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Small grants, big change

Influencing policy and practice for child domestic workers

Anti-Slavery International
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All names of individuals in this report have been changed to protect their anonymity.

Table of contents

Glossary of terms	2
Executive Summary	3
1. Introduction	5
1.1 Why focus on child domestic workers?.....	5
1.2 Characteristics of child domestic workers	6
1.3 Anti-Slavery International’s work with child domestic workers	7
2. Developing the small grant scheme	10
2.1 Origins of the small grant scheme.....	10
2.2 Implementing and managing the small grant scheme	12
3. Key intervention approaches	14
3.1 Promoting the participation of child domestic workers.....	14
3.2 Responding directly to the needs of child domestic workers	17
3.2.1 Accessing child domestic workers.....	17
3.2.2 Services to empower and protect child domestic workers.....	18
3.3 Advocating for change for child domestic workers	19
4. Changes achieved through the small grant scheme	23
4.1 Supporting child domestic workers to influence policy and practice.....	23
4.2 Making duty-bearers more responsive	25
4.2.1 At the community level.....	25
4.2.2 At the local government level	26
4.2.3 At national level	27
4.3 Common challenges.....	28
5. How did the approach of the small grant scheme allow change to happen?	30
5.1 Working together for sustainability	30
5.2 Delivering services to enable participatory advocacy	32
6. Conclusions: what we have learned	35
6.1 Working with stakeholders and duty bearers	35
6.2 Delivering services enables participatory advocacy.....	36
6.3 Promoting child domestic worker participation	37
6.4 What challenges remain for child domestic workers and those who assist them?	38
Annex 1: List of Small Grant Holders	39
Annex 2: Project Partners	45

Glossary of terms

Advocacy

This refers to any activity intended to raise consciousness among decision-makers or the general public about child domestic work and the children involved, leading to improvements in their situation.

Child domestic workers – CDWs

Child domestic workers are persons below 18 years of age who do domestic work under an employment relationship. This general term includes children who work in situations proscribed under international and national law (because they are below the minimum legal working age, or undertaking hazardous work, for example), as well as working under acceptable circumstances.

Civil society organisations - CSOs (also referred to in the text as civil society groups)

These are community-based organisations (CBOs), non-governmental organisations and other groups engaged in front-line activities with child domestic workers and their duty bearers.

Community leaders

Elected or unelected community representatives.

Duty bearers

Refers to State and non-State actors (including public officials, employers, parents and others) with an obligation to protect the rights of child domestic workers.

Services

Refers to a range of practical assistance for the benefit of child domestic workers, including education, health and recreational activities, crisis intervention measures and legal support. These are defined in *Child Domestic Workers: A handbook on good practice in programme interventions* (Anti-Slavery International, 2005).

Stakeholders

Refers to individuals or groups who affect or are affected by project actions.



Photo: Anti-Slavery International

Executive Summary

All over the world, millions of children are working in households other than their own, carrying out tasks such as cleaning, ironing, cooking, gardening, collecting water and firewood, looking after other children, tending animals and caring for the elderly. For many so-called child domestic workers, their seclusion and dependency makes them particularly vulnerable to exploitation and abuse – not only because they are children, but because the majority are girls, and most go unrecognised as workers. The situation of child domestic workers is also inextricably linked to the position of adult domestic workers, whose employment is consistently undervalued and poorly regulated, and who are largely overworked, underpaid and unprotected.

Anti-Slavery International has been concerned with the situation of children in domestic work for over 90 years, and has had a programme dedicated to ending their exploitation and abuse since the early 1990s. Alongside partner organisations in Costa Rica, India, Peru, Philippines, Tanzania and Togo, Anti-Slavery International has, in this project, sought to build grass roots civil society capacity to influence the policy and practice of duty bearers, empowering child domestic workers themselves to play a central role in tackling their situation and defining solutions to their individual and collective circumstances. The purpose of this report is to learn from these efforts, in particular from the realisation of a small grant scheme (SGS).

This fresh approach for Anti-Slavery International and its partners has seen 52 fledgling local groups – many led by child domestic workers themselves – provided with funds to support child domestic workers and influence policies and practices towards them across 9 countries. Closely monitored and mentored

by project partners since 2009, these local groups have directly assisted thousands of child domestic workers and have changed the attitudes and behaviours of local and national duty bearers to improve the lives of many more. Amongst the various achievements of these projects come the adoption of by-laws dedicated to protecting child domestic workers in Tanzania; the amendment of the Sexual Harassment Act in India in September 2012; the adoption of the Batas Kasambahay or Magna Carta for Household Helpers in January 2013 in the Philippines; as well as dozens of reported cases of child domestic workers being abuse and hundreds of employers coming together to advocate for the protection of child domestic workers.

Despite many achievements, many challenges have been faced and much has been learned. Broadly, it has emerged that:

Child domestic worker awareness about their rights is a prerequisite for undertaking participatory advocacy. Grant holders have shown that child domestic worker's understanding of their situation, their entitlements and what constitutes unacceptable behaviour towards them is the first step towards building the self-respect and confidence required to aspire to and take full advantage of opportunities to improve their situation, as well as their ability to advocate for themselves and for others.

Participatory advocacy goes hand-in-hand with service provision. The two are indivisible and interdependent. Neither will effect sustainable change without the other. In particular, providing services for child domestic workers lays the foundations for effective advocacy by being a tangible force for progress in communities, and affording legitimacy to local and wider advocacy efforts as a result.

Effective children's participation in advocacy relies on the development of root and branch participatory structures which, in turn, are supported and underpinned by children's engagement and empowerment in their local communities. Developing effective child domestic worker advocates also requires their extensive preparation, including basic child rights training and an understanding of participatory approaches, as well as on the purpose and methods of advocacy.

Engaging with employers is an essential component not only in improving the situation of child domestic workers but also in sustaining any gains made. Furthermore, it is apparent that gains for child domestic workers are most sustainable in places where responsible employers are assisted to come together, form groups and be trained to uphold the rights of child domestic workers.

Cooperation with and between civil society institutions is necessary to achieve considerable and lasting results. Working with, for example, NGOs, local authorities and community leaders facilitates the identification of child domestic workers, encourages the development of consultative advocacy planning at local, regional and national levels and enables a wider range of people to become involved in initiatives. This in turn has the potential to result in a greater attitudinal and legal shift towards protecting child domestic workers.

National policy and legislative reform is essential in underpinning and sustaining local gains in social attitudes and behaviour change. At the same time, engagement with local authorities and decision-makers supports these broader advocacy efforts. Advocacy at local and national levels are both necessary and are mutually reinforcing.

Overall, the biggest obstacle to assisting child domestic workers continues to be their sheer numbers, as well as their isolation and the diffuse nature of their workplaces. Despite this, the small grant scheme has established that changing the attitudes and behaviour of those who influence their lives is by no means impossible, even in the relative short term. The small grant scheme has made a significant contribution in identifying more and harder to reach children by supporting grassroots initiatives which would not have otherwise received external funding.



Photo: AGTR

1. Introduction

Anti-Slavery International has been concerned with the situation of children in domestic work for over 90 years,¹ and has had a programme dedicated to ending their exploitation and abuse since the early 1990s. Alongside partner organisations in Africa, Asia, Latin America and the Caribbean, Anti-Slavery International has worked to put child domestic workers on human rights and development agendas and to encourage practical learning around ‘what works’ in protecting them. With child domestic workers now firmly on the international agenda, the organisation’s focus has more recently sought to build grassroots civil society capacity and empower child domestic workers themselves to play a central role in tackling their situation and defining solutions to their individual and collective needs. The purpose of this report is to learn from these efforts - and in particular from the realisation of a small grant scheme (SGS) - and to help reflect on the ways in which they have enabled the greatest and most sustainable changes.

The project countries where SGS activities took place are Benin, Burkina Faso, Costa Rica, India, Panama, Peru, Philippines, Tanzania and Togo.

1.1. Why focus on child domestic workers?

All over the world children are working in households, carrying out tasks such as cleaning, ironing, cooking, gardening, collecting water and firewood, looking after other children, tending animals and caring for the elderly. For many, although burdensome, these chores are simply an integral part of

¹ In 1920, the Anti-Slavery Society went to the League of Nations to advocate on a number of slavery issues including the *mui tsai* in China; See Myers, S. *Slavery in the 20th Century: Evolution of a Global Problem* (Altamira Press, 2003)

family life and of growing up. However, for the millions of children working in households other than their own, their position and working conditions can represent a threat to their health and/or their physical, mental, spiritual, moral or social development.

Child domestic work warrants particular attention because of the conditions under which the children – many of whom ‘live-in’ with their employers – are working. Time and again, child domestic workers report that their daily experience of discrimination and isolation in the household is the most difficult part of their burden. Their situation, and how they got to be there, also makes them highly dependent on their employers for their basic needs. This seclusion and dependency makes child domestic workers particularly vulnerable to exploitation and abuse, and at times can result in physical, psychological and sexual violence.² Child domestic workers are vulnerable to abuse and exploitation not only because they are children, but also because they are working in people’s homes without being recognised as workers.

Child domestic workers are often hard to help not only because they work behind the closed doors of their employers’ homes, but also because societies see what they do not as work but more as filial duty, and – particularly in relation to girls – important training for later life. Of the estimated 15.5 million child domestic workers, girls far outnumber boys, although boys also feature in significant numbers.³ Many begin their working lives well below national and international minimum age norms, and more than half of all child domestic workers are considered to be in hazardous work situations.

More generally, and despite the central role it plays in all societies, domestic work remains consistently undervalued and poorly regulated, and domestic workers of all ages continue to be overworked, underpaid and unprotected.⁴ The significant contribution of domestic workers to local, national and global economies is now firmly established, underlining that across the world domestic work is an important source of employment, particularly for millions of women as well as young workers above the minimum age for admission to work. It is also evident that both the demand for, and the numbers of, domestic workers of all ages is growing – and that engaging not just with child domestic workers but also with their parents, employers, communities and decision-makers of all kinds is vital to reaching children in need of assistance and in improving their conditions of work, where appropriate.⁵

1.2. Characteristics of child domestic workers

Evidence indicates that across all of the project countries children begin their working lives in response to economic need, although a number of other context-driven ‘triggers’ often provide a more immediate impetus to work. These triggers are many and varied, including ‘push’ factors such as gender and ethnic discrimination, social exclusion, lack of educational opportunities, alcoholism, domestic violence, indebtedness, rural to urban migration, and the loss of close family members as a result of conflict and disease. Children in these countries are also ‘pulled’ into domestic work not only as a result of economic uncertainty, but because of the widespread belief that it will offer an opportunity for better living conditions, including the pursuit of an education. Employers also persistently demand younger workers because they are cheaper and considered to be more compliant.⁶

A key underlying cause of child domestic work – often overlooked because it is so accepted – is the cultural and social motivation of parents to send their girls into ‘safe’ and suitable work situations as

² Blagbrough, J. *They Respect Their Animals More: Voices of Child Domestic Workers* (London, Anti-Slavery International/WISE, 2008).

³ ILO: *Domestic Workers Policy Brief no.4*, (Geneva, ILO, 2011)

⁴ ILO: *Decent work for domestic workers*, Report IV(1), International Labour Conference, 99th Session (Geneva, ILO, 2010).

⁵ ILO: *Domestic workers across the world: Global and regional statistics and the extent of legal protection* (Geneva, ILO, 2013).

⁶ Anti-Slavery International: *Home Truths: Wellbeing and vulnerabilities of child domestic workers*. (London, Anti-Slavery International, 2013). Available to download from www.antislavery.org

a prelude to married life and motherhood. This motivation has also been found to impact upon the age at which children enter the sector and how they are subsequently treated.⁷ In addition, their work situation is often characterised by long hours, fatigue, lack of access to education, a difficulty in maintaining contact with their families and limited opportunities to reduce their dependency and isolation. Of particular concern across the project countries is the weak position and low status accorded to being a child. This situation, particularly when coupled with a customary refusal to consider child domestic workers as workers and their disadvantaged social and economic background, results in their lack of voice, limited influence, and considerable difficulty in claiming their rights.

The physical, emotional and sexual abuse of child domestic workers remains a key concern across all countries, as well as its long-term **psychological impact**. Anxiety and low self-esteem amongst child domestic workers caused by their abusive situations has been identified as a significant obstacle to their empowerment.

Poor working conditions for child domestic workers continue to be routine. Excessive working hours and inadequate pay or no pay at all were identified time and again. Other frequent concerns included poor nutrition, lack of privacy, no holidays or daily time to rest and a lack of medical treatment in time of need. Caste discrimination of child domestic workers within the household was a specific concern in India. For those entitled to work, written work agreements remain highly unusual.

