Age                               | Frequency | %     |
|-----------------------------------|-----------|-------|
| Below 5 years                     | 2         | 6.06  |
| Above 5 years and below 10 years  | 3         | 9.09  |
| 10 years                          | 6         | 18.18 |
| 11 years                          | 3         | 9.09  |
| 12 years                          | 4         | 12.12 |
| 13 years                          | 2         | 6.06  |
| 14 years                          | 3         | 9.09  |
| Above 14 years and Below 18 years | 10        | 30.30 |
| Not mentioned/not clear           | 2         |       |

**Table 3.1.3b: Ethnicity of the domestic worker (n=35)**

| Ethnicity | Frequency | %      |
|-----------|-----------|--------|
| Tamil     | 35        | 100.00 |

---

<sup>5</sup> Codes of Project III- Phases I and II apply for these tables.

**Table 3.1.4b: Those who were instrumental in recruiting the domestic worker (n=33)**

| Means of recruitment      | Frequency | %     |
|---------------------------|-----------|-------|
| Parents                   | 12        | 36.36 |
| Broker                    | 6         | 18.18 |
| Relative                  | 3         | 9.09  |
| Friend                    | 9         | 27.27 |
| A person not known        | 1         | 3.03  |
| Employers direct approach | 1         | 3.03  |
| Self                      | 1         | 3.03  |
| Not mentioned/not clear   | 2         |       |

**Table 3.1.5b: Number of previous workplaces (n=35)**

| Number of previous workplaces             | Frequency | %     |
|---|-----------|-------|
| Current household is the first work place | 16        | 45.71 |
| 1   | 10        | 28.57 |
| 2   | 5         | 14.29 |
| 3   | 1         | 2.86  |
| 4   | 1         | 2.86  |
| 7   | 2         | 5.71  |

#### **Family details of the domestic worker**

**Table 3.1.6b: Information about the parents of the domestic workers (n=35)**

| Information                      | Frequency | %     |
|----------------------------------|-----------|-------|
| Father dead/not residing at home | 8         | 22.86 |
| Mother dead/not residing at home | 9         | 25.71 |

**Table 3.1.7b: Ownership of the domestic worker's own home (n=29)**

| Residence               | Frequency | %     |
|-------------------------|-----------|-------|
| Owned by the estate     | 25        | 86.21 |
| Owned by the parents    | 3         | 10.34 |
| Family pays a rent      | 1         | 3.45  |
| Not mentioned/not clear | 6         |       |

### Education and literacy of the domestic worker

**Table 3.1.8b: Domestic workers who have previously been to school (n=25)<sup>1</sup>**

| Sex   | Frequency | %     |
|-------|-----------|-------|
| Girls | 16        | 64.00 |
| Boys  | 9         | 36.00 |

1/ Child domestic workers who have not previously been to school: 10

**Table 3.1.9b: Reasons given by the domestic worker for leaving school (n=29)**

| Reason                            | Frequency | %     |
|-----------------------------------|-----------|-------|
| Financial difficulties            | 6         | 20.69 |
| Dislike of school                 | 5         | 17.24 |
| School being far away (km)        | 2         | 6.90  |
| Forced by parents to leave school | 3         | 10.34 |
| Getting a job                     | 10        | 34.48 |
| Personal/family problem           | 3         | 10.34 |
| Not clear/not mentioned           | 6         |       |

**Table 3.1.10b: Reading, writing and arithmetic skills of the domestic workers  
(n=35)**

| Skill                                  | Frequency | %     |
|--|-----------|-------|
| Those who have basic reading skills    | 25        | 71.43 |
| Those who have basic mathematic skills | 20        | 57.14 |
| Those who have basic writing skills    | 22        | 62.86 |

### **Working conditions at the employers home**

**Table 3.1.11b: The start and end of a regular workday for a domestic worker  
(n=35)**

| Time                               | Frequency | %     |
|------------------------------------|-----------|-------|
| Going to sleep at or after 10 p.m. | 25        | 71.43 |
| Waking up at or before 5 a.m.      | 20        | 57.14 |

**Table 3.1.12b: Tasks that were carried out by the domestic worker (n=35)**

| Task  | Frequency | %     |
|---|-----------|-------|
|   |           |       |
| Cleaning house                                      | 18        | 51.43 |
| Looking after the children                          | 12        | 34.29 |
| Washing clothes                                     | 18        | 51.43 |
| Gardening   | 9         | 25.71 |
| Cooking   | 20        | 57.14 |
| Bathing animals                                     | 3         | 8.57  |
| Household chores / other                            | 5         | 14.29 |
| Work in the home based small business establishment | 1         | 2.86  |