The physical **isolation** of live-in child domestic workers in particular is also a wide-ranging concern. The separation and alienation from their own family and friends has been identified by grant holders as a huge barrier to their efforts. A lack of freedom to leave the household remains commonplace. In India, it has been reported that victims of trafficking for child domestic work contend with next to no social contact beyond their employer's household – a situation amplified by being commonly forced to adopt the language and culture of the employing family.

Despite many child domestic workers being promised schooling, or entering domestic work in the hope of furthering their education, child domestic work continues to be a major **impediment to their education**. Accessing educational opportunities and continuing in school becomes hugely difficult for child domestic workers. For those still going to school, work consistently interferes with their ability to do homework and keep up. Schools themselves are often unaware of their needs, resulting in child domestic workers feeling intimidated and embarrassed in front of other students.

1.3. Anti-Slavery International's work with child domestic workers

Since the early 1990s Anti-Slavery International and its partners in Africa, Asia and Latin America and the Caribbean have been at the forefront of work to raise the visibility of child domestic workers, to promote their cause and reduce their suffering. There are many reasons to take up this issue, but in Anti-Slavery International's view, the isolation and dependency of these children, their frequent loss of liberty, methods of recruitment which can amount to trafficking, and low pay or no pay at all, put them in a category of human rights violation that can often be close to slavery.

Anti-Slavery International held its first international meeting of practitioners concerned with child domestic workers in 1996, and subsequently published: *Child Domestic Workers: A handbook for research and action*.⁸ Research on the situation of child domestic workers in a number of countries followed. A second international meeting was held in 2001 with a larger group of practitioners, out of

⁷ Anti-Slavery International: Home Truths (2013), op cit.

⁸ Black, M., *Child Domestic Workers: A handbook for research and action* (London, Anti-Slavery International, 1996). Available to download from www.antislavery.org

which came a widely distributed and used handbook on advocacy: *Child Domestic Workers: Finding a voice*.⁹

Following the adoption by the ILO of the Worst Forms of Child Labour Convention (No.182) in 1999, understanding of the connections between some child domestic work situations and worst forms of child labour began to grow, and increased interest in and action on the issue from international agencies, workers organisations and civil society groups has followed.

In 2004, Anti-Slavery International embarked on a three-year project to give renewed support to the cause, through a network of key project partners in Asia, Africa, and Latin America and the Caribbean. The objective was to identify which practical interventions on behalf of child domestic workers were most useful to them, and which offered them the best chance of protection from abuse and exploitation. In November 2004, Anti-Slavery International convened an international practitioners' meeting in Bangkok, Thailand, to exchange views and experiences on 'good practice' among concerned NGOs and others. Consultations with almost 500 current and former child domestic workers in nine countries were also conducted during 2004, the results of which were fed into to the meeting's deliberations and resulted in *They respect their animals more: Voices of child domestic workers*.¹⁰ Following the meeting, *Child domestic workers: A handbook on good practice in programme interventions*, was published to assist small and medium-sized NGOs to improve their programmes and projects, or to add to their existing portfolio of activities on child domestic workers' behalf.¹¹ This handbook complemented the two earlier handbooks on research and advocacy.

The project of which this report is a part began in 2009 with the aim of strengthening the voice of child domestic workers and the work of civil society organisations (CSOs) to influence and hold duty bearers accountable for respecting, promoting and enforcing the rights of child domestic workers. In particular, the project has focused on:

- increasing opportunities for child domestic workers in several countries to be empowered to actively claim their rights with decision makers;
- encouraging civil society organisations to be more responsive to the needs of child domestic workers and better able to influence pro- child domestic worker policies and practices of duty bearers;
- ensuring that State & customary structures are held accountable for, and responsive to, the rights of child domestic workers through policy and practice; and
- enabling employers to respond positively to advocacy on child domestic workers rights – including by granting better working conditions, as well by ensuring child domestic workers' right to participation and access to services.

An integral part of this project has been to develop and implement a small grant scheme (SGS) to enable civil society organisations – including groups of child domestic workers, their parents and employers – to respond to the most immediate needs of child domestic workers in their localities, with a view to empowering them and encouraging a concrete change in community and state actions and regulations towards them.

During the course of the project 52 small grant projects were selected and delivered across nine countries. Projects have involved a wide range of interventions and activities in Benin, Burkina Faso, Costa Rica, India, Panama, Peru, the Philippines, Tanzania and Togo.

⁹ Black, M., *Child Domestic Workers: Finding a voice* (London, Anti-Slavery International, 2001). Available to download from www.antislavery.org

¹⁰ *They respect their animals more* (2008), op cit. Available to download from www.antislavery.org

¹¹ Black, M., *Child domestic workers: A handbook on good practice in programme interventions* (London, Anti-Slavery International, 2005). Available to download from www.antislavery.org

The learning review process which has culminated in this report began in November 2011. An outcome mapping exercise identified the stakeholders targeted and the changes that were forecasted at the start of the project. This led to the development of a questionnaire, completed by grant holders, which sought to map the resulting change. A series of peer learning meetings took place between May and August 2012 which brought together grant holders in their respective countries to discuss and debate in-depth their achievements and challenges, as well as lessons learned and the future focus of their efforts. In addition to forming the basis for this report, the rich insights which were generated during these meetings have been written up country-by-country.¹²

¹² These reports are available at: www.antislavery.org/childdomesticwork



Photo: Anti-Slavery International

2. Developing the small grant scheme

2.1. Origins of the small grant scheme

The small grant scheme concept emerged from previous efforts to promote good practice in programme interventions on child domestic work, and specifically to implement action plans prepared during a series of sub-regional field exchanges organised during 2005 and 2006. The core lessons from this former project were that direct engagement with child domestic workers and their participation at all levels of programme planning and implementation were critical priorities, and should enable children's self-development, in terms of resisting and/or recovering from abuse or exploitation, pursuing rights-based advocacy and social integration.

The SGS was conceived as a natural next step in efforts to support child domestic workers. Partners would be responsible for identifying grantees that would improve and strengthen existing initiatives in support of child domestic workers or create new ways of influencing change. The participation of child domestic workers in claiming their own rights was conceived as a central feature of the scheme.

The scheme aimed to support a wide range of interventions which directly engaged with and involved child domestic workers in advocacy, self-help, mutual support, prevention activities and

psychosocial health initiatives. Using Anti-Slavery International's project partners as regional commissioning and supervisory hubs, the SGS aimed to improve the situation of child domestic workers, as well as their capacity to help protect others from abuse and exploitation.

From the outset it was acknowledged that the SGS was a new approach for Anti-Slavery International and was also a new experience for most of the project partners. The theory of change was that providing small grants to fledgling civil society groups – within certain criteria and principles (see box below) – would be a flexible and effective way of encouraging innovation and testing ideas which would otherwise struggle to receive more conventional project funds.

£80,000 was earmarked for re-granting by each project partner. It was expected that approximately 10 grants would be made by each project partner, although the precise number, value and length of each grant was left at their discretion.

Key SGS principles and selection criteria

- The funds will be used to develop services which provide a direct benefit for child and young domestic workers, consistent with the principles of Anti-Slavery International, as set out in international human rights standards;
- 'Services' which may receive funding are to be defined in the nature of interventions, as found in the *'Child Domestic Workers: A Handbook on Good Practice in Programme Interventions 2005'*;
- The proposed activity will be consistent with the reviewed action plans, drawn up as part of the sub-regional field exchange programmes that were undertaken in the previous project;
- Grants are to be given:
 - to support the development of *existing* groups/services; recipients of such may be child domestic worker, former domestic workers, NGOs, partner organisations, children's organisations;
 - to support the development of *new* groups/services; recipients of such is restricted to current and former child domestic workers wishing to develop services for child domestic workers;
 - to support applications where service providers have a connection to a relevant children's organisation.
- Applications will be encouraged which consider 'emerging' and cross-cutting child domestic labour issues, e.g. sexual abuse, trafficking/migration, indigenous peoples, HIV/AIDS, violence, education;
- The activities of grant recipients will be consistent with the good practice principles developed and specified in *'Child Domestic Workers: A handbook on good practice in programme interventions'*;
- There will be a meaningful participation of child domestic workers (including the end beneficiaries) in designing, implementing and evaluating the activities;
- All grant recipients should have a child protection policy or have developed and implemented one by the end of the first year of the grant;
- Grant recipients will demonstrate a commitment to:
 - sharing information and experiences with other organisations;
 - sustaining the organisation and its assistance to child domestic workers;
 - mobilising government to reach vulnerable child domestic workers, good governance, leading society;
 - the SGS will mutually reinforce the two components of this project, research and/or advocacy.

2.2. Implementing and managing the small grant scheme

Applications received by project partners were assessed in regional selection committees of up to eight people, including:

- Selected members of their Advisory Committee (consisting of current and former child domestic workers, established to ensure child domestic worker input into all project activities);¹³
- The project coordinator (the person responsible for the delivery of the overall project);
- Selected project partner organisation staff;
- A local researcher (involved in the research that led to *Home Truths: Wellbeing and vulnerabilities of child domestic workers*)¹⁴.

Selection committees scored applications according to the eligibility and selection criteria, discussed and documented their choices, and made a final selection. One member of the committee was designated to take primary responsibility for its work, and to be the main point of contact for applicants.

Grant holders used funds to carry out a range of activities including service delivery and advocacy. Following recommendations from a mid-term review of the project, activities were realigned to focus more specifically on advocacy – with the aim of having a greater impact on governance.

Manuals on project and financial management were developed to assist grant recipients in implementing and monitoring their work and accounting for the money spent (see box), with recipients trained by project partners on using and following these protocols. Monitoring and evaluation of the scheme was undertaken by project partners against indicators set for the overall project.

Managing small grants: project and financial management training

From the outset, information on project and financial management was clearly a prerequisite for small grant holders, many of whom had never implemented a project nor been required to systematically and transparently account for funds.

Simple procedures and practical tools were needed to ensure effective project planning and operation, as well as systematic monitoring and appropriate financial control. As a result, two ‘good practice’ manuals were prepared – on project and financial management – with an emphasis on simplicity and common sense principles. Although designed for the requirements of this project, the manuals are inter-linked workbooks, providing generic guidance for small organisations in establishing project and financial management systems. Participatory training based on these manuals was then given to each small grant holder in advance of undertaking their project.

These manuals can be found at www.antislavery.org/childdomesticwork

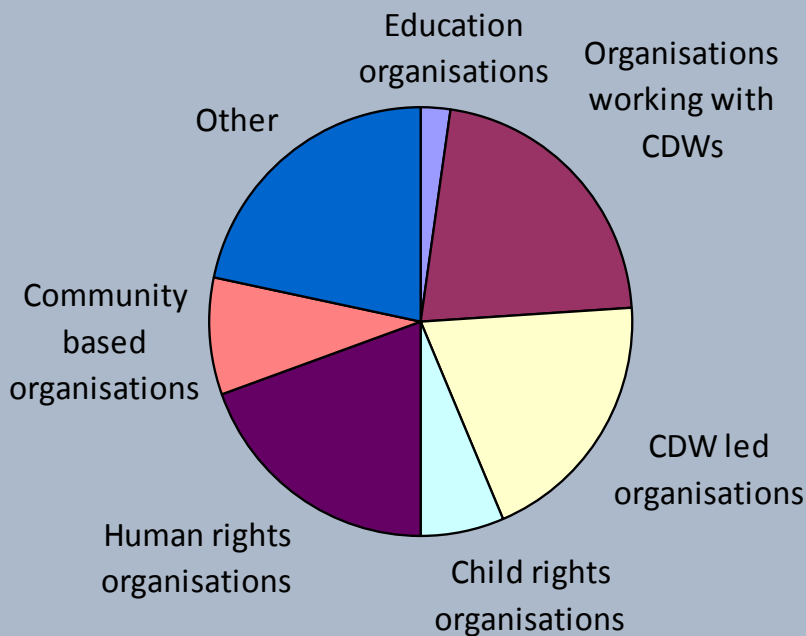
¹³ A critical element in formulating and rolling out the scheme has been the use of Advisory Committees of current and former child domestic workers, to ensure the systematic consideration of CDW opinion. (For further information on Advisory Committees (ACs), see section 3.1.)

¹⁴ Anti-Slavery International: *Home Truths* (2013), op cit.

Profile of SGS grant recipients

In total, 52 groups from 9 countries received funds from the scheme. Out of these:-

- 5 were from Costa Rica and Panama (80% had previously worked with child domestic workers);
- 11 from India (30% had previously worked with child domestic workers);
- 8 from Peru (57% had previously worked with child domestic workers);
- 8 from the Philippines (all of which had previously worked with child domestic workers);
- 10 from Tanzania (40% had previously worked with child domestic workers);
- 9 from Togo, Benin and Burkina Faso (all of whom had previously worked with child domestic workers).



Taken as a whole, the majority of grant holders were child domestic worker-led organisations, civil society groups working with child domestic workers and organisations focused on human rights – although child rights organisations also featured heavily in Togo and the involvement of community based organisations were significant in Tanzania. Other types of organisation receiving grants included organisations of domestic workers (in Costa Rica and India) and former child domestic workers (Peru), an education-focused group (Philippines), an association of child domestic worker employers (Tanzania) and religious institutions (Togo, Philippines and India).



Photo: AGTR

3. Key intervention approaches

3.1. Promoting the participation of child domestic workers

The participation of child domestic workers has been fundamental to the functioning of the small grant scheme – and has been an essential component in the design, implementation, selection and evaluation of grant holder activities across the project countries. Child domestic workers have been critical both to the delivery of services and in undertaking advocacy. Extensive training of child domestic workers in child rights, methods of participation, campaigning and advocacy has supported child domestic workers in becoming active advocates of their own rights and encourage change within their communities.

Advisory Committees of child domestic workers, established as part of the wider project, were a starting point for these efforts. However, participation methods were not prescribed, so as to provide flexibility and opportunities for creativity in the development of participatory approaches.

Child domestic worker Advisory Committees

As part of the project of which the small grant scheme is a part, Advisory Committees (ACs) comprising current and former child domestic workers have been established by project partners to encourage a continuous conversation between project beneficiaries and project partners in implementing project activities. ACs have been designed specifically to enable child domestic worker input into project partner policy, strategy, outreach and advocacy in order to ensure that their

views were systematically considered.

In addition to AC representation on SGS selection committees, many grant holders chose to establish ACs of their own to ensure systematic child domestic worker involvement in designing and implementing their activities. As with project partner ACs, these committees were assigned a coordinator whose role involved facilitating meetings, assisting member understanding of complex documents and plans, and protective ‘gatekeeping’ – to negotiate, for instance, with employers to secure time off work to participate.

The use of ACs is a new participatory way of working for Anti-Slavery International, its project partners and many grant holders. Individual ACs have taken time to ‘bed-in’, but it is intended that such ACs will become permanent ways of working. So far, signs are good that ACs have enabled those child domestic workers involved to understand their rights, including their right to participate – while at the same time supporting their understanding of how participation encourages their active and responsible citizenship and can lead to the fulfillment of other rights. (www.antislavery.org for learning on child domestic worker participation)

Many individual grant holders across the project countries have used the Advisory Committee model to design, implement and monitor their activities. In Peru, for example, AC development by grant holders has been acknowledged as a way of making their work with child domestic workers more participatory.

AC composed of child domestic workers and non- child domestic worker children have been central to the operation of the small grant scheme in India – particularly in mobilising other children in rallies and campaigns. The extensive use of peer-to-peer outreach and counselling methods have also been a hallmark of Indian SGS efforts. Two ACs have been established by DNI Costa Rica in its focus communities, while in Togo, Benin and Burkina Faso, child domestic workers ACs have been formed by each grant holder and continue to meet regularly to discuss progress and plan activities.

*“There has been a change in the mind*set. In the context of India, children are not expected to talk before their elders; that is our culture. But they also have thoughts and rights and wisdom, so we have to help break this custom and this is a new initiative that we have implemented to give children a voice.” (Grant holder, India)*

As a child domestic worker-led organisation, SUMAPI’s participatory work in the Philippines has been advanced further by support from the small grant scheme, which has been utilised to take the organisation to independence. Its extensive local level peer-to-peer identification and counselling activities across the Philippines reinforce its national advocacy efforts, which have culminated in the organisation being regularly invited to participate in high level decision-making meetings on the *Batas Kasambahay* or Magna Carta for Household Helpers¹⁵ and discussions around the ratification of the ILO Domestic Workers Convention, 2011.

In Tanzania, two Advisory Committees established as part of the small grant scheme have become organisations in their own right – Wadada, which focuses on sexual abuse, and Wote Sawa (see overleaf). Of particular note, since becoming an independent child domestic worker-led organisation, Wote Sawa has been able to leverage its own funding (from MamaCash, a Netherlands-based women’s fund) for its work.

¹⁵ Nearly 20 years in the making, this historic legislation – which was finally passed on 24 January 2013 – sets out to protect domestic workers from exploitation and abuse, and to improve their working conditions by taking steps to formalise the labour relationship between worker and employer.

Wote Sawa Tanzania

As a result of the advice and financial support provided by Kivulini through the SGS, child domestic workers have been enabled to establish their own independent organisation – Wote Sawa. The group focuses on empowering child domestic workers to advocate collectively for their rights. As part of their induction, group members learn how to report cases of mistreatment to the local authorities, and regularly support each other. Wote Sawa's leader, a former child domestic worker, has become an example to child domestic workers of what they can achieve, with the children involved no longer accepting 'what is given' but demanding 'what is fair'. Wote Sawa currently has well over 200 members and, as a result of an additional SGS grant, has developed democratic structures and is continuing to grow and expand its membership beyond Mwanza. It was granted independent NGO status in 2013.

In addition, an important priority for all grant holders has been to organise children in domestic work to protect themselves and support each other. This has been central to delivering appropriate and effective services to child domestic workers. In many cases this has been through the formation and strengthening of mutual help groups, such as in the Philippines and Tanzania, through children's clubs in India and local chapters of the African Movement of Working Children and Youth in West African project countries.

A measure of the depth and maturity of children's participation across the project countries became particularly apparent during discussions in 2010 and 2011 to develop new international labour standards for the protection of domestic workers. Child domestic workers from across the project countries not only participated by voicing their views through *Stand with Us*, but were also involved in democratic processes to select child domestic workers to represent them internationally (see box below).

Stand With Us!

During 2010 and 2011, 419 current and former child domestic workers – facilitated by grant holders and Anti-Slavery International's project partners – were consulted about the ILO's proposed standards on domestic work and how they could best be protected from exploitation and abuse. Across the project countries these young workers expressed clear views about key provisions of the draft standards, in particular around the right to education, the need for special protection for child domestic workers and the monitoring of child domestic workers' living and working conditions. As part of the so-called 'Giving Voice' project, 10 child domestic workers from project countries were selected to represent their peers in Geneva, where they lobbied governments as part of a strategy developed by Anti-Slavery International and Children Unite. The only children lobbying at the ILO, they not only helped to secure strong protective provisions for children in the standards, but by participating in the decision making process, also supported their personal development. Since returning, a number who participated have gone on to take up leadership roles in advocating for the rights of child domestic workers.

(For more information about the consultation process and the recommendations see www.standwithus-youngdomesticworkers.blogspot.co.uk and www.antislavery.org and www.childrenunite.org.uk)

3.2. Responding directly to the needs of child domestic workers

3.2.1. Accessing child domestic workers

Gaining access to child domestic workers has been the crucial first step in assisting them directly. Grant holders have used a variety of locally relevant methods to actively challenge their physical confinement and social isolation.

Accessing child domestic workers

“When we started most employers would not openly admit that they had child domestic workers. They would say they were their relatives, and the children would agree for fear of telling the truth and losing their jobs. Four years ago, it was very challenging to identify these children because they were hidden by their employers. The children themselves were quiet, they were not ready to openly discuss their problems, and it was as if they had resigned themselves to their situation.

“Since then we have been able to access child domestic workers by making employers aware of children’s rights. We have used the Child Act 2009 as a springboard to get employers to allow children back to school, and have put together an employer’s group to monitor employers and make sure they adhere to the rights of the child. 12 employers were involved in 2009, and 4 years later it has increased to over 200.” (Grant holders, Tanzania)

Identification of, and access to, child domestic workers has been undertaken in a variety of ways. Peer-to-peer methods, particularly involving child domestic workers connecting with other child domestic workers, have been widely used in India, Peru, the Philippines and Tanzania. Additionally, mobilising adult domestic workers has been successful in reaching child domestic workers in India. Mustering community leaders to utilise their local influence in identifying child domestic workers has been used in Costa Rica, Tanzania and India. The church’s considerable sway amongst employers has been used in Togo, Benin and the Philippines to reach vulnerable children. Contacting child domestic workers directly through night schools has been effective in Peru and the Philippines. Markets, bakeries and water points have been a way of reaching child domestic workers who are regularly sent out to get provisions in Peru, Togo, Benin and Burkina Faso. In the Philippines, events such as domestic worker registration and awareness days have successfully connected grant holders with child domestic workers.

“Through the SGS in Peru we have accessed child domestic workers in the markets, on the streets and in the bakeries. We take their details and then we check that they are actually child domestic workers. We go to communities where they live, as well as house to house and school to school, we look in the poor areas. We also find them through word of mouth through the children we already work with.” (Grant holders, Peru)

Costa Rica

In Costa Rica, grant holders identified many 7-12 year olds working for more than 6 hours per day in their own homes, taking on parental responsibilities and unable to go to school. While not strictly defined as child domestic workers, their situation was found to be broadly similar (and linked) to that of those working in households other than their own. Unsurprisingly, parents were even more reluctant to consider the activities of their children as work, and those children involved felt all the more obligated to their parents to accept their lot.

3.2.2. Services to empower and protect child domestic workers

Grant holders have established a variety of context-specific ways of assisting child domestic workers, ranging from educational support, vocational training, health assistance and extra-curricular activities to intercession with employers, organising child domestic workers for mutual support, crisis intervention, legal assistance and rehabilitation.

Educational support has taken several forms across the project countries. In Togo, India and Costa Rica this has included equipping children with the supplies they need to go to school. Grant holders in Tanzania and the Philippines have helped with school fees to those at risk of dropping out. Academic support has been provided by many grant holders such as in Peru, homework support sessions and a library have enabled children to catch up and keep up with their studies. After identifying the market as an entry point for reaching child domestic workers in Benin, local grant holder ASFODEVH persuaded market officials to establish a space *in situ* to allow child domestic workers to socialise and to access non-formal education.

“Before the children did not do homework as they worked all the time and were tired, but now this is changing and people understand that children must have time to do homework. We provide space for them to study and now the children are getting better grades at school because they are able to do their homework.” (Grant holder, Peru)

Livelihoods and life skills: vocational training, career counselling and skills development (with the aim of developing financial independence and proficiency in basic life skills) have been core components of the services provided by many grant holders. This has included agricultural training, savings clubs, cookery, hygiene and sanitation workshops, classes on positive parenting, tailoring apprenticeships, I.T. and entrepreneurship training.

“For us in Lapu-Lapu city, Cebu, the city government provided sewing machines to the Barangays (districts) and so the child domestic workers who had graduated high school but could not continue to college learnt sewing. This sewing class is related to skills training provided by the government and is certified by the government. Through this training some of the students were recruited by some companies who have high demand for sewers, some were also able to work abroad from this accreditation. Aside from the training, we also help abused child domestic workers by providing financial help to their parents.” (Grant holder, Philippines)

Working with families and communities: Tracing child domestic workers, including by house-to-house methods and public events, has been undertaken by many grant holders. This has ensured child domestic worker visibility and enables on-going monitoring of their situation. In addition, parents and families of child domestic workers in West Africa and the Philippines have been supported to develop means of alternative income to prevent the need for their children to work. In both countries children received vocational training including in hair dressing and tailoring.

Crisis interventions: Indian grant holders have been active in rescuing child domestic workers from trafficking situations and in filing cases of abuse and violence against child domestic workers – underpinned by trauma counselling for those child domestic workers involved. Legal support and action against abusive employers has also been provided by grant holders in the Philippines, Togo, Benin, Burkina Faso and Tanzania. Across the project countries, short-term shelter and food has been provided for child domestic workers in crisis situations, particularly victims of sexual abuse. Grant holders in Tanzania have been involved in returning child domestic workers under the minimum legal age for employment to their own homes, and supporting their families to negate the future need to send their children to work. Regular home and workplace visits – such as in the Philippines and Togo – make employers aware that they are being monitored, protecting child domestic workers from further mistreatment.