**Table 3.1.13b: The number of meals offered to the domestic worker at the workplace (n=34)**

| Number of meals per day | Frequency | %     |
|-------------------------|-----------|-------|
| 3 meals per day         | 31        | 91.18 |
| 2 meals                 | 3         | 8.82  |
| Not mentioned/not clear | 1         |       |

**Table 3.1.14b: The domestic workers' satisfaction about the quality and quantity of food they are offered (n=35)**

| Comment      | Frequency | %     |
|--------------|-----------|-------|
| Satisfied    | 30        | 85.71 |
| Dissatisfied | 5         | 14.29 |

**Table 3.1.15b: The place where the domestic worker sleeps (n=33)**

| Place                   | Frequency | %     |
|-------------------------|-----------|-------|
| Straw mat on the floor  | 14        | 42.42 |
| Bed without a mattress  | 7         | 21.21 |
| Bed with a mattress     | 9         | 27.27 |
| Cloth on the floor      | 1         | 3.03  |
| Other                   | 2         | 6.06  |
| Not mentioned/not clear | 2         |       |



**Table 3.1.16b: Place to keep the personal belongings of the domestic worker (n=33)**

| Place                   | Frequency | %     |
|-------------------------|-----------|-------|
| Box                     | 11        | 33.33 |
| Cupboard                | 12        | 36.36 |
| Suitcase                | 8         | 24.24 |
| Rack/Shelf              | 1         | 3.03  |
| Outside                 | 1         | 3.03  |
| Not mentioned/not clear | 2         |       |

**Table 3.1.17b: Place where the domestic worker changes clothes (n=33)**

| Place                   | Frequency | %     |
|-------------------------|-----------|-------|
| In a room               | 22        | 66.67 |
| In an enclosed area     | 8         | 24.24 |
| Outside the house       | 2         | 6.06  |
| Place everybody can see | 1         | 3.03  |
| Not mentioned/not clear | 2         |       |

**Table 3.1.18b: How often the domestic worker goes home (n=31)**

| Time period                             | Frequency | %     |
|---|-----------|-------|
| During the Festive Season               | 18        | 58.06 |
| Several times a year                    | 8         | 25.81 |
| Once a year                             | 2         | 6.45  |
| At least once a month                   | 2         | 6.45  |
| During the Festive Season / Once a year | 1         | 3.23  |
| Not clear/not mentioned                 | 4         |       |

## Employers details

**Table 3.1.19b: Occupation of the master of the house (n=33)**

| Occupation            | Frequency | %     |
|-----------------------|-----------|-------|
| Businessman           | 24        | 72.73 |
| Works in an office    | 5         | 15.15 |
| Teacher               | 0         | 0.00  |
| Not employed          | 0         | 0.00  |
| Forces/police         | 2         | 6.06  |
| Skilled laborer       | 1         | 3.03  |
| Other                 | 1         | 3.03  |
| Not mentioned/unknown | 2         |       |

**Table 3.1.20b: Occupation of the mistress of the house (n=23)**

| Occupation            | Frequency | %     |
|-----------------------|-----------|-------|
| Other                 | 1         | 4.35  |
| Teacher               | 5         | 21.74 |
| Works in an office    | 2         | 8.70  |
| Not Known             | 7         | 30.43 |
| Not employed          | 2         | 8.70  |
| Businesswoman         | 4         | 17.39 |
| Forces/police         | 1         | 4.35  |
| Skilled laborer       | 1         | 4.35  |
| Not mentioned/unknown | 12        |       |

**Table 3.1.21b: The domestic workers' relationship to the employer (n=33)**

| Relationship                | Frequency | %     |
|-----------------------------|-----------|-------|
| Person not known previously | 25        | 75.76 |
| Previously known person     | 6         | 18.18 |
| Relation                    | 1         | 3.03  |
| Other                       | 1         | 3.03  |
| Not mentioned/unknown       | 2         |       |

**Fellow child domestic workers**

**Table 3.1.22b: Fellow child domestic workers employed in the same household (n=35)**

|   | Frequency | %     |
|---|-----------|-------|
| Workers who admitted working together with child workers in the household | 8         | 22.86 |

**Table 3.1.23b: The number of fellow child domestic workers mentioned by the domestic workers interviewed (n= 6)<sup>1</sup>**

| Number of Fellow Child Domestic Workers | Frequency | %     |
|---|-----------|-------|
| 1                                       | 4         | 66.67 |
| 3                                       | 2         | 33.33 |
| Not mentioned / Unknown                 | 2         |       |

1/ The total on this table is based on the previous table frequency (8)

### Income/Pay

**Table 3.1.24b: The recipient of the cash the domestic worker earns (n=28)**

| Person who receives the domestic worker's salary | Frequency | %     |
|--|-----------|-------|
| Parents  | 9         | 32.14 |
| Domestic worker                                  | 19        | 67.86 |
| Not mentioned/unknown                            | 7         |       |

### Protection issues

**Table 3.1.25b: Physical ill-treatment received by domestic workers (n=35)**

|  | Frequency | %     |
|--|-----------|-------|
| Those who are never physically ill-treated | 33        | 94.29 |
| Those who are physically ill-treated       | 2         | 5.71  |

**Table 3.1.26b: Persons (named by the domestic workers) who physically ill-treated them (n=2)<sup>1</sup>**

| Person (s)     | Frequency | %     |
|----------------|-----------|-------|
| Mistress       | 1         | 50.00 |
| Another Worker | 1         | 50.00 |

1/ The total on this table is based on the previous table answer: "physically ill-treated" (2)

**Table 3.1.27b: Reasons given by the domestic workers for being physically ill-treated (n=2)<sup>1</sup>**

| Reason                  | Frequency | %      |
|-------------------------|-----------|--------|
| For not working         | 1         | 100.00 |
| Not mentioned / unknown | 1         |        |

1/ The total on this table is based on the previous table answer: “physically ill-treated” (2)

**Table 3.1.28b: Domestic workers who are verbally ill-treated at the workplace (n=35)**

|  | Frequency | %     |
|--|-----------|-------|
| Workers who are not verbally ill treated | 23        | 65.71 |
| Workers who are verbally ill treated     | 12        | 34.29 |

**Table 3.1.29b: Persons (named by the domestic workers) who verbally ill-treated the domestic workers (n=11)<sup>1</sup>**

| Persons <sup>3</sup>      | Frequency | %     |
|---------------------------|-----------|-------|
| Mistress                  | 5         | 45.45 |
| Master                    | 3         | 27.27 |
| Other person at home      | 1         | 9.09  |
| Children                  | 2         | 18.18 |
| Not mentioned / Not known | 1         |       |

1/ The total on this table is based on the previous table answer: verbally ill-treated (12)

**Table 3.1.30b: Reasons given by the domestic workers for being verbally ill-treated (n=10)<sup>1</sup>**

| Reason                | Frequency |       |
|-----------------------|-----------|-------|
| Making mistakes       | 1         | 10.00 |
| Without a reason      | 8         | 80.00 |
| For not working       | 1         | 10.00 |
| Not mentioned/unknown | 2         |       |

1/ The total on this table is based on the previous table answer: verbally ill-treated (12)

**Table 3.1.31b: Domestic workers who admitted being touched in a sexual manner at the workplace (n=35)**

| <b>n=35</b>   | Frequency | %      |
|---|-----------|--------|
| Domestic workers who admitted being touched in a sexual manner at the workplace | 6         | 17.14% |
| <b>n=6</b>  |           |        |
| Parts of the body that were touched <sup>1</sup>                                |           |        |
| Hands   | 6         | 100%   |
| Face  | 4         | 66.67% |
| Legs  | 1         | 16.67% |
| Chest   | 1         | 16.67% |
| Buttocks  | 2         | 33.33% |
| Genitals  | 1         | 16.67% |
| Lips  | 1         | 16.67% |

1/ the categories cannot be added to each other

**Table 3.1.32b: Domestic workers who were forced to have physical contact  
(n=35)**

|   | Frequency | %    |
|---|-----------|------|
| Domestic workers who have been forcibly kissed                        | 2         | 5.71 |
| Domestic workers who have been asked to kiss someone in the household | 2         | 5.71 |