3.3. Advocating for change for child domestic workers

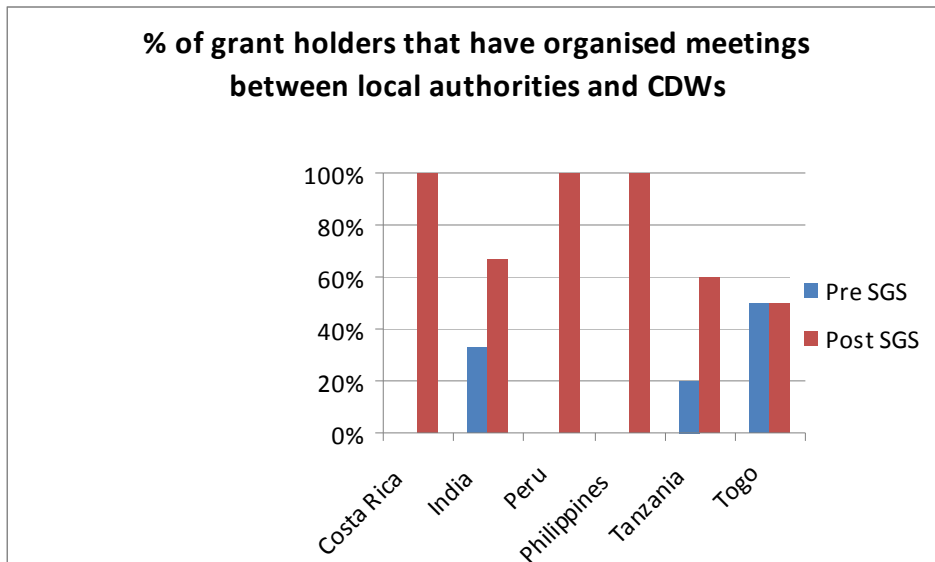
“I am now an effective organiser of child domestic workers in subdivisions following the training received by Visayan Forum. Many participate. Many offices invite us for radio guestings and it turned out well. There is also more cohesion and fellowship among members of Lapu-Lapu and Cebu members.” (Grant holder, Philippines)

A variety of activities to encourage child domestic worker self-expression, build self-esteem, and raise awareness have been done across all of the project countries. These have included a theatre group in Peru, street plays in India and leadership training for child domestic workers in both countries. Photography, dance, yoga and art workshops have been undertaken in Costa Rica and Peru, music lessons in Togo, park events and sports in the Philippines, Togo, Benin, India and Peru. The participation of child domestic workers in radio and video production, such as in Costa Rica, the Philippines and Peru, have generated useful skills and have enabled them to deliver messages regarding the situation and rights of child domestic workers cost-effectively to a wider audience. In Togo child domestic workers helped prepare a TV clip that has been shown on national television during the Day of the African Child. In Tanzania, courses in citizenship journalism have assisted the voices of child domestic workers to be heard, particularly in the print media.

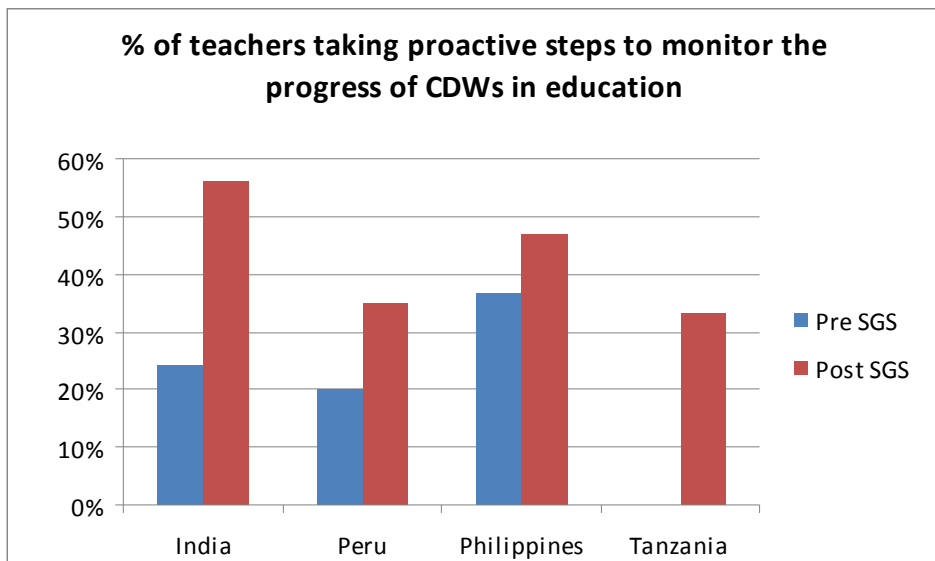
Influencing the policies and practices of national and/or local government has been the object of advocacy for many grant holders. In particular, pre and post SGS surveys have highlighted the significant impact that grant holders have had in drawing **national government** attention to child domestic workers and their concerns. In Costa Rica, grant holders have had particular success in advocating at national level – securing meetings between officials, child domestic workers and grant holder staff. This is also the case in Tanzania, where child domestic workers have established a dialogue with government officials, who also participated in a training programme on responding to the needs and rights of child domestic workers.

“Before child domestic workers were not noticed, but you can now see that they are very much recognised ... every time we go to congress they recognise us, and the secretary of the Labour department calls for us – we are so proud of this” (Grant holders, Philippines)

Efforts to influence **local government**, where change can have the most immediate impact on child domestic workers, have been significant. In Costa Rica, India, Peru and the Philippines grant holders have successfully persuaded relevant local authorities to address child domestic workers as part of their remit, which, along with authorities in Tanzania, now recognise that child domestic workers exist in their areas. In India and Tanzania in particular, significant strides have been made in ensuring that relevant local authorities respond to cases of child domestic worker abuse and in places, including in Peru, officials even attended grant holder-organised training on responding to the needs and rights of child domestic workers. In many localities, local officials have met with groups of child domestic workers and now more regularly invite participation from child domestic worker groups in relevant meetings – an especially notable achievement in Tanzania and Togo as this had not happened previously.



In India, Peru, Philippines and Tanzania, a number of grant holders have focused efforts on influencing **teachers and schools**: in Tanzania, child domestic workers have developed a curriculum to educate their school teachers about child domestic worker rights. Teacher training for teachers of child domestic workers has also been undertaken in Peru, and regular school visits in the Philippines to talk to teachers and monitor children’s progress alongside the establishment of child domestic workers liaison officers based in schools.

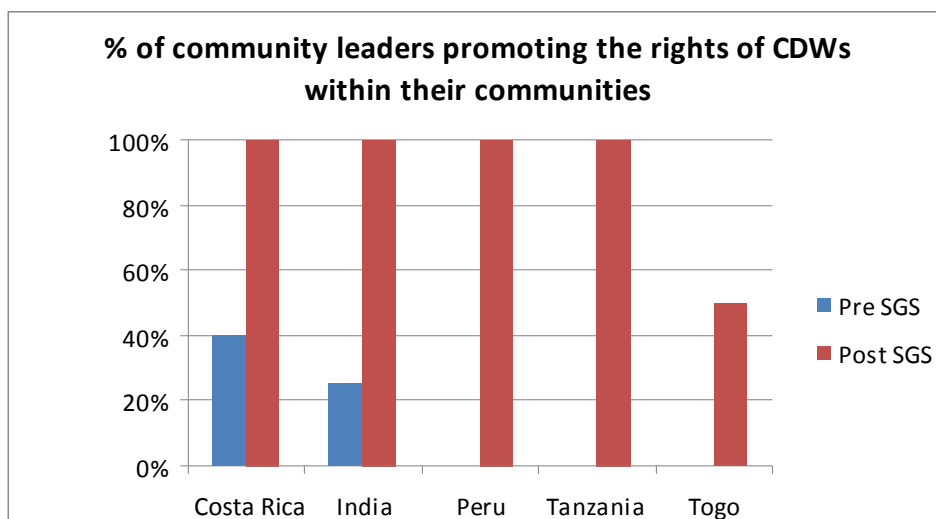
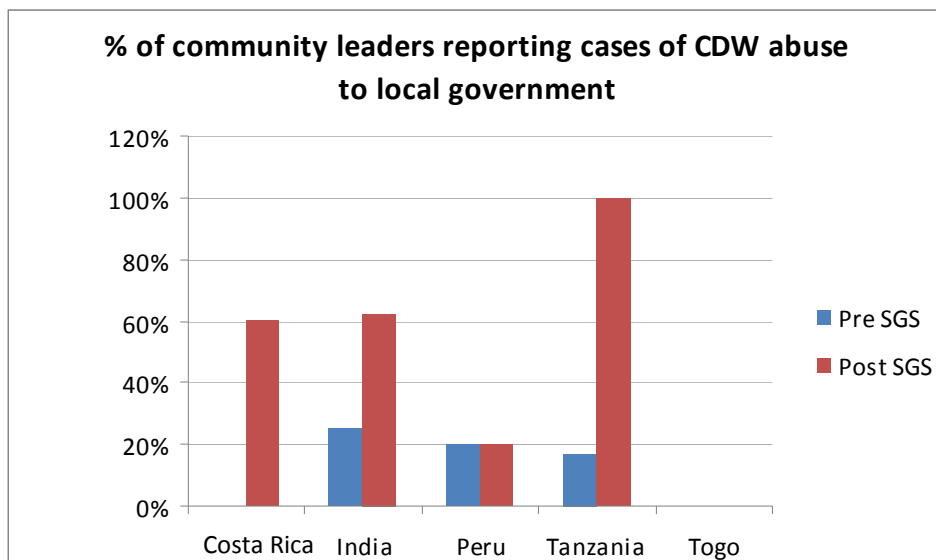


Arnold, SUMAPI leader, Cebu, Philippines

I started as a member of SUMAPI in 1st year of high school. I was a child domestic worker in the city (in Cebu). I didn’t know that my employer wouldn’t treat me well. Instead of giving me a room & bed, she would make me sleep in the store and I had to eat leftovers. I was made a punching bag. Despite of all that I still went to school and the Principal helped me. That’s when I met Visayan Forum and SUMAPI and I had an orientation of what SUMAPI does and the rights of child domestic workers. They showed me a video and that’s when I realised that what my employer did to me was wrong, and that I have rights. When I realised that I was being abused, I volunteered to go to SUMAPI. One of the staff asked me if I wanted to file a case against my employer, I said no because I didn’t want anyone to get

hurt. So I continued to work for SUMAPI, but then my employer pointed a gun at me and pulled the trigger, luckily it didn't hit me. Then I filed a case, and during the public hearing, I asserted my rights, and one of the counsellors took special notice of my case and helped me out. That's when I became a leader. I finished high school, and after that, SUMAPI helped me with a scholarship for welding and I am now licensed.

Community initiatives benefitting child domestic workers have increased significantly as a result of grant holders' efforts. Across all regions, community representatives/leaders met with civil society organisations groups to discuss child domestic worker issues, this has led to face-to-face meetings between local government officials and child domestic workers leaders to discuss child domestic worker issues such as working hours and conditions as well as contracts. Community spaces have been created and utilised by grant holders to promote interaction between child domestic workers and other community members through cultural events, information-sharing, outings, parties, consultation meetings with local leaders, training for employers and local officials, as well as community education events, such as informational video screenings to parents for prevention purposes.



Parents of child domestic workers have been engaged by grant holders through workshops in all countries aimed at improving the situation of child domestic workers, and have attended rallies promoting their rights in India, Peru, Tanzania and Togo.

Employer recognition of the situation faced by child domestic workers in their households is fundamental to changing their behaviour and assisting child domestic workers. However, nowhere has this proved to be an easy task. Key to success in most cases has been in developing a dialogue with employers at the same time as talking to child domestic workers in their households. This avoids employer alienation and minimises conflict between child domestic workers and their employers. Employers have been targeted by grant holders in India, Peru, Philippines, Tanzania and Togo – resulting in a significant increase in the numbers of employers in project localities reached by civil society groups. In the Philippines, members of SUMAPI offer to approach and negotiate with employers on behalf of child domestic workers who otherwise feel too intimidated to do so.

Employer to employer peer pressure, such as in Tanzania, has been found to be particularly effective in softening their stance: groups of child domestic worker employers have been established with the aim of encouraging attitude and behaviour change in their communities towards the treatment of child domestic workers; employers and child domestic workers are also regularly brought together to discuss working conditions and develop improved working arrangements for those child domestic workers entitled to work (through contracts). These groups have held regular training sessions on child domestic workers’ rights and employer responsibilities towards them. Employer to employer advocacy takes place in India. Joint employer action to protect child domestic workers is an important step to ending the exploitation and sustaining decent treatment of child domestic workers, but getting employers to act collectively, for instance in the Philippines takes time and is a constant struggle.

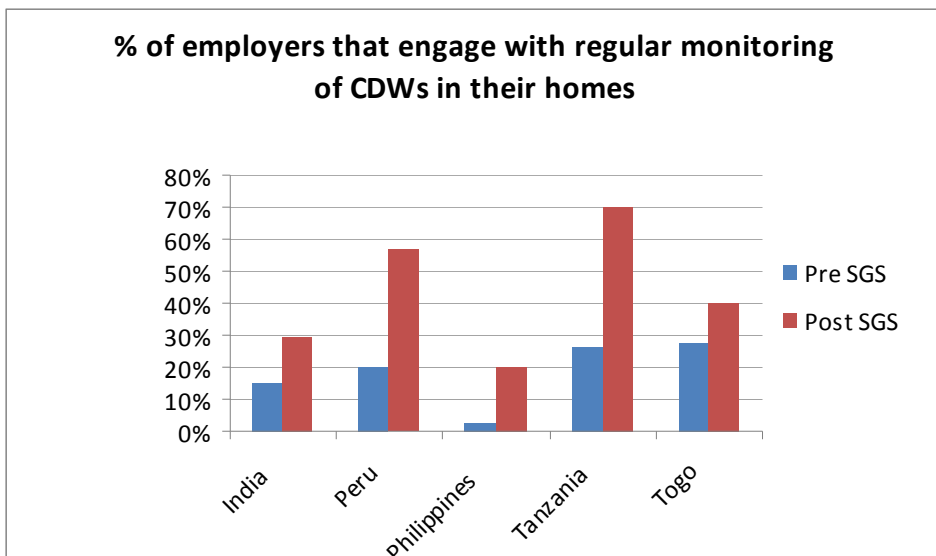




Photo: Anti-Slavery International

4. Changes achieved through the small grant scheme

4.1. Supporting child domestic workers to influence policy and practice

Successfully developing an understanding amongst child domestic workers of their rights was a commonly expressed achievement across all countries – whether through ‘promoters’ in Peru, campaigns and rallies in India, or dance and theatre groups in Costa Rica. Despite the difficulties in raising the issue amongst employers, several small grant holders in Philippines, Tanzania, Togo and Benin were also successful in challenging their assumptions about child domestic workers, leading to behaviour change. In Tanzania, Kivulini, Tumaini, Wote Sawa and others have brokered several hundred work agreements codifying wages and working hours for child domestic workers above the legal working age. In the Philippines, SUMAPI chapters have convinced employers that regulation of their child domestic worker’s conditions benefits both sides. Palpable improvements in work conditions and in relations between employers and child domestic workers have resulted from close monitoring of child domestic worker situations.

As a result of SGS activity, across the countries child domestic workers have become more visible and their voices heard more regularly. Official legal and governmental recognition of child domestic workers and their needs is notably greater than in 2009. Regulations concerning domestic workers in Togo now take into account child domestic workers and their concerns are firmly on the labour

ministry's agenda. In the Philippines, SUMAPI's particular success has been in gaining local and national government recognition and its members are now regularly canvassed for their opinion and involved in official discussions. Church leaders have been sensitised to deliver sermons to their congregations and to assist in educating children.

Sandra, PAFED, Togo

In my village the girls have to go through 'genital cutting' (Female Genital Cutting – FGC). When I saw my aunties and sisters going through this I used to cry; I was 12 years old and my turn would come when I was 15. As the days wore on I felt more and more scared – I always cried about it. One night my aunt came from Sokodé and I asked my mother to ask if I could go to Sokodé with her, as a way of avoiding FGC. I was allowed to go. My aunt promised me that she would let me go to school, but a year later I had still not been allowed to go. My aunt then promised to let me attend vocational training, but another 2 years on I still hadn't gone. She placed me as a house girl with a woman. The only time she visited me was at the end of the month. My aunt said that as I was working I could start my vocational training, but still nothing. One day, a man from PAFED came to my house, I was afraid. I thought that it would be another *placement* (as a child domestic worker). He talked with me and I was able to tell him that I was working as a house girl. He told me he would come back and talk with my employer and he did. I'm not allowed in the living room, but I heard him say "we want to help house girls". When they came out of the living room, the man from PAFED just said goodbye, and my employer called me and asked me if I want to go for vocational training, and I said yes I want to be a tailor. She told me to go to the PAFED office the next day. I didn't hesitate! Thank God today I have started my learning and I have my apprenticeship contract. I am about to finish my learning and my vision is to help PAFED to help other children like me.

Current and former child domestic workers involved in providing services have reported greater recognition and respect within their communities for their efforts, and take pride in knowing that they are making a difference. There has been a significant increase in reporting of child domestic worker abuse by **community members** to their representatives, and by these leaders to the authorities and to child domestic worker -focused groups. Community representatives now increasingly promote the rights of child domestic workers within their communities, and local community discussion sessions to promote the rights of child domestic workers have seen community participation in ever greater numbers. Several child domestic worker -led organisations have now been formerly government-registered, and many more groups and clubs have been formed where child domestic workers meet, talk, learn, and help each other out. Official acknowledgment of their competence and views in SGS countries have emboldened groups comprising current and former child domestic workers to educate duty bearers and the general public, as well as to lobby and campaign for their rights as children and workers.

Teachers now recognise child domestic workers in their classrooms and are making a greater effort to monitor their progress and provide extra support. More schools are now allowing flexible hours for child domestic workers and more civil society organisations are going into schools to promote the rights of child domestic workers and raise awareness amongst pupils and teachers. In India and the Philippines, there is also an increase in special education and vocational training provision for child domestic workers.

Law enforcement officials in India, Peru, Tanzania and Togo project areas have become more sensitive to the rights of child domestic workers, as evidenced by the greater numbers of abuse cases being investigated, and rescues undertaken – perhaps as a consequence of increased dialogue established by grant holders with police and other officials. Increased numbers of cases of abuse of child domestic workers are reported to Kivulini and abusive employers are also being prosecuted more frequently in India and Tanzania.

4.2. Making duty-bearers more responsive

4.2.1. At the community level

Community duty bearers, including parents, employers, local leaders and officials, have been particular targets of grant holder action across the project countries. For example, when work with child domestic workers first began in Cajamarca (Peru), there was a lack of community understanding of child domestic workers as workers. While a number of organisations could be found working with children on the streets, domestic work remained unrecognised. There was particular confusion in community understanding of ‘working for others’ and ‘doing chores in their own home’. When promoters began participating in meetings they were told by officials that child domestic workers were not workers. The same thing happened with local government representatives in Lima.

Since then, Peruvian grant holders have built their capacity to work with families, and have been rewarded by a change in their attitudes and behaviour – with many former child domestic worker beneficiaries of the work becoming leaders. Improvements in promoters’ inter-personal skills have aided their community standing and acceptance by local officials.

Giuliana, Coordinator of JAD – Cajamarca, Peru

One of our promoters was a 14-year-old child domestic worker when we met her. We were doing a street banner and she wanted to get involved as a promoter. She was the eldest of 8 children and had stopped studying to help support her family. She was very timid and wouldn’t react if people shouted at her. We included her in the group and let her work with the youngest of the group. She decided to go back to school and is still studying. We invited her to be a member of the Advisory Committee as she was very motivated and dedicated. She is one of the best promoters and is no longer the shy one; she is the one who says ‘guys, come on let’s do this and that’, she is a good role model for us, the biggest change was that she decided to go back to school.

In Tanzania, a key concern for adolescent child domestic workers has been their lack of recognition as workers, and, in particular, being underpaid or not being paid at all for their work. Despite being legally entitled to work under Tanzanian law, their working conditions were previously unmonitored and wholly dependent on the will of their employers. At the same time the communities they lived in didn’t recognise the suffering these children were experiencing. They had no knowledge or skills to identify the rights of the child and where to seek justice for the child domestic workers. The child was not recognised as an important person in the community. Neither was there any organised entity to advocate on their behalf. The work of several grant holders has changed all that, in particular a group of child domestic worker employers called Tumaini (see box).

Tumaini

In 2009, 25 employers (4 men and 21 women) were assisted by Kivulini through the small grants scheme to begin mobilising the community to assist child domestic workers. Their first act of collective advocacy was to undertake a street meeting to encourage community members to volunteer. Many employers responded positively, and several hundred employers have so far been reached. Tumaini’s message to employers is that ‘child domestic workers are part of the family because we all depend on each other’. As a result: employers should be aware of child domestic workers’ rights and their responsibilities towards them; communities should take responsibility and take action where there is abuse and; the voice of child domestic workers should be heard so that we can have safe families and communities.

Alongside advocacy towards employers, Tumaini assists child domestic workers to raise their voice and claim their rights, and provides activities to support them. Employer and community awareness of child domestic worker rights have resulted in improved employer/child domestic worker relations, underpinned in many cases by work agreements which are sanctioned by, and agreed in the presence of, community leaders who also take responsibility for monitoring their implementation. These agreements have not only improved wages and other conditions for those child domestic workers entitled to work, but have resulted in a notable change in employer behaviour. Reported cases of mistreatment of child domestic workers have been reduced from an average of five or six per month to two or less.

4.2.2. At the local government level

Influencing and working together with local governance structures has garnered tangible benefits for child domestic workers, brought greater visibility to isolated children, and promoted closer working relationships between civil society groups and duty bearers.

The system of local governance in Tanzania has been utilised by Kivulini and grant holders to both mobilise communities and hold employers to account in order to develop local by-laws for the protection of child domestic workers. Wajabu, a grant holder in Mwanza's Igombe ward, has, with Kivulini's support and SGS funding, been working to develop such a by-law in the communities where it operates. By-law development in Tanzania is a community-led process, and begins with discussion amongst community members (including parents and employers of child domestic workers) and their leaders; it is followed by a community consultation and the text is then submitted to the Development Ward Committee for approval. Assisted by Wajabu, community debates – involving child domestic workers – have culminated in several specific by-law provisions which include: (1) an obligation on employers to report the existence and origin of child domestic workers to local community officials; (2) the requirement to reunite children under 14 years of age (Tanzania's minimum age for admission to employment) with their families; (3) the development of a written contract between child domestic workers of legal working age and their employers, witnessed by street leaders (locally elected community officials). Similar by-laws have been passed or are under development in 6 wards in and around Mwanza.

Cyprian (17), Chairman of the *Wajabu* Advisory Committee, Mwanza, Tanzania

I was born near Igombe on Lake Victoria. My Dad went fishing one day and never came back. Then my Mum went to live in another district. I was left with my grandparents. My grandfather retired from working at the airport and bought some land not too far from Igombe. We had no money, some days I missed meals, so in 2008 when I was 11 years old I decided to work. I was too young to go fishing, I couldn't farm because I was not strong enough, so I went into domestic work.

I went to Igombe and asked people if anyone was looking for a child domestic worker and I was directed to my first employer. My employer gave me 15,000 Tanzanian shillings a month (approximately GBP £6) but did not always pay me on time. He didn't beat me but my workload was high.

In 2010 I got information on rights training from other child domestic workers. My employer didn't agree for me to attend training at first but I lobbied him and eventually he said yes. I received training from *Wajabu* about my rights and how to live with an employer. After the training I told my employer that I wanted a contract. I took the draft contract to my grandparents to ask for their opinion and they agreed. The community leader also went through it. We agreed that I would work with him for three years. I also have a form that my employer fills out when I'm paid that is then taken to the community leader.

My employer then got transferred so in 2011 I found something else. My new employer is not bad, but sometimes he pays me late. My employer is a fisherman so he can be away for a long time; when

he comes back he gives me my salary. I know when he is struggling and we negotiate. I understand.

I decided to join the Advisory Committee at *Wajabu* after I heard about it through other child domestic workers. It has really increased my confidence and we give each other support. I can now talk to my employer about my payment and I learnt how to improve my relationship with him, we are now on good terms and he has appreciated it. I learnt entrepreneurship skills that help me budget my expenses better and support my family. I am now the Chairperson of the Advisory Committee. We have an important role to play with other child domestic workers. We inspire them and encourage them to make changes in their lives and to achieve their goals. We identify them and educate them on their rights.

Our Advisory Committee took part in the consultation with local leaders and the ward executives to discuss what could be included in a by-law to protect child domestic workers. The community leaders listened to us and now we have a by-law to protect us; because of the by-law seven children that were not being paid now are and 45 of my fellow child domestic workers have now signed a contract.

I have a lot of hopes for child domestic workers in the future. I still can't go to school because I am supporting my brother who is in seventh grade and my grandparents but I hope to go back one day.

In the Philippines, where local ordinances serve a similar function to by-laws in Tanzania, SUMAPI chapters have been working closely with local *barangays* to adopt ordinances that require them to register domestic workers, especially children, in order to make them and their workplaces visible to the authorities and local service providers. These ordinances also provide for establishment of hotline mechanisms and the promotion of social security coverage for domestic workers in their localities.

“In Davao, the child domestic workers are all studying, when we interviewed them they told us of the abuses they had experienced; they wanted a law to protect them. They also wanted a local ordinance, so we lobbied the Barangay council for a local ordinance. The local councillor then went to all the Barangays and the Barangay chiefs to propose a solution. They called all the child domestic workers in the 54 Barangays to register them and inform them of their rights, particularly health insurance, social services and a living wage.” (Grant holder, Philippines)

4.2.3. At national level

A significant obstacle to ensuring the effective protection of child domestic workers has been the void in national laws regarding child domestic workers rights. As a result, the pursuit of policy change and legal reform to underpin sustainable social change to the benefit of child domestic workers has been central to grant holder efforts. Action in this area has required groups to garner support from, and collaborate with, a range of local and national civil society actors. The ability of grant holders to mobilise child and adult domestic workers, and in particular to secure ways of getting their voices heard both in the media and in technical discussions with decision-makers looks to have played an important part in grounding debate around their needs and rights deficits.