**Table 3.1.33b: Hazardous work assigned to domestic workers at the workplace  
(n=35)**

| Nature of work             | Frequency | %     |
|----------------------------|-----------|-------|
|                            |           |       |
| Working with fire          | 8         | 22.86 |
| Lifting weight             | 10        | 28.57 |
| Working with sharp objects | 9         | 25.71 |
| Climbing trees             | 4         | 11.43 |
| Climbing to heights        | 2         | 5.71  |

### Sanitation issues

**Table 3.1.34b: Sanitary facilities made available for domestic workers**

|   | Frequency | %     |
|---|-----------|-------|
| <b>n=35</b>   |           |       |
| Workers who use the same toilets as the employer        | 7         | 20.00 |
| Workers who use separate toilets                        | 28        | 80.00 |
| <b>n=25</b>   |           |       |
| Of the domestic workers who use separate toilets (n=28) | Frequency | %     |
| A separate section arranged                             | 14        | 56.00 |
| Commode   | 1         | 4.00  |
| A separate section arranged / Outside                   | 2         | 8.00  |
| Water sealed latrine                                    | 5         | 20.00 |
| Outside   | 2         | 8.00  |
| Squatting pan   | 1         | 4.00  |
| Not mentioned/unknown                                   | 3         |       |

**Table 3.1.35b: Minimum personal belongings of the domestic worker  
(n=35)**

| Item              | Frequency | %     |
|-------------------|-----------|-------|
| Comb              | 34        | 97.14 |
| Toothbrush        | 33        | 94.29 |
| Change of clothes | 30        | 85.71 |
| Underwear         | 28        | 80.00 |
| Footwear          | 31        | 88.57 |
| Soap              | 25        | 71.43 |
| Pillow            | 28        | 80.00 |
| Mattress          | 23        | 65.71 |
| Towel             | 24        | 68.57 |



### Health issues

**Table 3.1.36b: Treatment for general/occasional illness (n=35)**

|   | Frequency | %     |
|---|-----------|-------|
| Treated with drugs for a general illness  | 30        | 85.71 |
| Treated by a doctor for a general illness | 30        | 85.71 |
| Cared for by the employer while sick      | 21        | 60.00 |

### Freedom

**Table 3.1.37b: Freedom of communication for the domestic worker (n=35)**

| Means of communication          | Frequency | %     |
|---------------------------------|-----------|-------|
| Received letters                | 16        | 45.71 |
| Sent letters                    | 17        | 48.57 |
| Family visited the child worker | 10        | 28.57 |
| Received phone calls            | 18        | 51.43 |
| Made phone calls                | 14        | 40.00 |
| Allowed to visit family         | 13        | 37.14 |

### Opportunities

**Table 3.1.38b: Opportunities made available for the personal development of the domestic worker (n=35)**

|                        | Frequency | %     |
|------------------------|-----------|-------|
| Watch television       | 28        | 80.00 |
| Listen to radio        | 27        | 77.14 |
| Play                   | 2         | 5.71  |
| Taught a vocation      | 15        | 42.86 |
| Read books             | 8         | 22.86 |
| Taught to read at home | 4         | 11.43 |
| Sent to school         | 3         | 8.57  |

## Identity

**Table 3.1.39b: Use of the real name of the domestic worker (n=35)**

| Use of the domestic worker's real name                            | Frequency | %     |
|---|-----------|-------|
| Domestic workers whose real names were used by the employer       | 18        | 51.43 |
| Domestic workers who were called by a name different to their own | 17        | 48.57 |

**Table 3.1.40b: Practice of religion by domestic worker (n=35)**

|   | Frequency | %     |
|---|-----------|-------|
| Domestic workers who admitted having a religion               | 34        | 97.14 |
| (n= 34)   |           |       |
| Domestic workers who admitted practicing his/her religion     | 13        | 38.24 |
| Domestic workers who admitted not practicing his/her religion | 21        | 61.76 |

**Table 3.1.41b: Reasons given by the domestic workers for not practicing their religion (n=15)<sup>1</sup>**

|                          | Frequency | %     |
|--------------------------|-----------|-------|
| No place                 | 5         | 31.25 |
| No time                  | 4         | 26.67 |
| Not allowed              | 4         | 26.67 |
| Not allowed even earlier | 2         | 13.33 |
| Reasons not given        | 6         |       |

1/ The total on this table is based on the previous table answer: not practicing their religion (21)

### Ambitions

**Table 3.1.42b: Satisfaction of the domestic workers at the workplace (n=34)**

| Emotional State | Frequency | %     |
|-----------------|-----------|-------|
| Somewhat happy  | 15        | 44.12 |
| Very happy      | 16        | 47.06 |
| Unhappy         | 3         | 8.82  |
| Not Mentioned   | 1         |       |

**Table 3.1.43b: The domestic workers' perception of what he/she would have done if he/she was not recruited as a domestic worker (n=33)**

|  | Frequency | %     |
|--|-----------|-------|
| Would have been working at any other place | 26        | 78.79 |
| Would be staying at home                   | 5         | 15.15 |
| Would be attending school                  | 2         | 6.06  |
| Not mentioned/not clear                    | 2         |       |

**Table 3.1.44b: The domestic workers perception of what he/she would be doing in two years' time (n=32)**

|                                  | Frequency | %     |
|----------------------------------|-----------|-------|
| Would be working here            | 13        | 40.63 |
| Would work at another place      | 12        | 37.50 |
| Get educated and find employment | 5         | 15.63 |
| Would be at home                 | 2         | 6.25  |
| Not mentioned/not clear          | 3         |       |

## **ANNEX 16**

### **List of vocations learned at their place of work by the child domestic workers 'Behind Closed Doors' Project**

- Sewing
- Repairing cycles
- Cake-making
- Packaging food
- Painting pictures
- Carpentry
- Masonry
- Weaving mats
- Bread-making
- Crocheting
- Mechanical work
- Painting buildings

## ANNEX 17

### Institutions that function to eradicate child labour in Sri Lanka

#### Local institutions

- Government Organizations

*National Child Protection Authority's* functions, in relation to child labour, include protection and rehabilitation of child workers, conducting awareness programmes on child rights and protection, skills development of childcare professionals, and legal reforms and enforcement.

*Department of Labour* is a government organization working on child labour related issues. Amongst their main work, is the implementation of laws relating to child labour.

*Department of Probation and Child Care Services* organizes awareness programs on the rights of children, places unprotected children with families and at children's homes. They also promote NGO involvement in childcare work.

*Ministry of Justice* is responsible of drafting and enacting legislature related to Child Labour.

*Police Department* also works on child labour related issues. They have established a special help line (telephone No. 444444) for receipt of information of complaints regarding child labour or generally of child abuse.

#### International Organizations

*International Labor Organization (ILO) - International Programme for the Elimination of Child Labor (IPEC)* has appointed a National Steering Committee –under the Ministry of Labour with the Secretary of Labour as the Chairperson. The Committee constitutes representatives from the government ministries, departments and institutions, employers and employee's organizations and non-governmental organizations (NGOs); and aims at identifying priority limits. IPEC implements Action Programs that support the achievement of developmental objectives by partner organizations.

*United Nations Children's Fund (UNICEF)*, mandated by the UN General Assembly advocates for protection of children's rights. Few main areas of UNICEF activities are support for promotion and protection of children's rights and social mobilization against child abuse, and relief and rehabilitation activities in conflict areas.

*United Nations High Commission for Refugees (UNCHR)* is engaged in inter-agency collaboration between agencies such as UNICEF, Save the Children Fund, Redd Barna, ICRC and relevant Government agencies and local NGOs with regard to the protection of children and adolescents affected by armed conflict.