In the Philippines, SUMAPI's particular strength has been in its ability to engage with other civil society institutions and lobbying regional authorities to identify legislative gaps. During the course of the small grant scheme SUMAPI chapters were supported to step up their advocacy in promoting the *Batas Kasambahay*. Particularly noteworthy is the support given by project partner Visayan Forum in assisting SUMAPI to secure a regular seat at the table of the national technical working group discussing the *Batas Kasambahay* – giving its representatives a key national decision-making role in the process that led to the adoption of this fundamental legislation in January 2013. In tandem, SUMAPI members helped lead civil society advocacy for ratification of the ILO Domestic Workers Convention, 2011 – ratified by the Philippines government in 2012, the second country in the world to do so.

“A lot of our members are organising and speaking to political and public officials, asserting child domestic worker rights and lobbying. Last year during the address of our president, he declared that it was high time there was a national law to protect child domestic workers, so the government has recognised that it is important to support the needs of child domestic workers.” (Grant holders, Philippines)

In Tanzania, having the Child Act 2009 in place is said to have reduced child domestic worker exploitation because street leaders (locally elected community officials) are reported to respond more positively to child domestic worker demands when it is invoked. Now, the Labour Department have become involved in determining a fair salary and treatment for child domestic workers who are entitled to work. Local members of parliament have become involved and are helping to bring child domestic worker issues to the national level and a trade union now acknowledges child domestic workers as part of their membership. Members of Wote Sawa have met with the Minister of Labour requesting a commitment to ratify ILO C189.

In India, NDWM grant holders campaigned during 2011 and 2012 alongside other members of the National Domestic Workers Movement and other civil society organisations to amend a national Sexual Harassment Bill which specifically excluded domestic workers. Their efforts included: street announcements, posters, street theatre shows, public advertisements and fliers; a postcard campaign targeted at the Ministry of Women and Child Development; organising a delegation of NDWM comprising of domestic workers and coordinators to meet the President of the National Advisory Council (Sonia Gandhi); lobbying with the respective State governments to intervene by meeting with civil servants of the departments of Women and Child Development and Labour; and a mass awareness campaign in which 1 million signatures were collected. An amended Bill – specifically mentioning domestic workers – was passed in parliament in September 2012.

4.3. Common challenges

A host of individual and collective challenges have been identified by small grant holders during the course of the scheme. These have often required grant holders to re-examine their initial assumptions and adapt their approaches to overcome them.

In Togo and Benin, where the vast majority of child domestic workers live-in, a distinction was found between those who had decided to live with their employers and those who had been ‘placed’ to work for extended family members by their parents, a longstanding cultural practice known in Togo as ‘placement’ and ‘confiage’ in Benin. While child domestic workers in both instances reported similar problems, it was found that the cultural dictates of ‘placement’ and ‘confiage’ meant that those children felt particularly compelled to stay, whatever the circumstances because of family ties. This has resulted in child domestic workers continuing to suffer in abusive and exploitative households.

Edem, WAO Afrique, Lomé, Togo (narrator by other child domestic workers)

Edem’s father died, leaving his mother to look after him and his brothers and sisters. Then his mother died and Edem and his siblings were split between their relatives. As a result he came to Lomé and was placed with his uncle and was going to school. His uncle treated him differently from his own children. Edem was the last to sleep and first to wake up, so he went to sleep at school. One day the teacher asked him why he was always sleeping at school. He told the teacher about his situation and discovered that there was a girl at school in a similar situation who attended activities for child domestic workers at WAO Afrique. The girl invited him to go with her to a meeting. After the meeting, he was beaten because his uncle didn’t want him to participate in these activities. He considered that WAO Afrique would be a bad influence and they knew he would learn that he was being mistreated. Edem didn’t go to the following meeting. WAO Afrique staff asked the girl why her

friend hadn't come back and she told them his problem. WAO staff and the girl went to talk to the uncle. As a result of the discussion, Edem's uncle now lets him participate in the meetings and looks after him better.

Identifying the most vulnerable child domestic workers continues to be a considerable challenge across all countries, most notably in India where grant holders working with part-time (live-out) child domestic workers struggle to reach live-in, and trafficked child domestic workers. Employers remained very reluctant to release child domestic workers from their homes, although some part-time child domestic workers were at times able to broker connections with these harder to reach child domestic workers in the vicinities where they work.

A challenge facing many grant holders concerns the **sustainability** of the gains that they have made, and the ways in which these gains could be expanded to other communities. Some grant holders have reported significant limitations to what they have been able to achieve as a result of financial and skills deficits. Peruvian grant holders voiced apprehension over how they would be able to build on what they had achieved and embed empowerment principles and practice in wider society. In Tanzania, grant holders confirmed the challenge of spreading the message to neighbouring areas and raised concerns about how the raised expectations of child domestic workers would be met in the longer term, as well as the resource implications of this. In relation to advocacy, grant holders in Peru and India shared similar experience of child domestic workers becoming demoralised when their participation did not have an immediate effect. The slow pace of change was also recognised in Togo and Benin – grant holders reiterated the importance of continuing to empower child domestic workers in order to gradually change the mindsets of adults.

Related to this, many grant holders have noted difficulties in being able to effectively **monitor and evaluate** the scope of their advocacy impact. Projects which have involved interacting with communities on a large scale – such as through street theatre, art, music, rallies and workshops – have struggled with measuring the numbers of those involved, and in capturing details which would otherwise enable their engagement in further activity.

Gaining the support of the community and the authorities has been an essential component of creating sustainable change, but remains a significant challenge. In a number of project countries, local officials or leaders initially would refuse to meet with grant holders, regularly cancel appointments and not show up to events. When appointments were kept, as in Peru for instance, child domestic workers were sometimes told that they could not express their opinions and were just there to listen. Local and State corruption was cited as a particular challenge in India and Togo, where rescued child domestic workers would simply be returned to their employers, and cases of sexual abuse remained uninvestigated. In Tanzania, grant holders have reported ongoing problems of complicity in cases of rape – with doctors unwilling to authenticate the case and the police siding with the employer.

Legal and policy change underpin sustainable action for the benefit of child domestic workers, but is often a slow and tortuous process. In the case of the Philippines, it has taken almost 20 years of local and national level advocacy to secure the *Batas Kasambahay*, which sets out to protect domestic workers from exploitation and abuse, and to improve their working conditions by taking steps to formalise the labour relationship between workers and employers. In the case of Togo, grant holders have supported efforts to amend Arrêté 1464 and recognise the rights of child domestic workers above the minimum age as per C138 to be protected from abuse and exploitation. Where laws do exist, whether specific to domestic workers such as in Peru, or relating to children more generally as in Tanzania, promoting their implementation has been and remains a huge challenge, which is the reason why grant holders have sought to secure the adoption of policies (by-laws and action plans) aimed at guaranteeing their improved implementation.



Photo: Anti-Slavery International

5. How did the approach of the small grant scheme allow change to happen?

5.1. Working together for sustainability

Designing, delivering, monitoring and evaluating the small grants scheme has relied on methods which emphasise participation and learning. Approaches including mentoring, regular experience sharing and information exchange, joint planning and participatory problem-solving have been a hallmark of those activities generating substantial impact.

In addition to coordinating and administering the small grant scheme, project partners worked closely with grant holders to assist them in reaching their individual and collective objectives. This has involved providing training, support and opportunities for information sharing and learning.

AGTR's efforts as SGS coordinators in Peru are typical of the time, expertise and financial investment provided by project partners to support the growth of local organisations. AGTR has convened workshops with grant holders to share their experience and plan joint activities, and has maintained regular contact with them. In a significant development in Peru, the foundations laid by the operation of the small grant scheme resulted in 2012 in 5 years of new funding for AGTR and its network of grant holders to continue their work with child domestic workers.

In the Philippines, grants have supported the expansion and cohesion of SUMAPI branches, mentored by Visayan Forum Foundation, to become a local and national force for policy and legal change. The effectiveness of SUMAPI's influence lies in its representative democratic structures. This ensures that all of its members have a voice in the organisation and are cognisant of their contribution to the network as a whole. Respect for SUMAPI as an organisation has generated additional recognition for the views it expresses. Perhaps most significantly, small grant scheme support for SUMAPI has resulted in its transition to the status of an independent organisation with its own officers and decision-making structures.

DNI's trust and influence amongst the communities it serves have been deepened by grant holder activities. The close relationships between grant holder staff has ensured good service provision which has not only brought tangible benefits to children and other community members, but has been advantageous in developing joint advocacy action to stimulate wider change.

Grant holders in India are state partners of the National Domestic Workers Movement, who meet annually to plan their policy work and campaigns. In the meantime, coordinators and animators communicate regularly to share information, bring child domestic workers together and coordinate their advocacy actions. SGS funding has enabled the Movement to strengthen its internal structures and relationships, while allowing for flexibility amongst individual State chapters in developing and pursuing their own approaches to local child domestic worker needs.

Exchanges of knowledge and ideas have also been at the heart of WAO Afrique's way of working with SGS grant holders, and WAO organises regular meetings and trainings to facilitate this. WAO also used the SGS to expand efforts across Togo and to other countries in the region, notably Benin and Burkina Faso. Their capacity building efforts have focused on helping grant holders develop messages, methods and materials for their work.

Kivulini in Tanzania has played a critical capacity building role with its 9 grant holders, including mentoring support to assist them in implementing their activities. By creating a local network of SGS organisations Kivulini has enabled grant holders to share information and encourage collaboration. Kivulini has convened meetings with grant holders – many of whom it hosts in its office – to discuss progress and find solutions to arising challenges. A key success resulting from the SGS has been the establishment of the Tanzania Domestic Workers Coalition (TDWC), taking steps to formalise the relationships developed between grant holders and with other child domestic worker-focused organisations in Tanzania. This coalition, registered in 2012 and supported by Kivulini, currently has 15 member organisations and is growing. Developed with the ultimate intention of becoming an independent force, the coalition has big plans – aiming to become a nationally recognised advocacy and support hub on child domestic worker issues.

Broadly, evidence from partners suggests that the small grant scheme's devolved grant-making approach has added value to their efforts of reaching greater numbers of child domestic workers. In addition, by grant holders providing more localised support for child domestic workers where they live and work, a greater sense of community ownership of their activities has been reported, leading to increased sustainability and cost savings in some localities (as communities continue and sustain activities for child domestic workers).

5.2. Delivering services to enable participatory advocacy

In their activities across the project countries grant holders have revealed the indivisibility and interdependence of advocacy and service delivery activities. The projects they have undertaken have demonstrated, in particular, that effective advocacy with and on behalf of child domestic workers, is highly dependent on the foundations laid by services which reach and protect them, which build their knowledge and confidence, and which develop the trust of parents, employers and duty bearers in the communities which surround them. By the same token, while providing valuable benefit to individuals, service provision without advocacy can never deliver comprehensive sustainable change.

In Peru, ‘promoters’ skills and confidence in their value has increased markedly as a result of establishing and running services benefitting child domestic workers as well as their parents and employers – including a homework support group, a toy library, recycling schemes, and a savings and credit fund. Community recognition of the value of these services has not only added to promoters’ sense of self-worth, but has resulted in their greater access to child domestic workers, including new arrivals. The local authorities have taken notice and have begun to invite promoters to community governance meetings, and individual leaders lend their support to the activities. As community trust of their work and acceptance of their competence grows, cases of child domestic worker abuse are increasingly brought to their attention, and are passed on for local authority attention.

As a result of their experiences, promoters from Peru have argued that to stop service delivery would shut the door to reaching new children in need of their support. They are clear that it is the value of the services that they provide to the community which have resulted in their local legitimacy and therefore in their local authority recognition. Promoters maintain that advocacy with child domestic workers, their parents and employers alone would not be enough to change community attitudes and individual behaviour which would benefit child domestic workers in the longer term.

Costa Rica

If you took away all of the services you have been providing, would you still have been able to do advocacy? “No, we need the other activities to do advocacy and vice versa. These activities enable me to teach and empower teenagers, and then I can do advocacy and those teenagers can then do their own advocacy. *And if you took away all of the advocacy activities, what would the impact have been?* “There would have been no impact because if the population of Costa Rica doesn’t know what is going on then we cannot impact the situation in the longer term” (Grant holder, Costa Rica).