## ANNEX 18

### Lessons Learned

- ◆ **Underestimation of the time needed for the rapid assessment:** the rapid assessment was scheduled to be completed within a three month time period allowing another month for preparatory work. However, due to the magnitude of the work undertaken in the study it was a struggle to keep to the schedule as well as to maintain the expected quality. Since the time limitation is an inherent characteristic of the rapid assessment the ideal study would undertake a workload that would suit the time period and also would allow a margin for contingencies.
- ◆ **Incompatibility of the financial plan to the rapid assessment work plan:** the study failed in its design of the financial plan to support the work plan. The financial plan provided equal amounts of funds quarterly during the study. However, the first half of the study needed more than 75% of the funds to carry out the information gathering activities. The financial assistance the study needed during the data gathering stage was provided by the implementing agency (National Child Protection Authority- Sri Lanka). This problem could have been avoided had there been a more suitable financial plan. The agencies that undertake rapid assessments should agree with funding agencies on a financial plan in accordance with the work plan to avoid incompatibilities that can cripple the study.
- ◆ **Innovation and creativity are key elements in overcoming difficult situations:** the study faced a major problem of interviewing children who currently work as domestic workers. The nature of the child domestic labour situation in Sri Lanka does not warrant accessing working children without creating a situation where the lives of the children may be in jeopardy. Faced with the challenge of gathering information from at least 100 working children with minimum harm to the children and maximum accuracy and quality of the information gathered, the study utilized an existing cultural event to its maximum possible advantage (see methodology - Behind Closed Doors). The lesson is to be creative, within the ethical and cultural boundaries, in designing the research methodologies.
- ◆ **Training creates uniformity in information gathering:** the individuals who acted in the capacity of the questionnaire administrators came from vastly different educational, cultural and ethical backgrounds with the common elements of interest in child protection, enthusiasm and ability to access/communicate with the children in focus. The training provided for different groups of questionnaire administrators in each semi-project brought uniformity to the data gathering process and minimized the potential physical, emotional and social harm done to the individuals interviewed, in the process. Moreover, clear and focused training in questionnaire administering not only increases individual's capacity to face unexpected challenges during the information gathering but also ensures the accuracy and high quality of the information. It should be stressed that the time and energy spent on quality training is an investment that increases the quality of the rapid assessment itself.

## ANNEX 19

### The Implementing Agency

#### **The National Child Protection Authority**

The Presidential Task Force on Child Protection had recommended the establishment of The National Child Protection Authority (NCPA). The NCPA bill was presented in parliament by the Minister of Justice in August 1998, and was passed unanimously in November 1998. (National Child Protection Authority (NCPA) Act, 1998). It was gazetted in January 1999, the board was appointed in June 1999. The NCPA has a wide mandate in all aspects of prevention and action with regards to Child Abuse.

*The composition of the NCPA* includes pediatricians, forensic pathologists, psychiatrists, psychologists, a senior police officer, a senior lawyer from the Attorney General's department, and five other members associated with child protection efforts including members of NGOs. Ex-officio members would consist of the Commissioners of Labor and probation and child care services, and the chairman of the monitoring committee of the CRC (Convention of the Rights of the Child). Another panel of ex-officio members would include senior officers from the Ministries of Justice, Education, Defense, Health, Social Services, Provincial Councils, Women's Affairs, Labour, Tourism and Media. The presence of high-ranking officials also facilitates the co-ordination mechanisms of action suggested at the NCPA meetings. The NCPA also has the added advantage of being directly under the President.

*The mandate of the NCPA* would include a broad range of authority, objectives, and duties. *These include:*

- ◆ Advising government on National policy and measures regarding, prevention, and treatment of child abuse as well as protection of children.
- ◆ Creating an awareness of the right of the child to be protected from child abuse.
- ◆ Consulting and co-coordinating with relevant ministries, local authorities, public and private sector organizations and recommend measures for prevention of child abuse and protection of victims.
- ◆ Recommending legal, administrative and other reforms for the effective implementation of National policy.
- ◆ Monitoring implementation of the law, the progress of all investigations, and criminal proceedings in cases of child abuse.
- ◆ Recommending measures in relation to protection, rehabilitation and reintegration into society of children affected by armed conflict.
- ◆ Taking appropriate steps for the safety and protection of children in conflicts with the law ('juvenile offenders').
- ◆ Receiving complaints from the public relating to child abuse.
- ◆ Advising and assisting local bodies and NGOs to co-ordinate campaigns against child abuse.
- ◆ Coordinating, promoting and conducting research on child abuse.
- ◆ Organizing and facilitating, workshops, seminars etc.
- ◆ Coordinating and assisting the tourist industry to prevent child abuse.
- ◆ Preparing and maintaining a National database on child abuse. Monitoring organizations providing care for children.
- ◆ Serving as Liaison to and exchanging information with foreign governments and International organizations.

The NCPA, at present, has a legal officer, a law enforcement office (ex-police), a media officer, a psychologist, a programme officer and an administrative officer in

addition to the chairman, in the permanent official staff. A volunteer from Canada (Volunteer Services Organization – VSO) - a social worker - has joined for a period of two years.

Strategies adopted by the NCPA fall into four broad overlapping areas.

- (1) Awareness creation aimed at the general public, children, and relevant professionals.
- (2) Development of skills in relevant professionals in dealing with child abuse.
- (3) Protection and rehabilitation of victims.
- (4) Legal reforms and monitoring of enforcement.