Grant holders in Tanzania have also acknowledged that, while child domestic workers need to know their rights, they also need help to build their capacity to claim them. Assistance in developing individual and collective entrepreneurship has been found not only to increase the capability of child domestic workers to assert their rights more effectively, but also to leave exploitative situations by developing their confidence and skills to create alternative employment options.

Entrepreneurship in Tanzania

“Initially it was very challenging to do advocacy, so the entrepreneurship training (service delivery) was like dangling a carrot!” (Grant holder, Tanzania)
Entrepreneurship training offers child domestic workers alternative ways of earning a living. This combines confidence building activities with vocational training for alternative employment. Grant

holder Wadada (formerly *Chezeshu Mikono*) provides a room for child domestic workers to meet on a daily basis, discuss their rights, and develop ‘hand’ skills such as cooking and sewing. As a result, *Chezeshu Mikono* has found that those attending have become more confident and active in talking with duty bearers, employers and other community members about their concerns.

“Advocacy and service delivery should go hand in hand for a greater impact. They are both important.” (Grant holder, Tanzania)

Grant holders in Tanzania have maintained that without providing services, advocacy with parents and employers in particular would seem threatening. The tangible benefit of these services in was a non-threatening way to initiate a community dialogue which, in turn, made advocacy easier. The institutional and mentoring back-up provided by Anti-Slavery International’s project partner Kivulini was recognised by grant holders to have played a fundamental role in supporting grant holders to develop their training skills and in running their organisations.

“How could we get thousands of children on the street if we didn’t do any service delivery?” (Grant holder, India)

SGS grant holders in India have established that child domestic workers are only in a position to become effective advocates if they are aware of the issues they face and understand their situation. Services have been developed with the dual purpose of assisting individual child domestic workers while supporting a wider public advocacy agenda. Not only do activities such as vocational training, picnics and sports give child domestic workers concrete support, they also create an opportunity to discuss and plan NDWM’s campaign actions.

SGS Services in India

An array of services for child domestic workers has been developed by the state-level branches of India’s National Domestic Worker’s Movement. These range from enrolment and educational support for child domestic workers in school through to skills training, rescue and crisis intervention, mutual support and counselling, participation in street theatre and sports activities. Many of the children involved in these activities have formed children’s clubs and become involved in NDWM’s public campaigning efforts to ban child labour and for a law to protect all domestic workers – including rallies, press conferences, Q&As with government officials and signature campaigns.

Grant holders in Togo and Benin have found that developing the knowledge and skills of child domestic workers builds the foundation for their active participation in community and their capacity to lead and take part in advocacy to change attitudes and behaviour. In addition, grant holder experience in these countries has identified the importance of demonstrating by example the benefit that effective services can bring to child domestic workers and their communities in order to encourage their replication by the authorities.

Philippines

At the beginning, your projects were more focused on community based advocacy, with national level advocacy later on. Would you have been able to do national level without the community level?

“No, because the government won’t pay attention to you if you don’t have enough people behind you – so the community based advocacy was a way of building numbers.”

What would happen if you didn’t do service delivery?

“We wouldn’t be able to do Advocacy! The service delivery activities help SUMAPI to get a general idea of the numbers of child domestic workers. It was through providing temporary shelter and other

services that we were able to form SUMAPI, so without services we wouldn't be able to get child domestic workers to participate in advocacy activities.

“In Dumaguete to attract child domestic workers we would take sports equipment to the park and would encourage child domestic workers to play, and then through this we can speak to them and get their information and give them information about SUMAPI. SUMAPI is now referring cases to govt. agencies because they have the services, and SUMAPI & VF should not be the only group to provide these services, so we should refer them to govt. agencies.

“Advocacy activities are like waves, you won't be able to do effective national advocacy if you only have one wave; you need many waves to reach this, and this is why we continue service delivery. So even if there are challenges, it won't all fall apart because they have established a base in the community.”



Photo: Anti-Slavery International

6. Conclusions: what we have learned

From the outset, the development and execution of the small grant scheme has strongly emphasised learning. Conceived out of previous project experience, the small grant scheme embodies the conviction of Anti-Slavery International and its partners that putting child domestic workers at the heart of efforts to improve their lives is essential. Furthermore, by focusing on advocacy, this project has sought – in addition to directly improving the lives of the relatively few – to promote wider policy and practice change with a view to benefitting many other child domestic workers in the longer term.

Unsurprisingly, from a project which committed itself to learning, lessons from the small grant scheme as a vehicle for delivering change for child domestic workers have come thick and fast. Examination of these individual experiences has established a range of common lessons relevant to future work with this group of particularly secluded, dependent and vulnerable children. These emerging lessons are highlighted overleaf.

6.1. Working with stakeholders and duty bearers

Child domestic workers' awareness about their rights is a prerequisite for their take up of other services and for undertaking participatory advocacy. SGS grant holders have shown that child domestic worker's understanding of their situation, their entitlements and what constitutes

unacceptable behaviour towards them is the first step towards building the self-respect and confidence required to aspire to and take full advantage of opportunities to improve their situation, as well as their ability to advocate for themselves and for others.

Grant holders have shown that **recognising children working in households as workers rather than as ‘helpers’ or ‘relatives’ plays an important part in making them more visible and in efforts to improve their situation.** For those children who are yet to reach the legal working age, parents and the ‘source’ communities in which they live must be helped to understand why child domestic worker is detrimental to their children and be supported to take their children back.

The small grant scheme has established that **engaging with employers is an essential component not only in improving the situation of child domestic workers but also in sustaining any gains made.** Furthermore, it is apparent that gains for child domestic workers are most sustainable in places where responsible employers are assisted to come together, form groups and be trained to uphold the rights of child domestic workers.

Cooperation with and between civil society institutions is necessary to achieve considerable and lasting results. Working with, for example, NGOs, local authorities and community leaders facilitates the identification of child domestic workers, encourages the development of consultative advocacy planning at local, regional and national levels and enables a wider range of people to become involved in initiatives. This in turn has the potential to result in a greater attitudinal and legal shift towards protecting child domestic workers.

National policy and legislative reform is essential in underpinning and sustaining local gains in social attitudes and behaviour change. At the same time, engagement with local authorities and decision-makers supports these broader advocacy efforts. Advocacy at local and national levels are both necessary and are mutually reinforcing.

6.2. Delivering services enables participatory advocacy

Advocacy goes hand-in-hand with service provision. The two are indivisible and interdependent. Neither will effect sustainable change without the other. In particular, providing services for child domestic workers lays the foundations for effective advocacy by being a tangible force for progress in communities, and affording legitimacy to local and wider advocacy efforts as a result.

In advocating for the rights of all child domestic workers, grant holders have shown that the needs of the individual must also be catered to. Effective advocacy is built on a sound understanding of the needs of child domestic workers and, for credibility, relies on their involvement in lobbying, campaigning and public education efforts. Child domestic worker involvement is prefaced on being able to reach them and help in developing the confidence, security and skills required to reach out to others.

Services for child domestic workers need to be localised and context-driven. Effective services are built on a close understanding of local child domestic worker needs and the communities in which they live and work, and should be delivered with the support of community members. Furthermore, services which help child domestic workers to understand their situation, advance knowledge of their rights and build their self-esteem empower them to improve their own lives and the lives of others.

Those child domestic workers involved in delivering services can gain valuable personal benefit and key advocacy skills by doing so – in particular by developing their knowledge, confidence and status to become effective advocates. Moreover, grant holder experience has shown that both adult and

child advocates benefit from institutional backing in order to support and protect them and hone their skills. Backstopping of this kind in the small grant scheme has been provided by Anti-Slavery International's project partners, through training, mentoring, networking and experience sharing.

6.3. Promoting child domestic worker participation

The small grant scheme has established that **effective children's participation in advocacy relies on the development of root and branch participatory structures which, in turn, are supported and underpinned by children's engagement and empowerment in their local communities.** Developing effective child domestic worker advocates also requires their extensive preparation, including basic child rights training and an understanding of participatory approaches, as well as on the purpose and methods of advocacy.

The engagement of child domestic workers in reaching out to others not only permits greater project reach, but brings tangible benefit to the individuals concerned. SGS grant holders have revealed the personal pride, increased respect from others, and the official recognition that comes from their involvement in assisting other child domestic workers.

Grant holders' experience has found that **sustaining the participation of child domestic workers depends on a balance between their engagement in advocacy and activities which support their own personal development.** Personal development activities can take many forms, depending on the interests and needs of the individuals concerned.

Children's participation requires a substantial time commitment from the children involved, particularly those involved in leadership roles. Children need to understand and consent to this, and employers and parents need to be engaged to support this participation.

If you could only do one thing...

During the course of the peer learning meetings, participants were asked "What is the single activity that would create the biggest change (for child domestic workers) for the better?" Grant holder's answers, grouped by country, are indicative of the different operating contexts and approaches taken by those who participated:-

In India, **lobbying and campaigning activities** have been identified as crucial in effecting change. While the impact can be slow, the combination of public campaigning and private lobbying of decision-makers is bearing fruit, as evidenced by the growing awareness amongst stakeholders of the rights of child domestic workers.

In Tanzania, the single most important action to create change for child domestic workers is to increase **knowledge** of child domestic workers and their rights. Knowledge allows child domestic workers to stand on their own two feet and, if passed on to local government leaders, would encourage them to engage with employers to resolve conflict.

"For me, contact with DNI (project partner, Costa Rica) is like an angel that has helped to train us and change our lives. The activities of DNI help in different ways. For example, I could not socialise with others, and so DNI helped me to communicate with people." (child domestic worker, Costa Rica)

In Togo, **awareness raising**, particularly of the government, is critical to making other things happen. Harmonising Togolese law with ILO C.189 will be the springboard to enabling the widespread protection of child domestic workers.

In the Philippines, grant holders wanted **political representation** – in particular a domestic worker representative in Congress. The government makes and influences laws and are the biggest

stakeholders – they need to be ‘on-side’. A direct representative for domestic workers in Congress would, it was argued, be able to focus on legislation to protect them.

In Peru, **developing the capacities of child domestic workers to become promoters** continues to have the biggest impact. Their growing confidence in reaching child domestic workers and persuading parents and employers to act is not only a personal triumph, but is a powerful motivator for other child domestic workers.

6.4. What challenges remain for child domestic workers and those who assist them?

In cases of **physical, emotional and sexual abuse** of child domestic workers, grant holders have identified the need for the police to take reports of abuse more seriously and respect child domestic worker complainants, and the importance of the judiciary delivering justice for child domestic workers in abuse cases. Local government bodies need to register and monitor the situation of child domestic workers, supported by sanctions on abusive employers and appropriate media coverage. **Finding ways to contact and assist those hardest-to-reach child domestic workers** requires constant evolution. The involvement of other child and adult domestic workers will be central to establishing these links.

The **isolation** of child domestic workers from their own families and friends have been identified by grant holders as a huge barrier to their efforts. Lack of freedom to leave the household remains commonplace beyond project areas. Tackling ingrained assumptions regarding child domestic work as an accepted and expected practice, particularly by girls, helps to improve their physical as well as cultural invisibility. **Establishing a dialogue with employers, parents, communities and the relevant authorities** is critical to long term success. However, this will take time, patience and a long-term commitment to the issue and to the communities being served.

Grant holders have established that being a child domestic worker can also be a significant obstacle to their **schooling and training opportunities**. Local and national governments must redouble their commitment to universal, good quality, compulsory and truly free education provision, with teachers providing special assistance to child domestic workers. Parents and employers must take responsibility for sending child domestic workers to school and supporting them there.

Despite these challenges, the small grant scheme has showed that reaching and assisting child domestic workers and changing the attitudes and behaviour of those who influence their lives is by no means impossible, even in the relative short term. The small grant scheme was successful in supporting a wide range of interventions that not only impacted the different levels of policy making but also supported child domestic workers directly. The fact that a number of these interventions have received further external funding and are now being scaled up illustrates the sustainable impact that supporting new and innovative projects through small amounts of funding can have.

Annex 1: List of Small Grant Holders

Name	Group's primary focus; location of activities and status	Grants awarded (£)	Principal SGS-funded activities
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COSTA RICA and PANAMA

Programa de computo dirigido a adolescentes que realizan trabajo doméstico (CMTC)	Education, San José	£6,674	IT classes for CDWs offering IT training and teaching on how to access relevant information (e.g. about legislation & the rights of CDWs).
DNI Costa Rica	Child rights, San José	£28,246	After school support; Sessions on mental and physical health; Local level advocacy through plays, radio and other media; National level advocacy and awareness raising campaigns.
Organización de Ferias Informativas Comunitarias sobre el Trabajo Doméstico realizado por NNA	Advocacy, San José	£5,245	Community festivals; Training of community leaders.
Derecho a la organización y participación de adolescentes en trabajo doméstico (IDEMI)	Child rights, Panama	£1,966	Training CDWs on their rights, leadership and ways of organising themselves.
Plataforma Subregional sobre Trabajo Infantil y Adolescente	Regional advocacy coalition on child work	£13,950	Promotion of good practice among organisations in the regional platform; Advocacy & awareness raising with governments in the region in relation to CDWs.

INDIA

Tamilnadu Domestic Workers Movement	Organizing returning migrant and other CDWs, Chennai	£10,953	Educational support; Capacity building; Lobbying & advocacy; Campaigns.
Karnataka Domestic Workers Movement	Organising of part time CDWs, Bangalore	£2,870	Educational support; Capacity building; Lobbying & advocacy.

Name	Group's primary focus; location of activities and status	Grants awarded (£)	Principal SGS-funded activities
NDWM: Hyderabad	Organising of part time CDWs and rescued CDWs , Hyderabad		Educational support; Capacity building; Lobbying & advocacy; Sensitization programme.
NDWM: Mumbai	Organising of part time and full time CDWs, Mumbai	£15,558	Educational support; Capacity building; Lobbying & advocacy; Campaigns; Media advocacy; Awareness raising.
Jharkand Domestic workers Movement	Organising of CDWs, Ranchi	£6,236	Educational support; Capacity building; Lobbying & advocacy.
North East Domestic Workers Movement	Organising of CDWs to protect them from trafficking for live-in domestic work, Shillong	£9,646	Educational support; Capacity building. Lobbying & advocacy.
National Domestic Workers Movement- Nagaland	Organising of CDWs to protect them from trafficking for live-in domestic work	£6,000	Educational support; Capacity building; Lobbying & advocacy.
Manipur domestic workers Movement	Organising CDWs to protect them from trafficking for live-in domestic work	£3,937	Educational support; Capacity building; Lobbying & advocacy.
Community Development: Assam	Organising CDWs to protect them from trafficking for live-in domestic work		Educational support; Capacity building; Lobbying & advocacy; Campaigns.
NDWM: Patna	Organising CDWs to protect them from trafficking for live-in domestic work		Prevention; Rescue and Rehabilitation of CDWs.
NDWM: Lucknow	Organising CDWs to protect them from trafficking for live-in domestic work		Identification of CDWs; Vocational training; Formation of a children's parliament; Awareness programmes for CDWs

PERU

Jugar, Aprender y Desarrollar – JAD	Carabayllo District, Lima. At the start of project SGS was sponsored by Assoc. Germinal. Now an independent group, JAD, part of a bigger	£18,542	Games sessions with CDWs; Training for promoters; Local level advocacy with neighbourhood committees & municipal committees in the district; Advocacy in schools; Awareness raising in community through plays & street boards/hoardings; Visits to families for follow up.
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	group <i>Fuerza Juvenil</i>		
Aprendiendo para enseñar	District of Ventanilla, province of Callao. Supported by the group GAC Réplica de Líderes.	£19,526	Sessions with CDWs through workshops; Training of promoters; Advocacy in schools; Awareness raising through hoardings in school; Awareness raising through local radio; Family visits for follow up.
Somos el presente y queremos cambiar el futuro	City of Cajamarca. At start, was sponsored by NGO called Asociación Mujer Familia - AMF. Now an independent group which is a partner of AGTR; it is led by a former CDW.	£17,907	Sessions with CDWs through workshops; Training of promoters; Advocacy with provincial municipality; Advocacy at a local level with regional committee & municipalities on child labour; Advocacy in night schools; Family follow up visits.
Jugando Aprendo	Nueva Rinconada, Pamplona Alta, district of Miraflores. At the start, led by three university students. Now independent and led by a former CDW.	£17,950	Sessions with children using games/activities (library with games); Training of promoters; Local advocacy with grassroots orgs; Visits to families for follow up; Mothers identify CDWs to manage their inscription in the Free Universal Health Insurance.
Mi espacio para crecer	San Luis, Pamplona Alta, district of San Juan de Miraflores. At the start, led by a sociologist; now independent and led by a former CDW.	£12,799	Library for children; Training of promoters; Local advocacy with grassroots orgs; Family visits; Mothers identify CDWs to manage inscription in the Free Universal Health Insurance.
Compromisos con los Trabajadores Infantiles Domésticos	In Apurimac and Huancavelica. Began with sponsorship from a national network (RNPM) for promotion of children's rights	£2,400	Was discontinued after six months because lacked capacity to gather promoters nor to provide any help to CDWs.
Desarrollando talentos/habilidades y promoviendo los derechos de u grupo de trabajadores infantiles en el Cusco con el apoyo de sus propias compañeras	City of Cusco. It was sponsored by an NGO called Centro Yanapanakusun	£9.510	Workshops for CDWs; Visits to employers.
Reciclancitos TIDs	It was delivered by the group Reciclón. Aim to develop artistic abilities and strengthen self-	£7,463	Training for promoters & artistic workshops.

	esteem of promoters of the others small grants - to replicate workshops with CDWs.		
Red Nacional de Promoción de la Mujer (RNPM-Ap) - Coordinación Regional de Apurimac	Prevent young girls from migrating for domestic work.	£2,398	Awareness raising activities about the dangers of domestic work for children.

PHILIPPINES

St. Paul Dumaguete	Skills training	£5,072	Vocational training; Curriculum Development; Advocacy amongst schools.
Project Rhoda	Advocacy amongst religious groups and communities, Manila	£7,246	Rights advocacy; Training of churches, schools and communities; Formation of children's advocacy groups.
SUMAPI (6 chapters)	Outreach and Advocacy <ul style="list-style-type: none"> • Bacolod • Batangas • Cebu • Davao • Dumaguete • National Capital Region (Manila) 	£36,283	Outreach in schools, parks and churches; Rights awareness sessions; Trainings on advocacy and counselling; Art camps and advocacy; Advocacy with local government; Lobbying in Senate and Congress; Participation in Nat'l Domestic Workers Summit & preparatory activities; International lobbying for the ILO convention.

TANZANIA

Ukami Women's Group	Advocacy on Women and children rights	£8,426	Training CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs.
Tumaini Group	Advocacy on CDWs rights	£13,606	Training the CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs.
ABC Foundation	Advocacy on Women and children rights.	£14,366	Training the CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs.
AGAPE Aids Control Programme	Advocacy on the people living with HIV and Orphans in Shinyanga.	£12,236	Training the CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs.

Wotesawa Organization	Previously an Advisory Committee Mwanza.	£8,426	Training the CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs.
Nguvu Kazi Organization	Legal aid to women and children	£8,426	Training the CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs; Reintegration.
Wadada Center for Solution Focused Approach	Economic empowerment of girls	£8,426	Training the CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs; Counselling
Ndenuka Teachers Education Centre	Children's rights	£8,426	Training the CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs.
Wajabu Organization	Advocacy on Women and children rights. Igombe, Mwanza	£8,426	Training the CDWs on their rights and entrepreneurship skills; Training employers and street leaders on the rights of CDWs; Community Dialogues.
Kivulini Women's Rights Organization	Advocacy on women and girls, Mwanza.	£8,426	Meetings to monitor the implementation of SGS; Capacity building of SGS; Field visits.

TOGO, BENIN AND BURKINA FASO

WAO Afrique	Child rights	£9,980	Home visits to CDWs; Establishment of the Advisory Committee; Vocational training.
Association Ile Développement (AIDE)	Education, environmental protection, community health, agriculture, human rights promotion.	£5,027	Economic empowerment for CDWs; Psychosocial support; Home visits.
PAFED (Programme d'Appui à la Femme et à l'Enfance Déshéritée)	Women and children	£9,420	Support CDWs to organise themselves; Awareness campaigns; Train community leaders, religious administrative authorities, radio presenters and District Development Committees; Psychosocial and medical care for abused CDWs.
CFE/EEPT (Commission Femme et Enfant au sein de l'Eglise Evangélique Presbytérienne du Togo)	Women and children's rights	£8,004	Train CDWs in stagecraft; Support CDWs to initiate cultural activities for public awareness on issues of child abuse in general and in particular CDW.
ONG CTM-Togo (Carrefour Tiers Monde-	Trafficking and child	£5,878	Computer classes; Train CDWs to compose songs to increase awareness

Togo)	exploitation		of CDWs rights; Train CDWs in art for public awareness and advocacy.
MARS (Mouvement d'Action pour le Renouveau Social	Women and children's rights	£7,337	Establish a mutual support group for CDWs; Medical support for CDWs; Lending to parents whose children are removed from domestic work; Home visits.
ONG AJA (Action pour la Jeunesse d'Afrique)	Women, children and people with disabilities	£7,340	Identification of CDWs; Supporting CDWs to organise and advocate for their rights; Help CDWs to conduct advocacy targeted at the National Social Security Fund; Educate and train tutors and employers of CDWs; Home visits; Training for CDWs.
ASFODEVH : Association pour la formation en Développement Humain	Promotion of sustainable human development, Cotonou	£10,135	Literacy courses; Income-generating activities; Microcredit for girls; Train, guide and animate CDWs to form associations to defend and promote their rights; Celebrate commemorative days and inform the public in defending the rights of women domestic workers; Advocate with authorities (government, National Assembly, local and religious authorities, associations of women traders in secondary markets).
Congrégation des Sœurs de Saint Gildas des Bois (CSSGB)	Child protection	£10,135	Identifying CDWs; Training in modern and traditional hairstyles; Monitoring children.

Annex 2: Project Partners

The **National Domestic Workers Movement (NDWM)** is active in 18 states of **India** and works towards achieving dignity for domestic work and workers, at both national and international levels. NDWM organises domestic workers, empowering them through leadership and capacity building programmes and information about rights. The organisation runs awareness campaigns to sensitize the public, governing bodies and policy makers about the rights of CDWs as well as providing direct support for women and children in moments of crisis.

Contact: www.ndwm.org

The **Asociación Grupo de Trabajo Redes (AGTR)** in **Peru** operates a broad programme of non-formal education, support and services to current and former domestic workers, children and adults in general through *La Casa de Panchita* day centre. AGTR also offers a hot line for legal advice and psychological counseling and defence, has scholarships for some adolescents in DW to pursue post secondary studies and offers complementary nutrition for CDW that are in most difficult situations. AGTR is also the visible head of a network of organisations throughout Peru that combine services, data collection, defence of legal rights and advocacy.

Contact: www.gruporedes.org

The **Visayan Forum Foundation (VF)** in the **Philippines** has pioneered advocacy for the recognition, development and full legal protection of domestic workers in the Philippines. Accredited by the Department of Social Welfare and Development (DSWD) to provide “residential care and community – based programmes and services for women and children in especially difficult circumstances.” VF works for the protection and justice of marginalized migrants, specifically trafficked women and children and domestic workers or *kasambahays*. It also helped organize the *Samahan at Ugnayan ng mga Manggagawang Pantahanan sa Pilipinas (SUMAPI)*, a national organization of domestic workers.

Contact: www.visayanforum.org

WAO-Afrique is a regional organisation based in **Togo**. WAO studies and researches the various violations of child rights in the region and engages in social mobilisation, awareness raising, lobbying, removal of children from exploitative situations as well as their rehabilitation and reintegration. The organisation is also home to a transit centre for children withdrawn from domestic work or who are victims of child trafficking or sexual exploitation.

Contact: <http://waoafrique.org>

Kivulini in **Tanzania** supports communities to be better organised and empowered to take action to prevent and mitigate domestic violence against women and girls. The organisation mobilises entire communities to break free from domestic violence and to respect and value the rights of women and girls. Kivulini influences and facilitates the institutionalisation of desirable changes in policies, laws and practices to prevent violence against women and children in Tanzania while bearing in mind that successful advocacy requires careful research and data collection.

Contact: www.envaya.org/kivulini

Defensa de Niños y Niñas Internacional (DNI) delivers rights-based programmes in **Costa Rica and in Central America** on issues such as child labour and HIV/Aids. The organisation advocates for the rights of children and adolescents and works towards an inclusive democracy that gives children equal rights on a political level as well as working directly with groups of children to empower them to understand and articulate their rights.

Contact: www.dnicostarica.org

Anti-Slavery International, founded in 1839, is committed to eliminating all forms of slavery throughout the world. Slavery, servitude and forced labour are violations of individual freedoms, which deny millions of people their basic dignity and fundamental human rights. Anti-Slavery International works to end these abuses by exposing current cases of slavery, campaigning for its eradication, supporting the initiatives of local organisations to release people, and pressing for more effective implementation of international laws against slavery. For further information see: www.antislavery.org.

Registered charity: 1049160

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Asociación Grupo de Trabajo Redes



Defensa de Niños y Niñas Internacional



Kivulini



WAO-Afrique



National Domestic Workers Movement



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